"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4732
Revision No.: 11
Date Of Last Revision: 06/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Greene Miami Montgomery

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.31
01012 - Accounting Clerk II		17.18
01013 - Accounting Clerk III		19.23
01020 - Administrative Assistant		25.66
01035 - Court Reporter		23.40
01041 - Customer Service Representative I		13.61
01042 - Customer Service Representative II		15.29
01043 - Customer Service Representative III		16.69
01051 - Data Entry Operator I		13.59
01052 - Data Entry Operator II		14.83
01060 - Dispatcher Motor Vehicle		19.12
01070 - Document Preparation Clerk		15.57

01090 - Duplicating Machine Operator 15.57
01111 - General Clerk I 13.68
01112 - General Clerk II 14.92
01113 - General Clerk III 16.75
01120 - Housing Referral Assistant 20.69
01141 - Messenger Courier 13.61
01191 - Order Clerk I 16.06
01192 - Order Clerk II 17.53
01261 - Personnel Assistant (Employment) I 15.68
01262 - Personnel Assistant (Employment) II 17.54
01263 - Personnel Assistant (Employment) III 19.56
01270 - Production Control Clerk 21.35
01290 - Rental Clerk 14.69
01300 - Scheduler Maintenance 16.59
01311 - Secretary I 16.59
01312 - Secretary II 18.57
01313 - Secretary III 20.69
01320 - Service Order Dispatcher 17.09
01410 - Supply Technician 25.66
01420 - Survey Worker 17.54
01460 - Switchboard Operator/Receptionist 14.26
01531 - Travel Clerk I 15.99
01532 - Travel Clerk II 17.09
01533 - Travel Clerk III 18.26
01611 - Word Processor I 17.18
01612 - Word Processor II 19.29
01613 - Word Processor III 21.58
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.43
05010 - Automotive Electrician 20.69
05040 - Automotive Glass Installer 19.88
05070 - Automotive Worker 19.88
05110 - Mobile Equipment Servicer 18.30
05130 - Motor Equipment Metal Mechanic 19.53
05160 - Motor Equipment Metal Worker 19.88
05190 - Motor Vehicle Mechanic 18.33
05220 - Motor Vehicle Mechanic Helper 17.51
05250 - Motor Vehicle Upholstery Worker 19.10
05280 - Motor Vehicle Wrecker 19.88
05310 - Painter Automotive 20.69
05340 - Radiator Repair Specialist 19.88
05370 - Tire Repairer 15.24
05400 - Transmission Repair Specialist 19.53
07000 - Food Preparation And Service Occupations
07010 - Baker 12.54
07041 - Cook I 13.61
07042 - Cook II 15.17
07070 - Dishwasher 10.22
07130 - Food Service Worker 10.82
07210 - Meat Cutter 17.29

07260 - Waiter/Waitress	9.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.32
09040 - Furniture Handler	14.26
09080 - Furniture Refinisher	20.32
09090 - Furniture Refinisher Helper	16.36
09110 - Furniture Repairer Minor	18.46
09130 - Upholsterer	20.32
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.71
11060 - Elevator Operator	14.76
11090 - Gardener	16.56
11122 - Housekeeping Aide	14.76
11150 - Janitor	14.76
11210 - Laborer Grounds Maintenance	14.25
11240 - Maid or Houseman	10.65
11260 - Pruner	13.74
11270 - Tractor Operator	15.71
11330 - Trail Maintenance Worker	14.25
11360 - Window Cleaner	15.54
12000 - Health Occupations	
12010 - Ambulance Driver	16.36
12011 - Breath Alcohol Technician	19.29
12012 - Certified Occupational Therapist Assistant	31.29
12015 - Certified Physical Therapist Assistant	31.90
12020 - Dental Assistant	20.12
12025 - Dental Hygienist	33.98
12030 - EKG Technician	29.48
12035 - Electroneurodiagnostic Technologist	29.48
12040 - Emergency Medical Technician	16.36
12071 - Licensed Practical Nurse I	18.88
12072 - Licensed Practical Nurse II	21.13
12073 - Licensed Practical Nurse III	23.56
12100 - Medical Assistant	16.43
12130 - Medical Laboratory Technician	23.01
12160 - Medical Record Clerk	17.64
12190 - Medical Record Technician	19.73
12195 - Medical Transcriptionist	21.17
12210 - Nuclear Medicine Technologist	35.80
12221 - Nursing Assistant I	11.92
12222 - Nursing Assistant II	13.41
12223 - Nursing Assistant III	14.63
12224 - Nursing Assistant IV	16.42
12235 - Optical Dispenser	19.28
12236 - Optical Technician	16.17
12250 - Pharmacy Technician	15.88
12280 - Phlebotomist	16.87
12305 - Radiologic Technologist	28.27
12311 - Registered Nurse I	23.52
12312 - Registered Nurse II	28.78

12313 - Registered Nurse II Specialist		28.78
12314 - Registered Nurse III		34.81
12315 - Registered Nurse III Anesthetist		34.81
12316 - Registered Nurse IV		41.74
12317 - Scheduler (Drug and Alcohol Testing)		23.89
12320 - Substance Abuse Treatment Counselor		21.99
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.17
13012 - Exhibits Specialist II		27.46
13013 - Exhibits Specialist III		33.58
13041 - Illustrator I		22.55
13042 - Illustrator II		27.93
13043 - Illustrator III		34.16
13047 - Librarian		28.44
13050 - Library Aide/Clerk		12.35
13054 - Library Information Technology Systems Administrator		25.68
13058 - Library Technician		17.46
13061 - Media Specialist I		18.53
13062 - Media Specialist II		20.73
13063 - Media Specialist III		23.11
13071 - Photographer I		15.95
13072 - Photographer II		17.84
13073 - Photographer III		22.11
13074 - Photographer IV		27.04
13075 - Photographer V		32.71
13090 - Technical Order Library Clerk		16.08
13110 - Video Teleconference Technician		19.28
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.78
14042 - Computer Operator II		19.89
14043 - Computer Operator III		22.16
14044 - Computer Operator IV		24.62
14045 - Computer Operator V		27.28
14071 - Computer Programmer I	(see 1)	25.51
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.78
14160 - Personal Computer Support Technician		24.62
14170 - System Support Specialist		29.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.08
15020 - Aircrew Training Devices Instructor (Rated)		36.39
15030 - Air Crew Training Devices Instructor (Pilot)		42.16
15050 - Computer Based Training Specialist / Instructor		30.08
15060 - Educational Technologist		35.49

15070 - Flight Instructor (Pilot) 42.16
15080 - Graphic Artist 23.49
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.72
15086 - Maintenance Test Pilot Rotary Wing 41.72
15088 - Non-Maintenance Test/Co-Pilot 41.72
15090 - Technical Instructor 22.89
15095 - Technical Instructor/Course Developer 28.01
15110 - Test Proctor 18.49
15120 - Tutor 18.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.09
16220 - Tailor 15.02
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.98
19040 - Tool And Die Maker 25.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.29
21030 - Material Coordinator 21.44
21040 - Material Expediter 21.44
21050 - Material Handling Laborer 17.65
21071 - Order Filler 13.18
21080 - Production Line Worker (Food Processing) 17.29
21110 - Shipping Packer 15.75
21130 - Shipping/Receiving Clerk 15.75
21140 - Store Worker I 16.74
21150 - Stock Clerk 21.09
21210 - Tools And Parts Attendant 17.29
21410 - Warehouse Specialist 17.29
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.00
23019 - Aircraft Logs and Records Technician 24.55
23021 - Aircraft Mechanic I 28.00
23022 - Aircraft Mechanic II 29.00
23023 - Aircraft Mechanic III 30.06
23040 - Aircraft Mechanic Helper 21.76
23050 - Aircraft Painter 27.01
23060 - Aircraft Servicer 24.55
23070 - Aircraft Survival Flight Equipment Technician 27.01
23080 - Aircraft Worker 25.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.81

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.00
23110 - Appliance Mechanic 18.83
23120 - Bicycle Repairer 20.64
23125 - Cable Splicer 31.25
23130 - Carpenter Maintenance 24.32
23140 - Carpet Layer 23.01
23160 - Electrician Maintenance 25.95
23181 - Electronics Technician Maintenance I 28.57
23182 - Electronics Technician Maintenance II 29.91
23183 - Electronics Technician Maintenance III 31.00
23260 - Fabric Worker 21.89
23290 - Fire Alarm System Mechanic 24.15
23310 - Fire Extinguisher Repairer 20.64
23311 - Fuel Distribution System Mechanic 27.79
23312 - Fuel Distribution System Operator 22.97
23370 - General Maintenance Worker 18.77
23380 - Ground Support Equipment Mechanic 28.00
23381 - Ground Support Equipment Servicer 24.55
23382 - Ground Support Equipment Worker 25.81
23391 - Gunsmith I 20.64
23392 - Gunsmith II 23.01
23393 - Gunsmith III 24.97
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.76
23430 - Heavy Equipment Mechanic 24.28
23440 - Heavy Equipment Operator 25.31
23460 - Instrument Mechanic 25.45
23465 - Laboratory/Shelter Mechanic 24.09
23470 - Laborer 15.39
23510 - Locksmith 24.09
23530 - Machinery Maintenance Mechanic 24.82
23550 - Machinist Maintenance 22.59
23580 - Maintenance Trades Helper 16.60
23591 - Metrology Technician I 25.45
23592 - Metrology Technician II 26.35
23593 - Metrology Technician III 27.32
23640 - Millwright 30.67
23710 - Office Appliance Repairer 20.23
23760 - Painter Maintenance 18.50
23790 - Pipefitter Maintenance 28.10
23810 - Plumber Maintenance 27.11
23820 - Pneudraulic Systems Mechanic 24.97
23850 - Rigger 26.42
23870 - Scale Mechanic 23.01
23890 - Sheet-Metal Worker Maintenance 29.92
23910 - Small Engine Mechanic 18.60
23931 - Telecommunications Mechanic I 27.56

23932 - Telecommunications Mechanic II 28.53
23950 - Telephone Lineman 24.99
23960 - Welder Combination Maintenance 20.42
23965 - Well Driller 27.81
23970 - Woodcraft Worker 24.97
23980 - Woodworker 20.64
24000 - Personal Needs Occupations
24550 - Case Manager 14.86
24570 - Child Care Attendant 10.23
24580 - Child Care Center Clerk 14.92
24610 - Chore Aide 11.17
24620 - Family Readiness And Support Services Coordinator 14.86
24630 - Homemaker 15.80
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.11
25040 - Sewage Plant Operator 26.05
25070 - Stationary Engineer 28.11
25190 - Ventilation Equipment Tender 21.84
25210 - Water Treatment Plant Operator 26.05
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.17
27007 - Baggage Inspector 13.11
27008 - Corrections Officer 23.27
27010 - Court Security Officer 21.92
27030 - Detection Dog Handler 17.82
27040 - Detention Officer 23.27
27070 - Firefighter 23.39
27101 - Guard I 13.11
27102 - Guard II 17.82
27131 - Police Officer I 29.54
27132 - Police Officer II 32.82
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.98
28042 - Carnival Equipment Repairer 13.34
28043 - Carnival Worker 11.15
28210 - Gate Attendant/Gate Tender 14.72
28310 - Lifeguard 12.03
28350 - Park Attendant (Aide) 16.47
28510 - Recreation Aide/Health Facility Attendant 12.02
28515 - Recreation Specialist 20.40
28630 - Sports Official 13.12
28690 - Swimming Pool Operator 18.63
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.19
29020 - Hatch Tender 28.19
29030 - Line Handler 28.19
29041 - Stevedore I 26.84
29042 - Stevedore II 29.52
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.00
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.27
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.13
30021 - Archeological Technician I 18.39
30022 - Archeological Technician II 20.58
30023 - Archeological Technician III 25.49
30030 - Cartographic Technician 25.49
30040 - Civil Engineering Technician 27.00
30051 - Cryogenic Technician I 25.12
30052 - Cryogenic Technician II 27.75
30061 - Drafter/CAD Operator I 18.39
30062 - Drafter/CAD Operator II 20.58
30063 - Drafter/CAD Operator III 22.94
30064 - Drafter/CAD Operator IV 29.65
30081 - Engineering Technician I 15.77
30082 - Engineering Technician II 17.69
30083 - Engineering Technician III 20.55
30084 - Engineering Technician IV 24.52
30085 - Engineering Technician V 30.00
30086 - Engineering Technician VI 36.30
30090 - Environmental Technician 20.32
30095 - Evidence Control Specialist 22.68
30210 - Laboratory Technician 27.73
30221 - Latent Fingerprint Technician I 30.38
30222 - Latent Fingerprint Technician II 33.56
30240 - Mathematical Technician 28.04
30361 - Paralegal/Legal Assistant I 19.22
30362 - Paralegal/Legal Assistant II 23.81
30363 - Paralegal/Legal Assistant III 31.43
30364 - Paralegal/Legal Assistant IV 37.70
30375 - Petroleum Supply Specialist 27.75
30390 - Photo-Optics Technician 25.49
30395 - Radiation Control Technician 27.75
30461 - Technical Writer I 24.12
30462 - Technical Writer II 29.51
30463 - Technical Writer III 35.69
30491 - Unexploded Ordnance (UXO) Technician I 26.06
30492 - Unexploded Ordnance (UXO) Technician II 31.52
30493 - Unexploded Ordnance (UXO) Technician III 37.79
30494 - Unexploded (UXO) Safety Escort 26.06
30495 - Unexploded (UXO) Sweep Personnel 26.06
30501 - Weather Forecaster I 25.12
30502 - Weather Forecaster II 30.55
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.94
30621 - Weather Observer Senior (see 2) 23.88
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.52
31020 - Bus Aide 15.57
31030 - Bus Driver 21.53

31043 - Driver Courier	17.02
31260 - Parking and Lot Attendant	11.88
31290 - Shuttle Bus Driver	18.11
31310 - Taxi Driver	12.23
31361 - Truckdriver Light	18.11
31362 - Truckdriver Medium	18.43
31363 - Truckdriver Heavy	20.31
31364 - Truckdriver Tractor-Trailer	20.31
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.37
99030 - Cashier	9.87
99050 - Desk Clerk	10.05
99095 - Embalmer	34.47
99130 - Flight Follower	26.06
99251 - Laboratory Animal Caretaker I	12.28
99252 - Laboratory Animal Caretaker II	13.06
99260 - Marketing Analyst	28.85
99310 - Mortician	34.47
99410 - Pest Controller	17.00
99510 - Photofinishing Worker	15.85
99710 - Recycling Laborer	17.96
99711 - Recycling Specialist	20.61
99730 - Refuse Collector	16.67
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	18.60
99830 - Survey Party Chief	30.39
99831 - Surveying Aide	15.62
99832 - Surveying Technician	23.91
99840 - Vending Machine Attendant	16.25
99841 - Vending Machine Repairer	18.30
99842 - Vending Machine Repairer Helper	16.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Allen

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.26
01013 - Accounting Clerk III		18.19
01020 - Administrative Assistant		25.06
01035 - Court Reporter		18.60
01041 - Customer Service Representative I		13.14
01042 - Customer Service Representative II		14.41
01043 - Customer Service Representative III		16.13
01051 - Data Entry Operator I		13.57
01052 - Data Entry Operator II		14.80
01060 - Dispatcher Motor Vehicle		17.12
01070 - Document Preparation Clerk		14.80
01090 - Duplicating Machine Operator		14.80
01111 - General Clerk I		12.92
01112 - General Clerk II		14.10

01113 - General Clerk III 15.84
01120 - Housing Referral Assistant 20.73
01141 - Messenger Courier 13.80
01191 - Order Clerk I 13.57
01192 - Order Clerk II 14.80
01261 - Personnel Assistant (Employment) I 16.63
01262 - Personnel Assistant (Employment) II 18.60
01263 - Personnel Assistant (Employment) III 20.73
01270 - Production Control Clerk 28.13
01290 - Rental Clerk 13.04
01300 - Scheduler Maintenance 16.63
01311 - Secretary I 16.63
01312 - Secretary II 18.60
01313 - Secretary III 20.73
01320 - Service Order Dispatcher 15.30
01410 - Supply Technician 25.06
01420 - Survey Worker 18.60
01460 - Switchboard Operator/Receptionist 14.34
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.82
01533 - Travel Clerk III 15.80
01611 - Word Processor I 14.80
01612 - Word Processor II 16.63
01613 - Word Processor III 18.60
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.85
05010 - Automotive Electrician 20.78
05040 - Automotive Glass Installer 20.09
05070 - Automotive Worker 20.09
05110 - Mobile Equipment Servicer 18.71
05130 - Motor Equipment Metal Mechanic 21.44
05160 - Motor Equipment Metal Worker 19.99
05190 - Motor Vehicle Mechanic 21.85
05220 - Motor Vehicle Mechanic Helper 17.98
05250 - Motor Vehicle Upholstery Worker 19.36
05280 - Motor Vehicle Wrecker 20.09
05310 - Painter Automotive 20.78
05340 - Radiator Repair Specialist 20.09
05370 - Tire Repairer 16.74
05400 - Transmission Repair Specialist 21.44
07000 - Food Preparation And Service Occupations
07010 - Baker 14.53
07041 - Cook I 13.83
07042 - Cook II 15.69
07070 - Dishwasher 9.80
07130 - Food Service Worker 10.63
07210 - Meat Cutter 16.86
07260 - Waiter/Waitress 9.85
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.63

09040 - Furniture Handler 17.61
09080 - Furniture Refinisher 25.63
09090 - Furniture Refinisher Helper 20.16
09110 - Furniture Repairer Minor 23.23
09130 - Upholsterer 25.63
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.69
11060 - Elevator Operator 13.69
11090 - Gardener 17.12
11122 - Housekeeping Aide 12.21
11150 - Janitor 12.21
11210 - Laborer Grounds Maintenance 13.44
11240 - Maid or Houseman 10.42
11260 - Pruner 12.25
11270 - Tractor Operator 15.88
11330 - Trail Maintenance Worker 13.44
11360 - Window Cleaner 13.40
12000 - Health Occupations
12010 - Ambulance Driver 16.90
12011 - Breath Alcohol Technician 18.59
12012 - Certified Occupational Therapist Assistant 26.86
12015 - Certified Physical Therapist Assistant 26.98
12020 - Dental Assistant 17.24
12025 - Dental Hygienist 28.45
12030 - EKG Technician 29.67
12035 - Electroneurodiagnostic Technologist 29.67
12040 - Emergency Medical Technician 16.90
12071 - Licensed Practical Nurse I 17.51
12072 - Licensed Practical Nurse II 19.58
12073 - Licensed Practical Nurse III 21.82
12100 - Medical Assistant 15.94
12130 - Medical Laboratory Technician 26.16
12160 - Medical Record Clerk 16.31
12190 - Medical Record Technician 18.24
12195 - Medical Transcriptionist 17.51
12210 - Nuclear Medicine Technologist 43.02
12221 - Nursing Assistant I 11.35
12222 - Nursing Assistant II 12.76
12223 - Nursing Assistant III 13.92
12224 - Nursing Assistant IV 15.64
12235 - Optical Dispenser 19.58
12236 - Optical Technician 17.51
12250 - Pharmacy Technician 15.40
12280 - Phlebotomist 16.55
12305 - Radiologic Technologist 29.60
12311 - Registered Nurse I 23.36
12312 - Registered Nurse II 28.58
12313 - Registered Nurse II Specialist 28.58
12314 - Registered Nurse III 34.58
12315 - Registered Nurse III Anesthetist 34.58

12316 - Registered Nurse IV		41.44
12317 - Scheduler (Drug and Alcohol Testing)		24.25
12320 - Substance Abuse Treatment Counselor		23.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.05
13012 - Exhibits Specialist II		24.84
13013 - Exhibits Specialist III		30.38
13041 - Illustrator I		20.05
13042 - Illustrator II		24.84
13043 - Illustrator III		30.38
13047 - Librarian		27.51
13050 - Library Aide/Clerk		15.25
13054 - Library Information Technology Systems Administrator		24.84
13058 - Library Technician		18.08
13061 - Media Specialist I		17.40
13062 - Media Specialist II		18.63
13063 - Media Specialist III		20.76
13071 - Photographer I		16.17
13072 - Photographer II		18.63
13073 - Photographer III		23.07
13074 - Photographer IV		27.40
13075 - Photographer V		33.16
13090 - Technical Order Library Clerk		18.08
13110 - Video Teleconference Technician		17.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.70
14042 - Computer Operator II		16.45
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		23.87
14071 - Computer Programmer I	(see 1)	22.07
14072 - Computer Programmer II	(see 1)	27.39
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.70
14160 - Personal Computer Support Technician		24.13
14170 - System Support Specialist		27.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.04
15020 - Aircrew Training Devices Instructor (Rated)		33.34
15030 - Air Crew Training Devices Instructor (Pilot)		37.76
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		30.44
15070 - Flight Instructor (Pilot)		37.76
15080 - Graphic Artist		27.69
15085 - Maintenance Test Pilot Fixed Jet/Prop		37.76

15086 - Maintenance Test Pilot Rotary Wing 37.76
15088 - Non-Maintenance Test/Co-Pilot 37.76
15090 - Technical Instructor 27.39
15095 - Technical Instructor/Course Developer 33.51
15110 - Test Proctor 22.12
15120 - Tutor 22.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.49
16030 - Counter Attendant 10.49
16040 - Dry Cleaner 13.04
16070 - Finisher Flatwork Machine 10.49
16090 - Presser Hand 10.49
16110 - Presser Machine Drycleaning 10.49
16130 - Presser Machine Shirts 10.49
16160 - Presser Machine Wearing Apparel Laundry 10.49
16190 - Sewing Machine Operator 13.98
16220 - Tailor 14.88
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.88
19040 - Tool And Die Maker 30.81
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.99
21030 - Material Coordinator 28.13
21040 - Material Expediter 28.13
21050 - Material Handling Laborer 14.38
21071 - Order Filler 12.54
21080 - Production Line Worker (Food Processing) 17.99
21110 - Shipping Packer 17.10
21130 - Shipping/Receiving Clerk 17.10
21140 - Store Worker I 14.74
21150 - Stock Clerk 19.62
21210 - Tools And Parts Attendant 17.99
21410 - Warehouse Specialist 17.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.26
23019 - Aircraft Logs and Records Technician 24.13
23021 - Aircraft Mechanic I 28.28
23022 - Aircraft Mechanic II 29.26
23023 - Aircraft Mechanic III 30.34
23040 - Aircraft Mechanic Helper 20.93
23050 - Aircraft Painter 27.29
23060 - Aircraft Servicer 24.13
23070 - Aircraft Survival Flight Equipment Technician 27.29
23080 - Aircraft Worker 25.60
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.60
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.28
23110 - Appliance Mechanic 22.39

23120 - Bicycle Repairer 22.55
23125 - Cable Splicer 28.28
23130 - Carpenter Maintenance 21.18
23140 - Carpet Layer 26.38
23160 - Electrician Maintenance 32.96
23181 - Electronics Technician Maintenance I 25.60
23182 - Electronics Technician Maintenance II 27.29
23183 - Electronics Technician Maintenance III 28.28
23260 - Fabric Worker 24.13
23290 - Fire Alarm System Mechanic 24.20
23310 - Fire Extinguisher Repairer 22.55
23311 - Fuel Distribution System Mechanic 28.28
23312 - Fuel Distribution System Operator 22.55
23370 - General Maintenance Worker 18.53
23380 - Ground Support Equipment Mechanic 28.28
23381 - Ground Support Equipment Servicer 24.13
23382 - Ground Support Equipment Worker 25.60
23391 - Gunsmith I 22.55
23392 - Gunsmith II 25.60
23393 - Gunsmith III 28.28
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.74
23430 - Heavy Equipment Mechanic 29.16
23440 - Heavy Equipment Operator 28.05
23460 - Instrument Mechanic 28.28
23465 - Laboratory/Shelter Mechanic 27.29
23470 - Laborer 14.38
23510 - Locksmith 27.29
23530 - Machinery Maintenance Mechanic 28.59
23550 - Machinist Maintenance 26.17
23580 - Maintenance Trades Helper 19.03
23591 - Metrology Technician I 28.28
23592 - Metrology Technician II 29.26
23593 - Metrology Technician III 30.34
23640 - Millwright 27.97
23710 - Office Appliance Repairer 27.29
23760 - Painter Maintenance 21.45
23790 - Pipefitter Maintenance 27.87
23810 - Plumber Maintenance 26.99
23820 - Pneudraulic Systems Mechanic 28.28
23850 - Rigger 28.28
23870 - Scale Mechanic 25.60
23890 - Sheet-Metal Worker Maintenance 29.08
23910 - Small Engine Mechanic 25.60
23931 - Telecommunications Mechanic I 29.16
23932 - Telecommunications Mechanic II 30.17
23950 - Telephone Lineman 28.28
23960 - Welder Combination Maintenance 26.35

23965 - Well Driller	28.28
23970 - Woodcraft Worker	28.28
23980 - Woodworker	22.55
24000 - Personal Needs Occupations	
24550 - Case Manager	15.10
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.12
24610 - Chore Aide	11.20
24620 - Family Readiness And Support Services Coordinator	15.10
24630 - Homemaker	15.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.28
25040 - Sewage Plant Operator	25.05
25070 - Stationary Engineer	28.28
25190 - Ventilation Equipment Tender	19.03
25210 - Water Treatment Plant Operator	25.05
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.74
27007 - Baggage Inspector	14.63
27008 - Corrections Officer	24.21
27010 - Court Security Officer	25.39
27030 - Detection Dog Handler	16.36
27040 - Detention Officer	24.21
27070 - Firefighter	26.58
27101 - Guard I	14.63
27102 - Guard II	16.36
27131 - Police Officer I	23.02
27132 - Police Officer II	25.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.53
28042 - Carnival Equipment Repairer	13.50
28043 - Carnival Worker	9.66
28210 - Gate Attendant/Gate Tender	14.61
28310 - Lifeguard	13.01
28350 - Park Attendant (Aide)	16.34
28510 - Recreation Aide/Health Facility Attendant	11.92
28515 - Recreation Specialist	18.68
28630 - Sports Official	13.01
28690 - Swimming Pool Operator	15.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.38
29020 - Hatch Tender	26.38
29030 - Line Handler	26.38
29041 - Stevedore I	24.89
29042 - Stevedore II	28.13
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		16.68
30022 - Archeological Technician II		19.58
30023 - Archeological Technician III		24.73
30030 - Cartographic Technician		23.53
30040 - Civil Engineering Technician		24.56
30051 - Cryogenic Technician I		23.75
30052 - Cryogenic Technician II		26.24
30061 - Drafter/CAD Operator I		16.68
30062 - Drafter/CAD Operator II		19.58
30063 - Drafter/CAD Operator III		21.82
30064 - Drafter/CAD Operator IV		24.73
30081 - Engineering Technician I		15.19
30082 - Engineering Technician II		17.05
30083 - Engineering Technician III		20.32
30084 - Engineering Technician IV		25.25
30085 - Engineering Technician V		28.91
30086 - Engineering Technician VI		34.98
30090 - Environmental Technician		24.18
30095 - Evidence Control Specialist		21.44
30210 - Laboratory Technician		25.77
30221 - Latent Fingerprint Technician I		23.75
30222 - Latent Fingerprint Technician II		26.24
30240 - Mathematical Technician		24.87
30361 - Paralegal/Legal Assistant I		16.83
30362 - Paralegal/Legal Assistant II		20.85
30363 - Paralegal/Legal Assistant III		25.50
30364 - Paralegal/Legal Assistant IV		30.86
30375 - Petroleum Supply Specialist		26.24
30390 - Photo-Optics Technician		23.53
30395 - Radiation Control Technician		26.24
30461 - Technical Writer I		23.11
30462 - Technical Writer II		28.27
30463 - Technical Writer III		34.21
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		23.75
30502 - Weather Forecaster II		28.89
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.82
30621 - Weather Observer Senior	(see 2)	23.03
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.34
31030 - Bus Driver		19.57
31043 - Driver Courier		15.40
31260 - Parking and Lot Attendant		12.54
31290 - Shuttle Bus Driver		16.96

31310 - Taxi Driver	15.27
31361 - Truckdriver Light	16.60
31362 - Truckdriver Medium	17.77
31363 - Truckdriver Heavy	21.13
31364 - Truckdriver Tractor-Trailer	21.13
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.57
99050 - Desk Clerk	10.35
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	21.21
99252 - Laboratory Animal Caretaker II	22.86
99260 - Marketing Analyst	26.18
99310 - Mortician	25.60
99410 - Pest Controller	24.47
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.59
99711 - Recycling Specialist	21.96
99730 - Refuse Collector	16.93
99810 - Sales Clerk	11.22
99820 - School Crossing Guard	16.36
99830 - Survey Party Chief	23.39
99831 - Surveying Aide	12.33
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	21.21
99841 - Vending Machine Repairer	25.94
99842 - Vending Machine Repairer Helper	21.21

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4734
Revision No.: 11
Date Of Last Revision: 06/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Allen

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.26
01013 - Accounting Clerk III		18.19
01020 - Administrative Assistant		25.06
01035 - Court Reporter		18.10
01041 - Customer Service Representative I		11.95
01042 - Customer Service Representative II		13.43
01043 - Customer Service Representative III		14.66
01051 - Data Entry Operator I		13.21
01052 - Data Entry Operator II		14.41
01060 - Dispatcher Motor Vehicle		17.12
01070 - Document Preparation Clerk		14.41

01090 - Duplicating Machine Operator 14.41
01111 - General Clerk I 12.47
01112 - General Clerk II 13.61
01113 - General Clerk III 15.27
01120 - Housing Referral Assistant 20.17
01141 - Messenger Courier 13.80
01191 - Order Clerk I 13.21
01192 - Order Clerk II 14.41
01261 - Personnel Assistant (Employment) I 15.66
01262 - Personnel Assistant (Employment) II 17.52
01263 - Personnel Assistant (Employment) III 19.53
01270 - Production Control Clerk 25.57
01290 - Rental Clerk 12.58
01300 - Scheduler Maintenance 16.17
01311 - Secretary I 16.17
01312 - Secretary II 18.10
01313 - Secretary III 20.17
01320 - Service Order Dispatcher 15.30
01410 - Supply Technician 25.06
01420 - Survey Worker 17.70
01460 - Switchboard Operator/Receptionist 13.90
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 14.41
01612 - Word Processor II 16.17
01613 - Word Processor III 18.10
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.85
05010 - Automotive Electrician 20.78
05040 - Automotive Glass Installer 20.09
05070 - Automotive Worker 20.09
05110 - Mobile Equipment Servicer 18.71
05130 - Motor Equipment Metal Mechanic 21.44
05160 - Motor Equipment Metal Worker 19.99
05190 - Motor Vehicle Mechanic 21.85
05220 - Motor Vehicle Mechanic Helper 17.98
05250 - Motor Vehicle Upholstery Worker 19.36
05280 - Motor Vehicle Wrecker 20.09
05310 - Painter Automotive 20.78
05340 - Radiator Repair Specialist 20.09
05370 - Tire Repairer 16.74
05400 - Transmission Repair Specialist 21.44
07000 - Food Preparation And Service Occupations
07010 - Baker 14.53
07041 - Cook I 13.83
07042 - Cook II 15.69
07070 - Dishwasher 9.80
07130 - Food Service Worker 10.63
07210 - Meat Cutter 16.86

07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.30
09040 - Furniture Handler	16.01
09080 - Furniture Refinisher	23.30
09090 - Furniture Refinisher Helper	18.33
09110 - Furniture Repairer Minor	21.12
09130 - Upholsterer	23.30
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.30
11060 - Elevator Operator	13.30
11090 - Gardener	17.12
11122 - Housekeeping Aide	12.21
11150 - Janitor	12.21
11210 - Laborer Grounds Maintenance	13.44
11240 - Maid or Houseman	10.42
11260 - Pruner	12.25
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	13.44
11360 - Window Cleaner	13.40
12000 - Health Occupations	
12010 - Ambulance Driver	16.90
12011 - Breath Alcohol Technician	16.90
12012 - Certified Occupational Therapist Assistant	25.89
12015 - Certified Physical Therapist Assistant	26.98
12020 - Dental Assistant	16.87
12025 - Dental Hygienist	28.45
12030 - EKG Technician	28.60
12035 - Electroneurodiagnostic Technologist	28.60
12040 - Emergency Medical Technician	16.90
12071 - Licensed Practical Nurse I	16.87
12072 - Licensed Practical Nurse II	18.87
12073 - Licensed Practical Nurse III	21.04
12100 - Medical Assistant	15.49
12130 - Medical Laboratory Technician	24.09
12160 - Medical Record Clerk	16.17
12190 - Medical Record Technician	18.09
12195 - Medical Transcriptionist	16.87
12210 - Nuclear Medicine Technologist	41.47
12221 - Nursing Assistant I	11.12
12222 - Nursing Assistant II	12.50
12223 - Nursing Assistant III	13.64
12224 - Nursing Assistant IV	15.32
12235 - Optical Dispenser	18.87
12236 - Optical Technician	16.61
12250 - Pharmacy Technician	14.97
12280 - Phlebotomist	16.55
12305 - Radiologic Technologist	28.82
12311 - Registered Nurse I	22.76
12312 - Registered Nurse II	27.85

12313 - Registered Nurse II Specialist		27.85
12314 - Registered Nurse III		33.69
12315 - Registered Nurse III Anesthetist		33.69
12316 - Registered Nurse IV		40.38
12317 - Scheduler (Drug and Alcohol Testing)		23.38
12320 - Substance Abuse Treatment Counselor		23.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.05
13012 - Exhibits Specialist II		24.84
13013 - Exhibits Specialist III		30.38
13041 - Illustrator I		20.05
13042 - Illustrator II		24.84
13043 - Illustrator III		30.38
13047 - Librarian		27.51
13050 - Library Aide/Clerk		15.25
13054 - Library Information Technology Systems Administrator		24.84
13058 - Library Technician		16.94
13061 - Media Specialist I		17.40
13062 - Media Specialist II		18.63
13063 - Media Specialist III		20.76
13071 - Photographer I		16.02
13072 - Photographer II		18.63
13073 - Photographer III		23.07
13074 - Photographer IV		27.27
13075 - Photographer V		33.11
13090 - Technical Order Library Clerk		17.31
13110 - Video Teleconference Technician		17.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.70
14042 - Computer Operator II		16.45
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		23.87
14071 - Computer Programmer I	(see 1)	22.07
14072 - Computer Programmer II	(see 1)	27.39
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.70
14160 - Personal Computer Support Technician		24.13
14170 - System Support Specialist		27.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.04
15020 - Aircrew Training Devices Instructor (Rated)		33.34
15030 - Air Crew Training Devices Instructor (Pilot)		37.76
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		30.44

15070 - Flight Instructor (Pilot) 37.76
15080 - Graphic Artist 27.69
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.76
15086 - Maintenance Test Pilot Rotary Wing 37.76
15088 - Non-Maintenance Test/Co-Pilot 37.76
15090 - Technical Instructor 24.90
15095 - Technical Instructor/Course Developer 30.46
15110 - Test Proctor 20.11
15120 - Tutor 20.11
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.49
16030 - Counter Attendant 10.49
16040 - Dry Cleaner 13.04
16070 - Finisher Flatwork Machine 10.49
16090 - Presser Hand 10.49
16110 - Presser Machine Drycleaning 10.49
16130 - Presser Machine Shirts 10.49
16160 - Presser Machine Wearing Apparel Laundry 10.49
16190 - Sewing Machine Operator 13.98
16220 - Tailor 14.88
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.88
19040 - Tool And Die Maker 29.66
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.99
21030 - Material Coordinator 25.57
21040 - Material Expediter 25.57
21050 - Material Handling Laborer 13.26
21071 - Order Filler 12.54
21080 - Production Line Worker (Food Processing) 17.99
21110 - Shipping Packer 17.10
21130 - Shipping/Receiving Clerk 17.10
21140 - Store Worker I 14.59
21150 - Stock Clerk 19.42
21210 - Tools And Parts Attendant 17.99
21410 - Warehouse Specialist 17.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.60
23019 - Aircraft Logs and Records Technician 21.94
23021 - Aircraft Mechanic I 25.71
23022 - Aircraft Mechanic II 26.60
23023 - Aircraft Mechanic III 27.58
23040 - Aircraft Mechanic Helper 19.03
23050 - Aircraft Painter 24.81
23060 - Aircraft Servicer 21.94
23070 - Aircraft Survival Flight Equipment Technician 24.81
23080 - Aircraft Worker 23.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.27

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.71
23110 - Appliance Mechanic 22.39
23120 - Bicycle Repairer 20.50
23125 - Cable Splicer 25.71
23130 - Carpenter Maintenance 21.18
23140 - Carpet Layer 24.51
23160 - Electrician Maintenance 32.96
23181 - Electronics Technician Maintenance I 23.27
23182 - Electronics Technician Maintenance II 24.81
23183 - Electronics Technician Maintenance III 25.71
23260 - Fabric Worker 21.94
23290 - Fire Alarm System Mechanic 22.00
23310 - Fire Extinguisher Repairer 20.50
23311 - Fuel Distribution System Mechanic 25.71
23312 - Fuel Distribution System Operator 20.50
23370 - General Maintenance Worker 18.53
23380 - Ground Support Equipment Mechanic 25.71
23381 - Ground Support Equipment Servicer 21.94
23382 - Ground Support Equipment Worker 23.27
23391 - Gunsmith I 20.50
23392 - Gunsmith II 23.27
23393 - Gunsmith III 25.71
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.74
23430 - Heavy Equipment Mechanic 28.69
23440 - Heavy Equipment Operator 25.50
23460 - Instrument Mechanic 25.71
23465 - Laboratory/Shelter Mechanic 24.81
23470 - Laborer 13.59
23510 - Locksmith 24.81
23530 - Machinery Maintenance Mechanic 28.59
23550 - Machinist Maintenance 23.79
23580 - Maintenance Trades Helper 19.03
23591 - Metrology Technician I 25.71
23592 - Metrology Technician II 26.60
23593 - Metrology Technician III 27.58
23640 - Millwright 25.43
23710 - Office Appliance Repairer 24.81
23760 - Painter Maintenance 21.45
23790 - Pipefitter Maintenance 27.87
23810 - Plumber Maintenance 26.99
23820 - Pneudraulic Systems Mechanic 25.71
23850 - Rigger 25.71
23870 - Scale Mechanic 23.27
23890 - Sheet-Metal Worker Maintenance 26.44
23910 - Small Engine Mechanic 23.27
23931 - Telecommunications Mechanic I 26.62

23932 - Telecommunications Mechanic II 27.54
23950 - Telephone Lineman 25.71
23960 - Welder Combination Maintenance 24.04
23965 - Well Driller 25.71
23970 - Woodcraft Worker 25.71
23980 - Woodworker 20.50
24000 - Personal Needs Occupations
24550 - Case Manager 15.10
24570 - Child Care Attendant 10.51
24580 - Child Care Center Clerk 13.12
24610 - Chore Aide 11.11
24620 - Family Readiness And Support Services Coordinator 15.10
24630 - Homemaker 15.10
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.71
25040 - Sewage Plant Operator 25.05
25070 - Stationary Engineer 25.71
25190 - Ventilation Equipment Tender 19.03
25210 - Water Treatment Plant Operator 25.05
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.74
27007 - Baggage Inspector 14.44
27008 - Corrections Officer 23.93
27010 - Court Security Officer 24.88
27030 - Detection Dog Handler 16.16
27040 - Detention Officer 23.93
27070 - Firefighter 25.83
27101 - Guard I 14.44
27102 - Guard II 16.16
27131 - Police Officer I 23.02
27132 - Police Officer II 25.57
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.53
28042 - Carnival Equipment Repairer 13.50
28043 - Carnival Worker 9.66
28210 - Gate Attendant/Gate Tender 14.61
28310 - Lifeguard 13.01
28350 - Park Attendant (Aide) 16.34
28510 - Recreation Aide/Health Facility Attendant 11.92
28515 - Recreation Specialist 18.68
28630 - Sports Official 13.01
28690 - Swimming Pool Operator 15.75
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.51
29020 - Hatch Tender 24.51
29030 - Line Handler 24.51
29041 - Stevedore I 23.23
29042 - Stevedore II 26.62
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) 39.89
30011 - Air Traffic Control Specialist Station (HFO) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) 30.29
30021 - Archeological Technician I 16.68
30022 - Archeological Technician II 19.58
30023 - Archeological Technician III 24.73
30030 - Cartographic Technician 23.53
30040 - Civil Engineering Technician 24.56
30051 - Cryogenic Technician I 23.75
30052 - Cryogenic Technician II 26.24
30061 - Drafter/CAD Operator I 16.68
30062 - Drafter/CAD Operator II 19.58
30063 - Drafter/CAD Operator III 21.82
30064 - Drafter/CAD Operator IV 24.73
30081 - Engineering Technician I 15.19
30082 - Engineering Technician II 17.05
30083 - Engineering Technician III 20.32
30084 - Engineering Technician IV 25.25
30085 - Engineering Technician V 28.91
30086 - Engineering Technician VI 34.98
30090 - Environmental Technician 24.18
30095 - Evidence Control Specialist 21.44
30210 - Laboratory Technician 25.77
30221 - Latent Fingerprint Technician I 23.75
30222 - Latent Fingerprint Technician II 26.24
30240 - Mathematical Technician 24.87
30361 - Paralegal/Legal Assistant I 16.46
30362 - Paralegal/Legal Assistant II 20.39
30363 - Paralegal/Legal Assistant III 24.94
30364 - Paralegal/Legal Assistant IV 30.18
30375 - Petroleum Supply Specialist 26.24
30390 - Photo-Optics Technician 23.53
30395 - Radiation Control Technician 26.24
30461 - Technical Writer I 23.11
30462 - Technical Writer II 28.27
30463 - Technical Writer III 34.21
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 23.75
30502 - Weather Forecaster II 28.89
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.82
30621 - Weather Observer Senior (see 2) 23.03
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.34
31030 - Bus Driver 19.57

31043 - Driver Courier	14.35
31260 - Parking and Lot Attendant	12.54
31290 - Shuttle Bus Driver	15.56
31310 - Taxi Driver	13.88
31361 - Truckdriver Light	15.46
31362 - Truckdriver Medium	16.55
31363 - Truckdriver Heavy	21.13
31364 - Truckdriver Tractor-Trailer	21.13
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.16
99050 - Desk Clerk	10.35
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	21.00
99252 - Laboratory Animal Caretaker II	22.63
99260 - Marketing Analyst	26.18
99310 - Mortician	25.35
99410 - Pest Controller	24.22
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.90
99711 - Recycling Specialist	19.96
99730 - Refuse Collector	15.39
99810 - Sales Clerk	11.22
99820 - School Crossing Guard	16.19
99830 - Survey Party Chief	23.15
99831 - Surveying Aide	12.21
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	21.00
99841 - Vending Machine Repairer	25.68
99842 - Vending Machine Repairer Helper	21.00

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive administrative or professional capacity as defined and delineated in 29 CFR Part 541. (See 29 CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4735
Revision No.: 12
Date Of Last Revision: 04/28/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Richland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.29
01012 - Accounting Clerk II		16.04
01013 - Accounting Clerk III		17.95
01020 - Administrative Assistant		28.14
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01270 - Production Control Clerk 22.22
01290 - Rental Clerk 17.03
01300 - Scheduler Maintenance 15.44
01311 - Secretary I 15.44
01312 - Secretary II 17.26
01313 - Secretary III 19.24
01320 - Service Order Dispatcher 18.84
01410 - Supply Technician 28.13
01420 - Survey Worker 16.00
01460 - Switchboard Operator/Receptionist 13.97
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.82
01533 - Travel Clerk III 15.80
01611 - Word Processor I 14.47
01612 - Word Processor II 16.25
01613 - Word Processor III 18.18
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.16
05010 - Automotive Electrician 19.67
05040 - Automotive Glass Installer 18.92
05070 - Automotive Worker 18.92
05110 - Mobile Equipment Servicer 17.27
05130 - Motor Equipment Metal Mechanic 20.33
05160 - Motor Equipment Metal Worker 18.92
05190 - Motor Vehicle Mechanic 20.33
05220 - Motor Vehicle Mechanic Helper 16.50
05250 - Motor Vehicle Upholstery Worker 18.07
05280 - Motor Vehicle Wrecker 18.92
05310 - Painter Automotive 19.67
05340 - Radiator Repair Specialist 18.92
05370 - Tire Repairer 15.89
05400 - Transmission Repair Specialist 20.33
07000 - Food Preparation And Service Occupations
07010 - Baker 13.29
07041 - Cook I 13.79
07042 - Cook II 15.84
07070 - Dishwasher 9.55
07130 - Food Service Worker 10.63
07210 - Meat Cutter 17.18
07260 - Waiter/Waitress 9.94
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.60

09040 - Furniture Handler 13.89
09080 - Furniture Refinisher 20.60
09090 - Furniture Refinisher Helper 15.71
09110 - Furniture Repairer Minor 17.22
09130 - Upholsterer 20.60
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.96
11060 - Elevator Operator 13.84
11090 - Gardener 17.17
11122 - Housekeeping Aide 13.84
11150 - Janitor 13.84
11210 - Laborer Grounds Maintenance 14.22
11240 - Maid or Houseman 10.76
11260 - Pruner 12.83
11270 - Tractor Operator 16.94
11330 - Trail Maintenance Worker 14.22
11360 - Window Cleaner 15.33
12000 - Health Occupations
12010 - Ambulance Driver 15.99
12011 - Breath Alcohol Technician 18.56
12012 - Certified Occupational Therapist Assistant 28.30
12015 - Certified Physical Therapist Assistant 28.38
12020 - Dental Assistant 17.44
12025 - Dental Hygienist 33.67
12030 - EKG Technician 28.10
12035 - Electroneurodiagnostic Technologist 28.10
12040 - Emergency Medical Technician 15.99
12071 - Licensed Practical Nurse I 17.51
12072 - Licensed Practical Nurse II 19.68
12073 - Licensed Practical Nurse III 21.84
12100 - Medical Assistant 15.02
12130 - Medical Laboratory Technician 22.14
12160 - Medical Record Clerk 17.30
12190 - Medical Record Technician 19.34
12195 - Medical Transcriptionist 16.58
12210 - Nuclear Medicine Technologist 40.75
12221 - Nursing Assistant I 11.60
12222 - Nursing Assistant II 13.04
12223 - Nursing Assistant III 14.23
12224 - Nursing Assistant IV 15.97
12235 - Optical Dispenser 20.90
12236 - Optical Technician 16.58
12250 - Pharmacy Technician 14.65
12280 - Phlebotomist 16.91
12305 - Radiologic Technologist 28.45
12311 - Registered Nurse I 23.89
12312 - Registered Nurse II 29.22
12313 - Registered Nurse II Specialist 29.22
12314 - Registered Nurse III 35.35
12315 - Registered Nurse III Anesthetist 35.35

12316 - Registered Nurse IV		42.37
12317 - Scheduler (Drug and Alcohol Testing)		25.28
12320 - Substance Abuse Treatment Counselor		24.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.58
13012 - Exhibits Specialist II		23.96
13013 - Exhibits Specialist III		28.55
13041 - Illustrator I		20.35
13042 - Illustrator II		25.21
13043 - Illustrator III		30.83
13047 - Librarian		29.41
13050 - Library Aide/Clerk		13.28
13054 - Library Information Technology Systems Administrator		22.30
13058 - Library Technician		17.17
13061 - Media Specialist I		16.09
13062 - Media Specialist II		18.01
13063 - Media Specialist III		20.07
13071 - Photographer I		15.90
13072 - Photographer II		18.01
13073 - Photographer III		22.30
13074 - Photographer IV		26.94
13075 - Photographer V		32.59
13090 - Technical Order Library Clerk		16.57
13110 - Video Teleconference Technician		17.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.45
14042 - Computer Operator II		17.29
14043 - Computer Operator III		19.10
14044 - Computer Operator IV		22.64
14045 - Computer Operator V		25.06
14071 - Computer Programmer I	(see 1)	22.13
14072 - Computer Programmer II	(see 1)	27.20
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.45
14160 - Personal Computer Support Technician		22.64
14170 - System Support Specialist		23.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.62
15020 - Aircrew Training Devices Instructor (Rated)		35.84
15030 - Air Crew Training Devices Instructor (Pilot)		42.96
15050 - Computer Based Training Specialist / Instructor		30.23
15060 - Educational Technologist		29.57
15070 - Flight Instructor (Pilot)		42.96
15080 - Graphic Artist		22.54
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.96

15086 - Maintenance Test Pilot Rotary Wing 42.96
15088 - Non-Maintenance Test/Co-Pilot 42.96
15090 - Technical Instructor 21.90
15095 - Technical Instructor/Course Developer 26.80
15110 - Test Proctor 18.68
15120 - Tutor 18.68
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.57
16030 - Counter Attendant 10.57
16040 - Dry Cleaner 13.13
16070 - Finisher Flatwork Machine 10.57
16090 - Presser Hand 10.57
16110 - Presser Machine Drycleaning 10.57
16130 - Presser Machine Shirts 10.57
16160 - Presser Machine Wearing Apparel Laundry 10.57
16190 - Sewing Machine Operator 14.07
16220 - Tailor 15.00
16250 - Washer Machine 11.26
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.02
19040 - Tool And Die Maker 26.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.71
21030 - Material Coordinator 22.22
21040 - Material Expediter 22.22
21050 - Material Handling Laborer 15.80
21071 - Order Filler 14.65
21080 - Production Line Worker (Food Processing) 16.71
21110 - Shipping Packer 16.72
21130 - Shipping/Receiving Clerk 16.72
21140 - Store Worker I 14.39
21150 - Stock Clerk 18.87
21210 - Tools And Parts Attendant 16.71
21410 - Warehouse Specialist 16.71
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.00
23019 - Aircraft Logs and Records Technician 20.32
23021 - Aircraft Mechanic I 22.86
23022 - Aircraft Mechanic II 24.00
23023 - Aircraft Mechanic III 24.93
23040 - Aircraft Mechanic Helper 18.55
23050 - Aircraft Painter 22.10
23060 - Aircraft Servicer 20.32
23070 - Aircraft Survival Flight Equipment Technician 22.10
23080 - Aircraft Worker 21.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.86
23110 - Appliance Mechanic 20.79

23120 - Bicycle Repairer 17.03
23125 - Cable Splicer 24.13
23130 - Carpenter Maintenance 23.81
23140 - Carpet Layer 21.36
23160 - Electrician Maintenance 28.34
23181 - Electronics Technician Maintenance I 24.51
23182 - Electronics Technician Maintenance II 25.66
23183 - Electronics Technician Maintenance III 29.50
23260 - Fabric Worker 18.97
23290 - Fire Alarm System Mechanic 21.77
23310 - Fire Extinguisher Repairer 17.84
23311 - Fuel Distribution System Mechanic 27.55
23312 - Fuel Distribution System Operator 22.57
23370 - General Maintenance Worker 19.62
23380 - Ground Support Equipment Mechanic 22.86
23381 - Ground Support Equipment Servicer 20.32
23382 - Ground Support Equipment Worker 21.27
23391 - Gunsmith I 17.84
23392 - Gunsmith II 20.09
23393 - Gunsmith III 21.84
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.12
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.28
23430 - Heavy Equipment Mechanic 25.48
23440 - Heavy Equipment Operator 26.03
23460 - Instrument Mechanic 23.32
23465 - Laboratory/Shelter Mechanic 21.04
23470 - Laborer 15.80
23510 - Locksmith 20.79
23530 - Machinery Maintenance Mechanic 24.22
23550 - Machinist Maintenance 21.77
23580 - Maintenance Trades Helper 16.05
23591 - Metrology Technician I 25.65
23592 - Metrology Technician II 26.67
23593 - Metrology Technician III 27.59
23640 - Millwright 28.82
23710 - Office Appliance Repairer 21.04
23760 - Painter Maintenance 21.74
23790 - Pipefitter Maintenance 28.21
23810 - Plumber Maintenance 26.86
23820 - Pneudraulic Systems Mechanic 21.84
23850 - Rigger 21.84
23870 - Scale Mechanic 20.09
23890 - Sheet-Metal Worker Maintenance 27.94
23910 - Small Engine Mechanic 19.82
23931 - Telecommunications Mechanic I 27.17
23932 - Telecommunications Mechanic II 28.14
23950 - Telephone Lineman 21.58
23960 - Welder Combination Maintenance 19.36

23965 - Well Driller		21.58
23970 - Woodcraft Worker		21.84
23980 - Woodworker		17.03
24000 - Personal Needs Occupations		
24550 - Case Manager		17.15
24570 - Child Care Attendant		12.25
24580 - Child Care Center Clerk		15.29
24610 - Chore Aide		11.22
24620 - Family Readiness And Support Services Coordinator		17.15
24630 - Homemaker		17.23
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.57
25040 - Sewage Plant Operator		24.28
25070 - Stationary Engineer		23.57
25190 - Ventilation Equipment Tender		18.38
25210 - Water Treatment Plant Operator		24.28
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.82
27007 - Baggage Inspector		13.65
27008 - Corrections Officer		21.73
27010 - Court Security Officer		23.11
27030 - Detection Dog Handler		16.31
27040 - Detention Officer		21.73
27070 - Firefighter		22.60
27101 - Guard I		13.65
27102 - Guard II		16.31
27131 - Police Officer I		25.91
27132 - Police Officer II		28.80
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.48
28042 - Carnival Equipment Repairer		13.50
28043 - Carnival Worker		9.45
28210 - Gate Attendant/Gate Tender		15.38
28310 - Lifeguard		13.70
28350 - Park Attendant (Aide)		17.20
28510 - Recreation Aide/Health Facility Attendant		12.55
28515 - Recreation Specialist		21.31
28630 - Sports Official		13.70
28690 - Swimming Pool Operator		20.48
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.04
29020 - Hatch Tender		21.04
29030 - Line Handler		21.04
29041 - Stevedore I		19.85
29042 - Stevedore II		21.61
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.59

30021 - Archeological Technician I		18.14
30022 - Archeological Technician II		20.46
30023 - Archeological Technician III		22.72
30030 - Cartographic Technician		25.34
30040 - Civil Engineering Technician		22.72
30051 - Cryogenic Technician I		25.16
30052 - Cryogenic Technician II		27.79
30061 - Drafter/CAD Operator I		18.14
30062 - Drafter/CAD Operator II		20.46
30063 - Drafter/CAD Operator III		22.81
30064 - Drafter/CAD Operator IV		28.07
30081 - Engineering Technician I		16.70
30082 - Engineering Technician II		18.75
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		25.99
30085 - Engineering Technician V		31.78
30086 - Engineering Technician VI		38.46
30090 - Environmental Technician		23.34
30095 - Evidence Control Specialist		22.72
30210 - Laboratory Technician		22.81
30221 - Latent Fingerprint Technician I		25.16
30222 - Latent Fingerprint Technician II		27.79
30240 - Mathematical Technician		25.32
30361 - Paralegal/Legal Assistant I		18.72
30362 - Paralegal/Legal Assistant II		23.34
30363 - Paralegal/Legal Assistant III		30.33
30364 - Paralegal/Legal Assistant IV		36.70
30375 - Petroleum Supply Specialist		27.79
30390 - Photo-Optics Technician		25.34
30395 - Radiation Control Technician		27.79
30461 - Technical Writer I		25.12
30462 - Technical Writer II		29.25
30463 - Technical Writer III		33.63
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		28.07
30502 - Weather Forecaster II		34.14
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.15
30621 - Weather Observer Senior	(see 2)	25.34
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.87
31030 - Bus Driver		20.56
31043 - Driver Courier		16.91
31260 - Parking and Lot Attendant		13.42
31290 - Shuttle Bus Driver		18.06

31310 - Taxi Driver	11.90
31361 - Truckdriver Light	18.06
31362 - Truckdriver Medium	20.00
31363 - Truckdriver Heavy	23.70
31364 - Truckdriver Tractor-Trailer	23.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.67
99050 - Desk Clerk	12.25
99095 - Embalmer	33.31
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	19.84
99252 - Laboratory Animal Caretaker II	21.47
99260 - Marketing Analyst	29.54
99310 - Mortician	33.31
99410 - Pest Controller	23.01
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.12
99711 - Recycling Specialist	23.45
99730 - Refuse Collector	18.36
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	15.02
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	11.56
99832 - Surveying Technician	17.36
99840 - Vending Machine Attendant	19.84
99841 - Vending Machine Repairer	24.66
99842 - Vending Machine Repairer Helper	19.84

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4736
Revision No.: 11
Date Of Last Revision: 08/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Richland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.29
01012 - Accounting Clerk II		16.04
01013 - Accounting Clerk III		17.95
01020 - Administrative Assistant		25.58
01035 - Court Reporter		16.99
01041 - Customer Service Representative I		13.09
01042 - Customer Service Representative II		14.72
01043 - Customer Service Representative III		16.06
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		15.43
01060 - Dispatcher Motor Vehicle		20.76
01070 - Document Preparation Clerk		16.60

01090 - Duplicating Machine Operator 16.60
01111 - General Clerk I 13.46
01112 - General Clerk II 14.87
01113 - General Clerk III 16.65
01120 - Housing Referral Assistant 19.31
01141 - Messenger Courier 11.26
01191 - Order Clerk I 14.29
01192 - Order Clerk II 15.59
01261 - Personnel Assistant (Employment) I 16.00
01262 - Personnel Assistant (Employment) II 17.89
01263 - Personnel Assistant (Employment) III 19.95
01270 - Production Control Clerk 22.22
01290 - Rental Clerk 15.48
01300 - Scheduler Maintenance 14.96
01311 - Secretary I 14.96
01312 - Secretary II 17.05
01313 - Secretary III 18.69
01320 - Service Order Dispatcher 18.84
01410 - Supply Technician 25.57
01420 - Survey Worker 16.00
01460 - Switchboard Operator/Receptionist 13.97
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 14.47
01612 - Word Processor II 16.25
01613 - Word Processor III 18.18
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.33
05010 - Automotive Electrician 19.67
05040 - Automotive Glass Installer 18.92
05070 - Automotive Worker 18.92
05110 - Mobile Equipment Servicer 17.27
05130 - Motor Equipment Metal Mechanic 20.33
05160 - Motor Equipment Metal Worker 18.92
05190 - Motor Vehicle Mechanic 20.33
05220 - Motor Vehicle Mechanic Helper 16.50
05250 - Motor Vehicle Upholstery Worker 18.07
05280 - Motor Vehicle Wrecker 18.92
05310 - Painter Automotive 19.67
05340 - Radiator Repair Specialist 18.92
05370 - Tire Repairer 15.89
05400 - Transmission Repair Specialist 20.33
07000 - Food Preparation And Service Occupations
07010 - Baker 13.29
07041 - Cook I 12.92
07042 - Cook II 14.84
07070 - Dishwasher 9.42
07130 - Food Service Worker 10.54
07210 - Meat Cutter 17.18

07260 - Waiter/Waitress	9.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.60
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	20.60
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer Minor	17.22
09130 - Upholsterer	20.60
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.96
11060 - Elevator Operator	13.84
11090 - Gardener	15.61
11122 - Housekeeping Aide	13.84
11150 - Janitor	13.84
11210 - Laborer Grounds Maintenance	13.27
11240 - Maid or Houseman	9.92
11260 - Pruner	12.09
11270 - Tractor Operator	15.55
11330 - Trail Maintenance Worker	13.27
11360 - Window Cleaner	15.33
12000 - Health Occupations	
12010 - Ambulance Driver	15.99
12011 - Breath Alcohol Technician	16.87
12012 - Certified Occupational Therapist Assistant	28.30
12015 - Certified Physical Therapist Assistant	27.14
12020 - Dental Assistant	17.44
12025 - Dental Hygienist	33.67
12030 - EKG Technician	26.61
12035 - Electroneurodiagnostic Technologist	26.61
12040 - Emergency Medical Technician	15.99
12071 - Licensed Practical Nurse I	17.51
12072 - Licensed Practical Nurse II	19.68
12073 - Licensed Practical Nurse III	21.84
12100 - Medical Assistant	14.63
12130 - Medical Laboratory Technician	20.13
12160 - Medical Record Clerk	17.14
12190 - Medical Record Technician	19.17
12195 - Medical Transcriptionist	16.35
12210 - Nuclear Medicine Technologist	38.59
12221 - Nursing Assistant I	11.60
12222 - Nursing Assistant II	13.04
12223 - Nursing Assistant III	14.23
12224 - Nursing Assistant IV	15.97
12235 - Optical Dispenser	19.88
12236 - Optical Technician	15.70
12250 - Pharmacy Technician	14.65
12280 - Phlebotomist	16.47
12305 - Radiologic Technologist	27.55
12311 - Registered Nurse I	23.89
12312 - Registered Nurse II	29.22

12313 - Registered Nurse II Specialist		29.22
12314 - Registered Nurse III		35.35
12315 - Registered Nurse III Anesthetist		35.35
12316 - Registered Nurse IV		42.37
12317 - Scheduler (Drug and Alcohol Testing)		22.98
12320 - Substance Abuse Treatment Counselor		24.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.58
13012 - Exhibits Specialist II		23.96
13013 - Exhibits Specialist III		28.55
13041 - Illustrator I		20.35
13042 - Illustrator II		25.21
13043 - Illustrator III		30.83
13047 - Librarian		29.41
13050 - Library Aide/Clerk		13.28
13054 - Library Information Technology Systems Administrator		22.30
13058 - Library Technician		17.17
13061 - Media Specialist I		16.09
13062 - Media Specialist II		18.01
13063 - Media Specialist III		20.07
13071 - Photographer I		15.90
13072 - Photographer II		18.01
13073 - Photographer III		22.30
13074 - Photographer IV		26.94
13075 - Photographer V		32.59
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		17.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.45
14042 - Computer Operator II		17.29
14043 - Computer Operator III		18.89
14044 - Computer Operator IV		22.64
14045 - Computer Operator V		25.06
14071 - Computer Programmer I	(see 1)	22.13
14072 - Computer Programmer II	(see 1)	27.20
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.45
14160 - Personal Computer Support Technician		22.64
14170 - System Support Specialist		22.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.62
15020 - Aircrew Training Devices Instructor (Rated)		35.84
15030 - Air Crew Training Devices Instructor (Pilot)		42.96
15050 - Computer Based Training Specialist / Instructor		30.23
15060 - Educational Technologist		29.57

15070 - Flight Instructor (Pilot) 42.96
15080 - Graphic Artist 22.54
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.96
15086 - Maintenance Test Pilot Rotary Wing 42.96
15088 - Non-Maintenance Test/Co-Pilot 42.96
15090 - Technical Instructor 19.91
15095 - Technical Instructor/Course Developer 24.36
15110 - Test Proctor 16.98
15120 - Tutor 16.98
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.57
16030 - Counter Attendant 10.57
16040 - Dry Cleaner 13.13
16070 - Finisher Flatwork Machine 10.57
16090 - Presser Hand 10.57
16110 - Presser Machine Drycleaning 10.57
16130 - Presser Machine Shirts 10.57
16160 - Presser Machine Wearing Apparel Laundry 10.57
16190 - Sewing Machine Operator 14.07
16220 - Tailor 15.00
16250 - Washer Machine 11.26
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.02
19040 - Tool And Die Maker 26.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.71
21030 - Material Coordinator 22.22
21040 - Material Expediter 22.22
21050 - Material Handling Laborer 14.46
21071 - Order Filler 14.65
21080 - Production Line Worker (Food Processing) 16.71
21110 - Shipping Packer 16.72
21130 - Shipping/Receiving Clerk 16.72
21140 - Store Worker I 14.39
21150 - Stock Clerk 18.87
21210 - Tools And Parts Attendant 16.71
21410 - Warehouse Specialist 16.71
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.00
23019 - Aircraft Logs and Records Technician 20.32
23021 - Aircraft Mechanic I 22.86
23022 - Aircraft Mechanic II 24.00
23023 - Aircraft Mechanic III 24.93
23040 - Aircraft Mechanic Helper 18.55
23050 - Aircraft Painter 22.10
23060 - Aircraft Servicer 20.32
23070 - Aircraft Survival Flight Equipment Technician 22.10
23080 - Aircraft Worker 21.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.27

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.86
23110 - Appliance Mechanic 20.79
23120 - Bicycle Repairer 17.03
23125 - Cable Splicer 24.13
23130 - Carpenter Maintenance 23.81
23140 - Carpet Layer 21.36
23160 - Electrician Maintenance 28.34
23181 - Electronics Technician Maintenance I 24.51
23182 - Electronics Technician Maintenance II 25.66
23183 - Electronics Technician Maintenance III 29.50
23260 - Fabric Worker 18.97
23290 - Fire Alarm System Mechanic 21.77
23310 - Fire Extinguisher Repairer 17.84
23311 - Fuel Distribution System Mechanic 27.55
23312 - Fuel Distribution System Operator 22.57
23370 - General Maintenance Worker 19.62
23380 - Ground Support Equipment Mechanic 22.86
23381 - Ground Support Equipment Servicer 20.32
23382 - Ground Support Equipment Worker 21.27
23391 - Gunsmith I 17.84
23392 - Gunsmith II 20.09
23393 - Gunsmith III 21.84
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.41
23430 - Heavy Equipment Mechanic 25.48
23440 - Heavy Equipment Operator 26.03
23460 - Instrument Mechanic 23.32
23465 - Laboratory/Shelter Mechanic 21.04
23470 - Laborer 14.46
23510 - Locksmith 20.79
23530 - Machinery Maintenance Mechanic 24.22
23550 - Machinist Maintenance 21.77
23580 - Maintenance Trades Helper 16.05
23591 - Metrology Technician I 25.65
23592 - Metrology Technician II 26.67
23593 - Metrology Technician III 27.59
23640 - Millwright 28.82
23710 - Office Appliance Repairer 21.04
23760 - Painter Maintenance 21.74
23790 - Pipefitter Maintenance 28.21
23810 - Plumber Maintenance 26.86
23820 - Pneudraulic Systems Mechanic 21.84
23850 - Rigger 21.84
23870 - Scale Mechanic 20.09
23890 - Sheet-Metal Worker Maintenance 27.94
23910 - Small Engine Mechanic 19.82
23931 - Telecommunications Mechanic I 27.17

23932 - Telecommunications Mechanic II 28.14
23950 - Telephone Lineman 20.83
23960 - Welder Combination Maintenance 19.36
23965 - Well Driller 21.41
23970 - Woodcraft Worker 21.84
23980 - Woodworker 17.03
24000 - Personal Needs Occupations
24550 - Case Manager 17.15
24570 - Child Care Attendant 12.25
24580 - Child Care Center Clerk 15.29
24610 - Chore Aide 10.95
24620 - Family Readiness And Support Services Coordinator 17.15
24630 - Homemaker 17.23
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.57
25040 - Sewage Plant Operator 23.79
25070 - Stationary Engineer 23.57
25190 - Ventilation Equipment Tender 18.06
25210 - Water Treatment Plant Operator 23.79
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.66
27007 - Baggage Inspector 12.41
27008 - Corrections Officer 21.73
27010 - Court Security Officer 23.11
27030 - Detection Dog Handler 16.31
27040 - Detention Officer 21.73
27070 - Firefighter 22.60
27101 - Guard I 12.41
27102 - Guard II 16.31
27131 - Police Officer I 25.03
27132 - Police Officer II 27.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.48
28042 - Carnival Equipment Repairer 13.50
28043 - Carnival Worker 9.45
28210 - Gate Attendant/Gate Tender 14.41
28310 - Lifeguard 12.65
28350 - Park Attendant (Aide) 16.12
28510 - Recreation Aide/Health Facility Attendant 11.76
28515 - Recreation Specialist 19.68
28630 - Sports Official 12.84
28690 - Swimming Pool Operator 20.48
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.04
29020 - Hatch Tender 21.04
29030 - Line Handler 21.04
29041 - Stevedore I 19.85
29042 - Stevedore II 21.61
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.14
30022 - Archeological Technician II 20.46
30023 - Archeological Technician III 22.28
30030 - Cartographic Technician 25.34
30040 - Civil Engineering Technician 22.28
30051 - Cryogenic Technician I 24.68
30052 - Cryogenic Technician II 27.26
30061 - Drafter/CAD Operator I 18.14
30062 - Drafter/CAD Operator II 20.46
30063 - Drafter/CAD Operator III 22.81
30064 - Drafter/CAD Operator IV 28.07
30081 - Engineering Technician I 16.70
30082 - Engineering Technician II 18.75
30083 - Engineering Technician III 20.98
30084 - Engineering Technician IV 25.99
30085 - Engineering Technician V 31.78
30086 - Engineering Technician VI 38.46
30090 - Environmental Technician 23.34
30095 - Evidence Control Specialist 22.28
30210 - Laboratory Technician 22.81
30221 - Latent Fingerprint Technician I 24.68
30222 - Latent Fingerprint Technician II 27.26
30240 - Mathematical Technician 25.32
30361 - Paralegal/Legal Assistant I 18.72
30362 - Paralegal/Legal Assistant II 23.34
30363 - Paralegal/Legal Assistant III 30.33
30364 - Paralegal/Legal Assistant IV 36.70
30375 - Petroleum Supply Specialist 27.26
30390 - Photo-Optics Technician 25.34
30395 - Radiation Control Technician 27.26
30461 - Technical Writer I 25.12
30462 - Technical Writer II 29.25
30463 - Technical Writer III 32.81
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.07
30502 - Weather Forecaster II 34.14
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.15
30621 - Weather Observer Senior (see 2) 25.34
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.87
31030 - Bus Driver 20.56

31043 - Driver Courier	16.91
31260 - Parking and Lot Attendant	13.42
31290 - Shuttle Bus Driver	18.06
31310 - Taxi Driver	10.82
31361 - Truckdriver Light	18.06
31362 - Truckdriver Medium	20.00
31363 - Truckdriver Heavy	23.70
31364 - Truckdriver Tractor-Trailer	23.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.67
99050 - Desk Clerk	11.14
99095 - Embalmer	33.31
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.59
99252 - Laboratory Animal Caretaker II	19.86
99260 - Marketing Analyst	28.05
99310 - Mortician	33.31
99410 - Pest Controller	23.01
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.29
99711 - Recycling Specialist	21.32
99730 - Refuse Collector	16.73
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	15.02
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	11.56
99832 - Surveying Technician	17.36
99840 - Vending Machine Attendant	19.65
99841 - Vending Machine Repairer	24.27
99842 - Vending Machine Repairer Helper	19.65

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4739
Revision No.: 12
Date Of Last Revision: 04/28/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Clark

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.83
01012 - Accounting Clerk II		16.66
01013 - Accounting Clerk III		18.63
01020 - Administrative Assistant		26.10
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		12.98
01042 - Customer Service Representative II		14.40
01043 - Customer Service Representative III		15.94
01051 - Data Entry Operator I		13.25
01052 - Data Entry Operator II		14.46
01060 - Dispatcher Motor Vehicle		20.76
01070 - Document Preparation Clerk		14.46
01090 - Duplicating Machine Operator		14.46
01111 - General Clerk I		13.76
01112 - General Clerk II		15.01

01113 - General Clerk III 16.85
01120 - Housing Referral Assistant 20.69
01141 - Messenger Courier 11.78
01191 - Order Clerk I 16.78
01192 - Order Clerk II 18.31
01261 - Personnel Assistant (Employment) I 16.23
01262 - Personnel Assistant (Employment) II 18.16
01263 - Personnel Assistant (Employment) III 20.24
01270 - Production Control Clerk 24.65
01290 - Rental Clerk 14.69
01300 - Scheduler Maintenance 16.59
01311 - Secretary I 16.59
01312 - Secretary II 18.57
01313 - Secretary III 20.69
01320 - Service Order Dispatcher 18.55
01410 - Supply Technician 26.10
01420 - Survey Worker 17.63
01460 - Switchboard Operator/Receptionist 14.07
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.82
01533 - Travel Clerk III 15.80
01611 - Word Processor I 14.46
01612 - Word Processor II 16.23
01613 - Word Processor III 18.16
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.10
05010 - Automotive Electrician 18.81
05040 - Automotive Glass Installer 18.07
05070 - Automotive Worker 18.07
05110 - Mobile Equipment Servicer 16.64
05130 - Motor Equipment Metal Mechanic 19.53
05160 - Motor Equipment Metal Worker 18.07
05190 - Motor Vehicle Mechanic 18.33
05220 - Motor Vehicle Mechanic Helper 15.92
05250 - Motor Vehicle Upholstery Worker 17.36
05280 - Motor Vehicle Wrecker 18.07
05310 - Painter Automotive 18.81
05340 - Radiator Repair Specialist 18.07
05370 - Tire Repairer 15.24
05400 - Transmission Repair Specialist 19.53
07000 - Food Preparation And Service Occupations
07010 - Baker 13.22
07041 - Cook I 14.39
07042 - Cook II 16.05
07070 - Dishwasher 9.47
07130 - Food Service Worker 11.14
07210 - Meat Cutter 17.16
07260 - Waiter/Waitress 9.92
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.74

09040 - Furniture Handler 16.70
09080 - Furniture Refinisher 23.74
09090 - Furniture Refinisher Helper 19.17
09110 - Furniture Repairer Minor 21.63
09130 - Upholsterer 23.81
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.47
11060 - Elevator Operator 14.76
11090 - Gardener 17.13
11122 - Housekeeping Aide 14.76
11150 - Janitor 14.76
11210 - Laborer Grounds Maintenance 14.25
11240 - Maid or Houseman 10.73
11260 - Pruner 13.74
11270 - Tractor Operator 16.10
11330 - Trail Maintenance Worker 14.25
11360 - Window Cleaner 15.54
12000 - Health Occupations
12010 - Ambulance Driver 17.50
12011 - Breath Alcohol Technician 19.60
12012 - Certified Occupational Therapist Assistant 26.90
12015 - Certified Physical Therapist Assistant 28.17
12020 - Dental Assistant 19.12
12025 - Dental Hygienist 33.02
12030 - EKG Technician 29.71
12035 - Electroneurodiagnostic Technologist 29.71
12040 - Emergency Medical Technician 17.50
12071 - Licensed Practical Nurse I 18.88
12072 - Licensed Practical Nurse II 21.13
12073 - Licensed Practical Nurse III 23.56
12100 - Medical Assistant 16.22
12130 - Medical Laboratory Technician 22.48
12160 - Medical Record Clerk 15.47
12190 - Medical Record Technician 17.30
12195 - Medical Transcriptionist 16.65
12210 - Nuclear Medicine Technologist 43.08
12221 - Nursing Assistant I 12.22
12222 - Nursing Assistant II 13.73
12223 - Nursing Assistant III 14.98
12224 - Nursing Assistant IV 16.83
12235 - Optical Dispenser 19.60
12236 - Optical Technician 17.53
12250 - Pharmacy Technician 14.12
12280 - Phlebotomist 17.53
12305 - Radiologic Technologist 29.71
12311 - Registered Nurse I 24.46
12312 - Registered Nurse II 29.92
12313 - Registered Nurse II Specialist 29.92
12314 - Registered Nurse III 36.20
12315 - Registered Nurse III Anesthetist 36.20

12316 - Registered Nurse IV		43.39
12317 - Scheduler (Drug and Alcohol Testing)		24.28
12320 - Substance Abuse Treatment Counselor		22.35
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.15
13012 - Exhibits Specialist II		24.96
13013 - Exhibits Specialist III		30.53
13041 - Illustrator I		22.55
13042 - Illustrator II		27.93
13043 - Illustrator III		34.16
13047 - Librarian		28.17
13050 - Library Aide/Clerk		13.81
13054 - Library Information Technology Systems Administrator		24.18
13058 - Library Technician		19.38
13061 - Media Specialist I		17.98
13062 - Media Specialist II		20.10
13063 - Media Specialist III		22.42
13071 - Photographer I		17.55
13072 - Photographer II		19.62
13073 - Photographer III		24.32
13074 - Photographer IV		29.74
13075 - Photographer V		35.98
13090 - Technical Order Library Clerk		17.35
13110 - Video Teleconference Technician		18.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.79
14042 - Computer Operator II		18.79
14043 - Computer Operator III		20.95
14044 - Computer Operator IV		23.28
14045 - Computer Operator V		25.78
14071 - Computer Programmer I	(see 1)	25.51
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.79
14160 - Personal Computer Support Technician		23.28
14170 - System Support Specialist		25.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.08
15020 - Aircrew Training Devices Instructor (Rated)		36.39
15030 - Air Crew Training Devices Instructor (Pilot)		42.16
15050 - Computer Based Training Specialist / Instructor		30.08
15060 - Educational Technologist		35.19
15070 - Flight Instructor (Pilot)		42.16
15080 - Graphic Artist		25.17
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.11

15086 - Maintenance Test Pilot Rotary Wing 42.11
15088 - Non-Maintenance Test/Co-Pilot 42.11
15090 - Technical Instructor 24.72
15095 - Technical Instructor/Course Developer 30.24
15110 - Test Proctor 19.96
15120 - Tutor 19.96
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.09
16220 - Tailor 15.02
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.75
19040 - Tool And Die Maker 26.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.11
21030 - Material Coordinator 25.10
21040 - Material Expediter 25.10
21050 - Material Handling Laborer 17.65
21071 - Order Filler 13.18
21080 - Production Line Worker (Food Processing) 18.11
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 16.74
21150 - Stock Clerk 21.09
21210 - Tools And Parts Attendant 18.11
21410 - Warehouse Specialist 18.11
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.55
23019 - Aircraft Logs and Records Technician 21.63
23021 - Aircraft Mechanic I 24.68
23022 - Aircraft Mechanic II 25.55
23023 - Aircraft Mechanic III 26.48
23040 - Aircraft Mechanic Helper 19.17
23050 - Aircraft Painter 23.81
23060 - Aircraft Servicer 21.63
23070 - Aircraft Survival Flight Equipment Technician 23.81
23080 - Aircraft Worker 22.74
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.74
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.68
23110 - Appliance Mechanic 23.81

23120 - Bicycle Repairer 20.39
23125 - Cable Splicer 25.32
23130 - Carpenter Maintenance 24.94
23140 - Carpet Layer 22.74
23160 - Electrician Maintenance 25.95
23181 - Electronics Technician Maintenance I 26.20
23182 - Electronics Technician Maintenance II 27.44
23183 - Electronics Technician Maintenance III 28.44
23260 - Fabric Worker 21.63
23290 - Fire Alarm System Mechanic 24.68
23310 - Fire Extinguisher Repairer 20.39
23311 - Fuel Distribution System Mechanic 24.68
23312 - Fuel Distribution System Operator 20.39
23370 - General Maintenance Worker 18.58
23380 - Ground Support Equipment Mechanic 24.68
23381 - Ground Support Equipment Servicer 21.63
23382 - Ground Support Equipment Worker 22.74
23391 - Gunsmith I 20.39
23392 - Gunsmith II 22.74
23393 - Gunsmith III 24.68
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.57
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.52
23430 - Heavy Equipment Mechanic 28.45
23440 - Heavy Equipment Operator 25.31
23460 - Instrument Mechanic 24.68
23465 - Laboratory/Shelter Mechanic 23.81
23470 - Laborer 15.39
23510 - Locksmith 23.81
23530 - Machinery Maintenance Mechanic 30.29
23550 - Machinist Maintenance 19.19
23580 - Maintenance Trades Helper 19.17
23591 - Metrology Technician I 24.68
23592 - Metrology Technician II 25.55
23593 - Metrology Technician III 26.48
23640 - Millwright 28.07
23710 - Office Appliance Repairer 23.81
23760 - Painter Maintenance 23.81
23790 - Pipefitter Maintenance 31.56
23810 - Plumber Maintenance 28.91
23820 - Pneudraulic Systems Mechanic 24.68
23850 - Rigger 24.68
23870 - Scale Mechanic 22.74
23890 - Sheet-Metal Worker Maintenance 24.68
23910 - Small Engine Mechanic 22.74
23931 - Telecommunications Mechanic I 25.05
23932 - Telecommunications Mechanic II 25.94
23950 - Telephone Lineman 24.99
23960 - Welder Combination Maintenance 20.44

23965 - Well Driller	24.68
23970 - Woodcraft Worker	24.68
23980 - Woodworker	20.39
24000 - Personal Needs Occupations	
24550 - Case Manager	14.67
24570 - Child Care Attendant	12.30
24580 - Child Care Center Clerk	15.73
24610 - Chore Aide	11.26
24620 - Family Readiness And Support Services Coordinator	14.67
24630 - Homemaker	15.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.87
25040 - Sewage Plant Operator	23.81
25070 - Stationary Engineer	25.87
25190 - Ventilation Equipment Tender	19.17
25210 - Water Treatment Plant Operator	23.81
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.95
27007 - Baggage Inspector	16.05
27008 - Corrections Officer	23.27
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.96
27040 - Detention Officer	23.27
27070 - Firefighter	22.55
27101 - Guard I	16.05
27102 - Guard II	17.96
27131 - Police Officer I	26.06
27132 - Police Officer II	28.96
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.55
28042 - Carnival Equipment Repairer	14.41
28043 - Carnival Worker	11.15
28210 - Gate Attendant/Gate Tender	15.49
28310 - Lifeguard	13.79
28350 - Park Attendant (Aide)	17.32
28510 - Recreation Aide/Health Facility Attendant	12.64
28515 - Recreation Specialist	21.46
28630 - Sports Official	13.79
28690 - Swimming Pool Operator	18.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.30
29020 - Hatch Tender	23.30
29030 - Line Handler	23.30
29041 - Stevedore I	22.18
29042 - Stevedore II	24.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.41
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.45

30021 - Archeological Technician I		18.39
30022 - Archeological Technician II		20.58
30023 - Archeological Technician III		25.49
30030 - Cartographic Technician		25.49
30040 - Civil Engineering Technician		22.23
30051 - Cryogenic Technician I		22.06
30052 - Cryogenic Technician II		24.37
30061 - Drafter/CAD Operator I		18.39
30062 - Drafter/CAD Operator II		20.58
30063 - Drafter/CAD Operator III		22.94
30064 - Drafter/CAD Operator IV		29.65
30081 - Engineering Technician I		15.26
30082 - Engineering Technician II		17.13
30083 - Engineering Technician III		20.55
30084 - Engineering Technician IV		23.74
30085 - Engineering Technician V		29.04
30086 - Engineering Technician VI		35.13
30090 - Environmental Technician		20.32
30095 - Evidence Control Specialist		19.92
30210 - Laboratory Technician		19.48
30221 - Latent Fingerprint Technician I		22.06
30222 - Latent Fingerprint Technician II		24.37
30240 - Mathematical Technician		25.49
30361 - Paralegal/Legal Assistant I		20.31
30362 - Paralegal/Legal Assistant II		25.16
30363 - Paralegal/Legal Assistant III		31.43
30364 - Paralegal/Legal Assistant IV		37.70
30375 - Petroleum Supply Specialist		24.37
30390 - Photo-Optics Technician		25.49
30395 - Radiation Control Technician		24.37
30461 - Technical Writer I		24.05
30462 - Technical Writer II		29.40
30463 - Technical Writer III		35.57
30491 - Unexploded Ordnance (UXO) Technician I		26.32
30492 - Unexploded Ordnance (UXO) Technician II		31.84
30493 - Unexploded Ordnance (UXO) Technician III		38.16
30494 - Unexploded (UXO) Safety Escort		26.32
30495 - Unexploded (UXO) Sweep Personnel		26.32
30501 - Weather Forecaster I		29.65
30502 - Weather Forecaster II		36.07
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.94
30621 - Weather Observer Senior	(see 2)	23.88
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.84
31020 - Bus Aide		16.79
31030 - Bus Driver		21.74
31043 - Driver Courier		17.02
31260 - Parking and Lot Attendant		13.74
31290 - Shuttle Bus Driver		18.11

31310 - Taxi Driver	17.09
31361 - Truckdriver Light	18.11
31362 - Truckdriver Medium	18.43
31363 - Truckdriver Heavy	22.85
31364 - Truckdriver Tractor-Trailer	22.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.52
99030 - Cashier	10.20
99050 - Desk Clerk	10.05
99095 - Embalmer	34.47
99130 - Flight Follower	26.32
99251 - Laboratory Animal Caretaker I	14.34
99252 - Laboratory Animal Caretaker II	15.26
99260 - Marketing Analyst	28.58
99310 - Mortician	34.47
99410 - Pest Controller	25.41
99510 - Photofinishing Worker	13.83
99710 - Recycling Laborer	19.89
99711 - Recycling Specialist	22.83
99730 - Refuse Collector	18.46
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	18.21
99830 - Survey Party Chief	26.04
99831 - Surveying Aide	13.38
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	22.52
99841 - Vending Machine Repairer	26.71
99842 - Vending Machine Repairer Helper	22.52

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4740
Revision No.: 11
Date Of Last Revision: 08/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Clark

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.27
01012 - Accounting Clerk II		16.02
01013 - Accounting Clerk III		17.93
01020 - Administrative Assistant		26.10
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		11.80
01042 - Customer Service Representative II		13.28
01043 - Customer Service Representative III		14.49
01051 - Data Entry Operator I		13.25
01052 - Data Entry Operator II		14.46
01060 - Dispatcher Motor Vehicle		20.76
01070 - Document Preparation Clerk		14.46

01090 - Duplicating Machine Operator 14.46
01111 - General Clerk I 13.76
01112 - General Clerk II 15.01
01113 - General Clerk III 16.85
01120 - Housing Referral Assistant 20.69
01141 - Messenger Courier 11.78
01191 - Order Clerk I 16.78
01192 - Order Clerk II 18.31
01261 - Personnel Assistant (Employment) I 16.23
01262 - Personnel Assistant (Employment) II 18.16
01263 - Personnel Assistant (Employment) III 20.24
01270 - Production Control Clerk 24.65
01290 - Rental Clerk 14.69
01300 - Scheduler Maintenance 16.59
01311 - Secretary I 16.59
01312 - Secretary II 18.57
01313 - Secretary III 20.69
01320 - Service Order Dispatcher 18.55
01410 - Supply Technician 26.10
01420 - Survey Worker 17.54
01460 - Switchboard Operator/Receptionist 13.68
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 14.46
01612 - Word Processor II 16.23
01613 - Word Processor III 18.16
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.10
05010 - Automotive Electrician 18.81
05040 - Automotive Glass Installer 18.07
05070 - Automotive Worker 18.07
05110 - Mobile Equipment Servicer 16.64
05130 - Motor Equipment Metal Mechanic 19.53
05160 - Motor Equipment Metal Worker 18.07
05190 - Motor Vehicle Mechanic 18.33
05220 - Motor Vehicle Mechanic Helper 15.92
05250 - Motor Vehicle Upholstery Worker 17.36
05280 - Motor Vehicle Wrecker 18.07
05310 - Painter Automotive 18.81
05340 - Radiator Repair Specialist 18.07
05370 - Tire Repairer 15.24
05400 - Transmission Repair Specialist 19.53
07000 - Food Preparation And Service Occupations
07010 - Baker 12.54
07041 - Cook I 14.00
07042 - Cook II 15.61
07070 - Dishwasher 9.40
07130 - Food Service Worker 10.13
07210 - Meat Cutter 17.16

07260 - Waiter/Waitress	9.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.74
09040 - Furniture Handler	16.70
09080 - Furniture Refinisher	23.74
09090 - Furniture Refinisher Helper	19.17
09110 - Furniture Repairer Minor	21.63
09130 - Upholsterer	23.81
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.94
11060 - Elevator Operator	14.76
11090 - Gardener	16.30
11122 - Housekeeping Aide	14.76
11150 - Janitor	14.76
11210 - Laborer Grounds Maintenance	14.25
11240 - Maid or Houseman	10.40
11260 - Pruner	13.74
11270 - Tractor Operator	15.71
11330 - Trail Maintenance Worker	14.25
11360 - Window Cleaner	15.54
12000 - Health Occupations	
12010 - Ambulance Driver	15.91
12011 - Breath Alcohol Technician	18.05
12012 - Certified Occupational Therapist Assistant	26.21
12015 - Certified Physical Therapist Assistant	28.17
12020 - Dental Assistant	18.88
12025 - Dental Hygienist	33.02
12030 - EKG Technician	28.96
12035 - Electroneurodiagnostic Technologist	28.96
12040 - Emergency Medical Technician	15.91
12071 - Licensed Practical Nurse I	18.88
12072 - Licensed Practical Nurse II	21.13
12073 - Licensed Practical Nurse III	23.56
12100 - Medical Assistant	15.62
12130 - Medical Laboratory Technician	20.80
12160 - Medical Record Clerk	14.76
12190 - Medical Record Technician	16.52
12195 - Medical Transcriptionist	16.65
12210 - Nuclear Medicine Technologist	41.99
12221 - Nursing Assistant I	12.13
12222 - Nursing Assistant II	13.64
12223 - Nursing Assistant III	14.88
12224 - Nursing Assistant IV	16.70
12235 - Optical Dispenser	18.74
12236 - Optical Technician	17.08
12250 - Pharmacy Technician	13.56
12280 - Phlebotomist	16.12
12305 - Radiologic Technologist	27.21
12311 - Registered Nurse I	24.46
12312 - Registered Nurse II	29.92

12313 - Registered Nurse II Specialist		29.92
12314 - Registered Nurse III		36.20
12315 - Registered Nurse III Anesthetist		36.20
12316 - Registered Nurse IV		43.39
12317 - Scheduler (Drug and Alcohol Testing)		23.67
12320 - Substance Abuse Treatment Counselor		22.35
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.15
13012 - Exhibits Specialist II		24.96
13013 - Exhibits Specialist III		30.53
13041 - Illustrator I		22.55
13042 - Illustrator II		27.93
13043 - Illustrator III		34.16
13047 - Librarian		28.17
13050 - Library Aide/Clerk		13.70
13054 - Library Information Technology Systems Administrator		24.18
13058 - Library Technician		19.38
13061 - Media Specialist I		17.98
13062 - Media Specialist II		20.10
13063 - Media Specialist III		22.42
13071 - Photographer I		17.55
13072 - Photographer II		19.62
13073 - Photographer III		24.32
13074 - Photographer IV		29.74
13075 - Photographer V		35.98
13090 - Technical Order Library Clerk		17.20
13110 - Video Teleconference Technician		18.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.79
14042 - Computer Operator II		18.79
14043 - Computer Operator III		20.95
14044 - Computer Operator IV		23.28
14045 - Computer Operator V		25.78
14071 - Computer Programmer I	(see 1)	25.51
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.79
14160 - Personal Computer Support Technician		23.28
14170 - System Support Specialist		25.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.08
15020 - Aircrew Training Devices Instructor (Rated)		36.39
15030 - Air Crew Training Devices Instructor (Pilot)		42.16
15050 - Computer Based Training Specialist / Instructor		30.08
15060 - Educational Technologist		31.99

15070 - Flight Instructor (Pilot) 42.16
15080 - Graphic Artist 25.01
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.76
15086 - Maintenance Test Pilot Rotary Wing 41.76
15088 - Non-Maintenance Test/Co-Pilot 41.76
15090 - Technical Instructor 24.72
15095 - Technical Instructor/Course Developer 30.24
15110 - Test Proctor 19.96
15120 - Tutor 19.96
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.09
16220 - Tailor 15.02
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.75
19040 - Tool And Die Maker 26.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.46
21030 - Material Coordinator 25.10
21040 - Material Expediter 25.10
21050 - Material Handling Laborer 17.65
21071 - Order Filler 13.18
21080 - Production Line Worker (Food Processing) 16.46
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 16.74
21150 - Stock Clerk 21.09
21210 - Tools And Parts Attendant 16.46
21410 - Warehouse Specialist 16.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.55
23019 - Aircraft Logs and Records Technician 21.63
23021 - Aircraft Mechanic I 24.68
23022 - Aircraft Mechanic II 25.55
23023 - Aircraft Mechanic III 26.48
23040 - Aircraft Mechanic Helper 19.17
23050 - Aircraft Painter 23.81
23060 - Aircraft Servicer 21.63
23070 - Aircraft Survival Flight Equipment Technician 23.81
23080 - Aircraft Worker 22.74
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.74

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.68
23110 - Appliance Mechanic	23.81
23120 - Bicycle Repairer	20.39
23125 - Cable Splicer	25.32
23130 - Carpenter Maintenance	24.94
23140 - Carpet Layer	22.74
23160 - Electrician Maintenance	25.95
23181 - Electronics Technician Maintenance I	26.20
23182 - Electronics Technician Maintenance II	27.44
23183 - Electronics Technician Maintenance III	28.44
23260 - Fabric Worker	21.63
23290 - Fire Alarm System Mechanic	24.68
23310 - Fire Extinguisher Repairer	20.39
23311 - Fuel Distribution System Mechanic	24.68
23312 - Fuel Distribution System Operator	20.39
23370 - General Maintenance Worker	18.31
23380 - Ground Support Equipment Mechanic	24.68
23381 - Ground Support Equipment Servicer	21.63
23382 - Ground Support Equipment Worker	22.74
23391 - Gunsmith I	20.39
23392 - Gunsmith II	22.74
23393 - Gunsmith III	24.68
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.57
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.52
23430 - Heavy Equipment Mechanic	25.86
23440 - Heavy Equipment Operator	25.31
23460 - Instrument Mechanic	24.68
23465 - Laboratory/Shelter Mechanic	23.81
23470 - Laborer	15.39
23510 - Locksmith	23.81
23530 - Machinery Maintenance Mechanic	30.29
23550 - Machinist Maintenance	19.19
23580 - Maintenance Trades Helper	19.17
23591 - Metrology Technician I	24.68
23592 - Metrology Technician II	25.55
23593 - Metrology Technician III	26.48
23640 - Millwright	28.07
23710 - Office Appliance Repairer	23.81
23760 - Painter Maintenance	23.81
23790 - Pipefitter Maintenance	31.56
23810 - Plumber Maintenance	28.91
23820 - Pneudraulic Systems Mechanic	24.68
23850 - Rigger	24.68
23870 - Scale Mechanic	22.74
23890 - Sheet-Metal Worker Maintenance	24.68
23910 - Small Engine Mechanic	22.74
23931 - Telecommunications Mechanic I	25.05

23932 - Telecommunications Mechanic II 25.94
23950 - Telephone Lineman 24.99
23960 - Welder Combination Maintenance 20.44
23965 - Well Driller 24.68
23970 - Woodcraft Worker 24.68
23980 - Woodworker 20.39
24000 - Personal Needs Occupations
24550 - Case Manager 14.18
24570 - Child Care Attendant 12.30
24580 - Child Care Center Clerk 15.73
24610 - Chore Aide 11.06
24620 - Family Readiness And Support Services Coordinator 14.18
24630 - Homemaker 15.80
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.87
25040 - Sewage Plant Operator 23.81
25070 - Stationary Engineer 25.87
25190 - Ventilation Equipment Tender 19.17
25210 - Water Treatment Plant Operator 23.81
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.95
27007 - Baggage Inspector 16.05
27008 - Corrections Officer 23.27
27010 - Court Security Officer 21.92
27030 - Detection Dog Handler 17.96
27040 - Detention Officer 23.27
27070 - Firefighter 22.55
27101 - Guard I 16.05
27102 - Guard II 17.96
27131 - Police Officer I 25.19
27132 - Police Officer II 27.99
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.55
28042 - Carnival Equipment Repairer 14.41
28043 - Carnival Worker 11.15
28210 - Gate Attendant/Gate Tender 15.49
28310 - Lifeguard 13.79
28350 - Park Attendant (Aide) 17.32
28510 - Recreation Aide/Health Facility Attendant 12.64
28515 - Recreation Specialist 21.46
28630 - Sports Official 13.79
28690 - Swimming Pool Operator 18.63
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.30
29020 - Hatch Tender 23.30
29030 - Line Handler 23.30
29041 - Stevedore I 22.18
29042 - Stevedore II 24.40
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.00
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.27
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.13
30021 - Archeological Technician I 18.39
30022 - Archeological Technician II 20.58
30023 - Archeological Technician III 25.49
30030 - Cartographic Technician 25.49
30040 - Civil Engineering Technician 22.23
30051 - Cryogenic Technician I 22.06
30052 - Cryogenic Technician II 24.37
30061 - Drafter/CAD Operator I 18.39
30062 - Drafter/CAD Operator II 20.58
30063 - Drafter/CAD Operator III 22.94
30064 - Drafter/CAD Operator IV 29.65
30081 - Engineering Technician I 15.26
30082 - Engineering Technician II 17.13
30083 - Engineering Technician III 20.55
30084 - Engineering Technician IV 23.74
30085 - Engineering Technician V 29.04
30086 - Engineering Technician VI 35.13
30090 - Environmental Technician 20.32
30095 - Evidence Control Specialist 19.92
30210 - Laboratory Technician 19.48
30221 - Latent Fingerprint Technician I 22.06
30222 - Latent Fingerprint Technician II 24.37
30240 - Mathematical Technician 25.49
30361 - Paralegal/Legal Assistant I 20.31
30362 - Paralegal/Legal Assistant II 25.16
30363 - Paralegal/Legal Assistant III 31.43
30364 - Paralegal/Legal Assistant IV 37.70
30375 - Petroleum Supply Specialist 24.37
30390 - Photo-Optics Technician 25.49
30395 - Radiation Control Technician 24.37
30461 - Technical Writer I 24.05
30462 - Technical Writer II 29.40
30463 - Technical Writer III 35.57
30491 - Unexploded Ordnance (UXO) Technician I 26.06
30492 - Unexploded Ordnance (UXO) Technician II 31.52
30493 - Unexploded Ordnance (UXO) Technician III 37.79
30494 - Unexploded (UXO) Safety Escort 26.06
30495 - Unexploded (UXO) Sweep Personnel 26.06
30501 - Weather Forecaster I 29.65
30502 - Weather Forecaster II 36.07
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.94
30621 - Weather Observer Senior (see 2) 23.88
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.52
31020 - Bus Aide 16.79
31030 - Bus Driver 21.74

31043 - Driver Courier	17.02
31260 - Parking and Lot Attendant	13.74
31290 - Shuttle Bus Driver	18.11
31310 - Taxi Driver	16.38
31361 - Truckdriver Light	18.11
31362 - Truckdriver Medium	18.43
31363 - Truckdriver Heavy	22.85
31364 - Truckdriver Tractor-Trailer	22.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.37
99030 - Cashier	9.87
99050 - Desk Clerk	10.05
99095 - Embalmer	34.47
99130 - Flight Follower	26.06
99251 - Laboratory Animal Caretaker I	14.34
99252 - Laboratory Animal Caretaker II	15.26
99260 - Marketing Analyst	28.58
99310 - Mortician	34.47
99410 - Pest Controller	25.41
99510 - Photofinishing Worker	13.69
99710 - Recycling Laborer	19.89
99711 - Recycling Specialist	22.83
99730 - Refuse Collector	18.46
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	18.21
99830 - Survey Party Chief	26.04
99831 - Surveying Aide	13.38
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	22.52
99841 - Vending Machine Repairer	26.71
99842 - Vending Machine Repairer Helper	22.52

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4741
Revision No.: 12
Date Of Last Revision: 04/28/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Fulton Lucas Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.12
01012 - Accounting Clerk II		16.98
01013 - Accounting Clerk III		18.99
01020 - Administrative Assistant		27.11
01035 - Court Reporter		27.57
01041 - Customer Service Representative I		13.63
01042 - Customer Service Representative II		14.88
01043 - Customer Service Representative III		16.71
01051 - Data Entry Operator I		15.25
01052 - Data Entry Operator II		16.64
01060 - Dispatcher Motor Vehicle		18.33
01070 - Document Preparation Clerk		16.22
01090 - Duplicating Machine Operator		16.22
01111 - General Clerk I		13.66
01112 - General Clerk II		14.91

01113 - General Clerk III 16.75
01120 - Housing Referral Assistant 19.84
01141 - Messenger Courier 13.85
01191 - Order Clerk I 13.68
01192 - Order Clerk II 14.93
01261 - Personnel Assistant (Employment) I 16.54
01262 - Personnel Assistant (Employment) II 18.51
01263 - Personnel Assistant (Employment) III 20.63
01270 - Production Control Clerk 23.04
01290 - Rental Clerk 10.82
01300 - Scheduler Maintenance 15.92
01311 - Secretary I 15.92
01312 - Secretary II 17.80
01313 - Secretary III 19.84
01320 - Service Order Dispatcher 16.38
01410 - Supply Technician 27.11
01420 - Survey Worker 15.51
01460 - Switchboard Operator/Receptionist 14.13
01531 - Travel Clerk I 15.16
01532 - Travel Clerk II 16.47
01533 - Travel Clerk III 17.83
01611 - Word Processor I 15.52
01612 - Word Processor II 17.42
01613 - Word Processor III 19.49
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.15
05010 - Automotive Electrician 20.16
05040 - Automotive Glass Installer 19.49
05070 - Automotive Worker 19.49
05110 - Mobile Equipment Servicer 17.79
05130 - Motor Equipment Metal Mechanic 21.21
05160 - Motor Equipment Metal Worker 19.75
05190 - Motor Vehicle Mechanic 20.76
05220 - Motor Vehicle Mechanic Helper 16.68
05250 - Motor Vehicle Upholstery Worker 19.09
05280 - Motor Vehicle Wrecker 20.36
05310 - Painter Automotive 20.16
05340 - Radiator Repair Specialist 19.75
05370 - Tire Repairer 17.79
05400 - Transmission Repair Specialist 21.07
07000 - Food Preparation And Service Occupations
07010 - Baker 11.70
07041 - Cook I 13.87
07042 - Cook II 15.20
07070 - Dishwasher 10.25
07130 - Food Service Worker 11.20
07210 - Meat Cutter 17.26
07260 - Waiter/Waitress 9.52
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.45

09040 - Furniture Handler 15.55
09080 - Furniture Refinisher 19.45
09090 - Furniture Refinisher Helper 16.96
09110 - Furniture Repairer Minor 18.18
09130 - Upholsterer 20.56
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.95
11060 - Elevator Operator 12.91
11090 - Gardener 18.16
11122 - Housekeeping Aide 12.91
11150 - Janitor 12.91
11210 - Laborer Grounds Maintenance 14.77
11240 - Maid or Houseman 11.09
11260 - Pruner 13.63
11270 - Tractor Operator 17.03
11330 - Trail Maintenance Worker 14.77
11360 - Window Cleaner 13.99
12000 - Health Occupations
12010 - Ambulance Driver 16.98
12011 - Breath Alcohol Technician 20.25
12012 - Certified Occupational Therapist Assistant 28.26
12015 - Certified Physical Therapist Assistant 27.81
12020 - Dental Assistant 17.66
12025 - Dental Hygienist 31.44
12030 - EKG Technician 28.32
12035 - Electroneurodiagnostic Technologist 28.32
12040 - Emergency Medical Technician 16.98
12071 - Licensed Practical Nurse I 18.11
12072 - Licensed Practical Nurse II 20.25
12073 - Licensed Practical Nurse III 22.57
12100 - Medical Assistant 15.51
12130 - Medical Laboratory Technician 27.03
12160 - Medical Record Clerk 18.37
12190 - Medical Record Technician 20.54
12195 - Medical Transcriptionist 18.46
12210 - Nuclear Medicine Technologist 34.68
12221 - Nursing Assistant I 11.65
12222 - Nursing Assistant II 13.10
12223 - Nursing Assistant III 14.29
12224 - Nursing Assistant IV 16.04
12235 - Optical Dispenser 21.47
12236 - Optical Technician 18.11
12250 - Pharmacy Technician 14.88
12280 - Phlebotomist 17.56
12305 - Radiologic Technologist 28.45
12311 - Registered Nurse I 21.83
12312 - Registered Nurse II 26.70
12313 - Registered Nurse II Specialist 26.70
12314 - Registered Nurse III 32.30
12315 - Registered Nurse III Anesthetist 32.30

12316 - Registered Nurse IV		38.71
12317 - Scheduler (Drug and Alcohol Testing)		25.08
12320 - Substance Abuse Treatment Counselor		22.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.83
13012 - Exhibits Specialist II		25.80
13013 - Exhibits Specialist III		31.56
13041 - Illustrator I		20.83
13042 - Illustrator II		25.80
13043 - Illustrator III		31.56
13047 - Librarian		28.58
13050 - Library Aide/Clerk		15.13
13054 - Library Information Technology Systems Administrator		25.80
13058 - Library Technician		18.70
13061 - Media Specialist I		18.62
13062 - Media Specialist II		20.83
13063 - Media Specialist III		23.21
13071 - Photographer I		15.63
13072 - Photographer II		17.48
13073 - Photographer III		22.08
13074 - Photographer IV		26.49
13075 - Photographer V		32.06
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		19.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.23
14042 - Computer Operator II		19.27
14043 - Computer Operator III		21.67
14044 - Computer Operator IV		25.22
14045 - Computer Operator V		26.63
14071 - Computer Programmer I	(see 1)	20.19
14072 - Computer Programmer II	(see 1)	26.06
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.23
14160 - Personal Computer Support Technician		27.66
14170 - System Support Specialist		28.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.49
15020 - Aircrew Training Devices Instructor (Rated)		36.90
15030 - Air Crew Training Devices Instructor (Pilot)		44.22
15050 - Computer Based Training Specialist / Instructor		30.49
15060 - Educational Technologist		27.95
15070 - Flight Instructor (Pilot)		44.22
15080 - Graphic Artist		21.28
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.22

15086 - Maintenance Test Pilot Rotary Wing 44.22
15088 - Non-Maintenance Test/Co-Pilot 44.22
15090 - Technical Instructor 22.48
15095 - Technical Instructor/Course Developer 27.50
15110 - Test Proctor 18.15
15120 - Tutor 18.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.37
16030 - Counter Attendant 11.37
16040 - Dry Cleaner 14.94
16070 - Finisher Flatwork Machine 11.37
16090 - Presser Hand 11.37
16110 - Presser Machine Drycleaning 11.37
16130 - Presser Machine Shirts 11.37
16160 - Presser Machine Wearing Apparel Laundry 11.37
16190 - Sewing Machine Operator 16.20
16220 - Tailor 17.42
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.88
19040 - Tool And Die Maker 29.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.24
21030 - Material Coordinator 23.04
21040 - Material Expediter 23.04
21050 - Material Handling Laborer 17.63
21071 - Order Filler 13.13
21080 - Production Line Worker (Food Processing) 18.24
21110 - Shipping Packer 17.67
21130 - Shipping/Receiving Clerk 17.67
21140 - Store Worker I 18.74
21150 - Stock Clerk 23.83
21210 - Tools And Parts Attendant 18.24
21410 - Warehouse Specialist 18.24
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.20
23019 - Aircraft Logs and Records Technician 30.03
23021 - Aircraft Mechanic I 34.07
23022 - Aircraft Mechanic II 35.20
23023 - Aircraft Mechanic III 36.55
23040 - Aircraft Mechanic Helper 26.79
23050 - Aircraft Painter 32.38
23060 - Aircraft Servicer 30.03
23070 - Aircraft Survival Flight Equipment Technician 32.38
23080 - Aircraft Worker 31.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.07
23110 - Appliance Mechanic 22.65

23120 - Bicycle Repairer	24.43
23125 - Cable Splicer	37.65
23130 - Carpenter Maintenance	27.21
23140 - Carpet Layer	26.97
23160 - Electrician Maintenance	34.90
23181 - Electronics Technician Maintenance I	33.29
23182 - Electronics Technician Maintenance II	34.43
23183 - Electronics Technician Maintenance III	36.23
23260 - Fabric Worker	25.68
23290 - Fire Alarm System Mechanic	24.06
23310 - Fire Extinguisher Repairer	24.43
23311 - Fuel Distribution System Mechanic	36.24
23312 - Fuel Distribution System Operator	30.39
23370 - General Maintenance Worker	20.11
23380 - Ground Support Equipment Mechanic	34.07
23381 - Ground Support Equipment Servicer	30.03
23382 - Ground Support Equipment Worker	31.31
23391 - Gunsmith I	24.43
23392 - Gunsmith II	26.77
23393 - Gunsmith III	29.13
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.73
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.59
23430 - Heavy Equipment Mechanic	28.83
23440 - Heavy Equipment Operator	32.11
23460 - Instrument Mechanic	29.13
23465 - Laboratory/Shelter Mechanic	27.69
23470 - Laborer	18.30
23510 - Locksmith	27.69
23530 - Machinery Maintenance Mechanic	30.09
23550 - Machinist Maintenance	26.89
23580 - Maintenance Trades Helper	16.96
23591 - Metrology Technician I	29.13
23592 - Metrology Technician II	30.10
23593 - Metrology Technician III	31.25
23640 - Millwright	32.42
23710 - Office Appliance Repairer	21.65
23760 - Painter Maintenance	22.17
23790 - Pipefitter Maintenance	36.90
23810 - Plumber Maintenance	34.58
23820 - Pneudraulic Systems Mechanic	29.13
23850 - Rigger	29.13
23870 - Scale Mechanic	26.77
23890 - Sheet-Metal Worker Maintenance	34.50
23910 - Small Engine Mechanic	18.81
23931 - Telecommunications Mechanic I	26.19
23932 - Telecommunications Mechanic II	27.06
23950 - Telephone Lineman	24.18
23960 - Welder Combination Maintenance	20.01

23965 - Well Driller	29.13
23970 - Woodcraft Worker	29.13
23980 - Woodworker	24.43
24000 - Personal Needs Occupations	
24550 - Case Manager	18.23
24570 - Child Care Attendant	11.46
24580 - Child Care Center Clerk	14.28
24610 - Chore Aide	11.47
24620 - Family Readiness And Support Services Coordinator	18.23
24630 - Homemaker	18.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.47
25040 - Sewage Plant Operator	24.74
25070 - Stationary Engineer	31.47
25190 - Ventilation Equipment Tender	24.75
25210 - Water Treatment Plant Operator	24.74
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.61
27007 - Baggage Inspector	12.56
27008 - Corrections Officer	23.23
27010 - Court Security Officer	25.44
27030 - Detection Dog Handler	16.27
27040 - Detention Officer	23.23
27070 - Firefighter	27.65
27101 - Guard I	12.56
27102 - Guard II	16.27
27131 - Police Officer I	28.13
27132 - Police Officer II	31.26
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.35
28042 - Carnival Equipment Repairer	13.17
28043 - Carnival Worker	10.08
28210 - Gate Attendant/Gate Tender	15.42
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	17.26
28510 - Recreation Aide/Health Facility Attendant	12.58
28515 - Recreation Specialist	21.36
28630 - Sports Official	13.74
28690 - Swimming Pool Operator	16.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.65
29020 - Hatch Tender	24.65
29030 - Line Handler	24.65
29041 - Stevedore I	23.64
29042 - Stevedore II	25.66
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		17.40
30022 - Archeological Technician II		19.46
30023 - Archeological Technician III		24.11
30030 - Cartographic Technician		24.11
30040 - Civil Engineering Technician		26.38
30051 - Cryogenic Technician I		26.70
30052 - Cryogenic Technician II		29.49
30061 - Drafter/CAD Operator I		17.40
30062 - Drafter/CAD Operator II		19.46
30063 - Drafter/CAD Operator III		21.69
30064 - Drafter/CAD Operator IV		26.70
30081 - Engineering Technician I		16.55
30082 - Engineering Technician II		18.58
30083 - Engineering Technician III		20.79
30084 - Engineering Technician IV		25.75
30085 - Engineering Technician V		31.50
30086 - Engineering Technician VI		38.12
30090 - Environmental Technician		19.26
30095 - Evidence Control Specialist		24.11
30210 - Laboratory Technician		25.61
30221 - Latent Fingerprint Technician I		32.56
30222 - Latent Fingerprint Technician II		35.96
30240 - Mathematical Technician		23.79
30361 - Paralegal/Legal Assistant I		20.21
30362 - Paralegal/Legal Assistant II		25.04
30363 - Paralegal/Legal Assistant III		30.63
30364 - Paralegal/Legal Assistant IV		37.06
30375 - Petroleum Supply Specialist		29.49
30390 - Photo-Optics Technician		24.11
30395 - Radiation Control Technician		29.49
30461 - Technical Writer I		22.52
30462 - Technical Writer II		27.53
30463 - Technical Writer III		33.32
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		26.70
30502 - Weather Forecaster II		32.48
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.69
30621 - Weather Observer Senior	(see 2)	24.11
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		16.94
31030 - Bus Driver		22.02
31043 - Driver Courier		16.09
31260 - Parking and Lot Attendant		11.20
31290 - Shuttle Bus Driver		15.60

31310 - Taxi Driver	11.94
31361 - Truckdriver Light	17.16
31362 - Truckdriver Medium	18.98
31363 - Truckdriver Heavy	22.52
31364 - Truckdriver Tractor-Trailer	22.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.73
99050 - Desk Clerk	10.38
99095 - Embalmer	31.34
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.75
99252 - Laboratory Animal Caretaker II	14.66
99260 - Marketing Analyst	28.09
99310 - Mortician	31.34
99410 - Pest Controller	22.91
99510 - Photofinishing Worker	13.77
99710 - Recycling Laborer	21.23
99711 - Recycling Specialist	24.48
99730 - Refuse Collector	19.59
99810 - Sales Clerk	13.36
99820 - School Crossing Guard	14.29
99830 - Survey Party Chief	20.20
99831 - Surveying Aide	13.72
99832 - Surveying Technician	19.73
99840 - Vending Machine Attendant	16.62
99841 - Vending Machine Repairer	19.41
99842 - Vending Machine Repairer Helper	16.62

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4742
Revision No.: 11
Date Of Last Revision: 08/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Fulton Lucas Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.41
01012 - Accounting Clerk II		16.17
01013 - Accounting Clerk III		18.10
01020 - Administrative Assistant		26.73
01035 - Court Reporter		27.57
01041 - Customer Service Representative I		13.03
01042 - Customer Service Representative II		14.65
01043 - Customer Service Representative III		15.98
01051 - Data Entry Operator I		15.25
01052 - Data Entry Operator II		16.64
01060 - Dispatcher Motor Vehicle		18.33
01070 - Document Preparation Clerk		16.22

01090 - Duplicating Machine Operator 16.22
01111 - General Clerk I 13.34
01112 - General Clerk II 14.55
01113 - General Clerk III 16.33
01120 - Housing Referral Assistant 19.49
01141 - Messenger Courier 13.35
01191 - Order Clerk I 13.26
01192 - Order Clerk II 14.47
01261 - Personnel Assistant (Employment) I 16.54
01262 - Personnel Assistant (Employment) II 18.51
01263 - Personnel Assistant (Employment) III 20.63
01270 - Production Control Clerk 23.04
01290 - Rental Clerk 10.82
01300 - Scheduler Maintenance 15.62
01311 - Secretary I 15.62
01312 - Secretary II 17.48
01313 - Secretary III 19.49
01320 - Service Order Dispatcher 16.38
01410 - Supply Technician 26.73
01420 - Survey Worker 15.51
01460 - Switchboard Operator/Receptionist 13.24
01531 - Travel Clerk I 14.85
01532 - Travel Clerk II 16.13
01533 - Travel Clerk III 17.46
01611 - Word Processor I 15.52
01612 - Word Processor II 17.42
01613 - Word Processor III 19.49
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.15
05010 - Automotive Electrician 18.56
05040 - Automotive Glass Installer 17.96
05070 - Automotive Worker 17.96
05110 - Mobile Equipment Servicer 16.78
05130 - Motor Equipment Metal Mechanic 21.00
05160 - Motor Equipment Metal Worker 19.75
05190 - Motor Vehicle Mechanic 18.87
05220 - Motor Vehicle Mechanic Helper 16.19
05250 - Motor Vehicle Upholstery Worker 19.09
05280 - Motor Vehicle Wrecker 20.36
05310 - Painter Automotive 18.56
05340 - Radiator Repair Specialist 19.75
05370 - Tire Repairer 17.26
05400 - Transmission Repair Specialist 19.15
07000 - Food Preparation And Service Occupations
07010 - Baker 11.70
07041 - Cook I 13.22
07042 - Cook II 14.49
07070 - Dishwasher 9.96
07130 - Food Service Worker 10.32
07210 - Meat Cutter 17.26

07260 - Waiter/Waitress	9.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.45
09040 - Furniture Handler	15.55
09080 - Furniture Refinisher	19.45
09090 - Furniture Refinisher Helper	16.96
09110 - Furniture Repairer Minor	18.18
09130 - Upholsterer	20.56
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.04
11060 - Elevator Operator	12.45
11090 - Gardener	17.29
11122 - Housekeeping Aide	12.45
11150 - Janitor	12.45
11210 - Laborer Grounds Maintenance	14.06
11240 - Maid or Houseman	10.62
11260 - Pruner	12.97
11270 - Tractor Operator	16.21
11330 - Trail Maintenance Worker	14.06
11360 - Window Cleaner	13.49
12000 - Health Occupations	
12010 - Ambulance Driver	16.79
12011 - Breath Alcohol Technician	19.39
12012 - Certified Occupational Therapist Assistant	28.26
12015 - Certified Physical Therapist Assistant	27.81
12020 - Dental Assistant	17.66
12025 - Dental Hygienist	31.44
12030 - EKG Technician	26.60
12035 - Electroneurodiagnostic Technologist	26.60
12040 - Emergency Medical Technician	16.79
12071 - Licensed Practical Nurse I	17.73
12072 - Licensed Practical Nurse II	19.84
12073 - Licensed Practical Nurse III	22.12
12100 - Medical Assistant	15.51
12130 - Medical Laboratory Technician	26.65
12160 - Medical Record Clerk	17.05
12190 - Medical Record Technician	19.08
12195 - Medical Transcriptionist	18.46
12210 - Nuclear Medicine Technologist	34.68
12221 - Nursing Assistant I	11.65
12222 - Nursing Assistant II	13.10
12223 - Nursing Assistant III	14.29
12224 - Nursing Assistant IV	16.04
12235 - Optical Dispenser	19.78
12236 - Optical Technician	17.73
12250 - Pharmacy Technician	14.24
12280 - Phlebotomist	17.56
12305 - Radiologic Technologist	28.45
12311 - Registered Nurse I	21.83
12312 - Registered Nurse II	26.70

12313 - Registered Nurse II Specialist		26.70
12314 - Registered Nurse III		32.30
12315 - Registered Nurse III Anesthetist		32.30
12316 - Registered Nurse IV		38.71
12317 - Scheduler (Drug and Alcohol Testing)		24.58
12320 - Substance Abuse Treatment Counselor		22.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.83
13012 - Exhibits Specialist II		25.80
13013 - Exhibits Specialist III		31.56
13041 - Illustrator I		20.83
13042 - Illustrator II		25.80
13043 - Illustrator III		31.56
13047 - Librarian		28.58
13050 - Library Aide/Clerk		14.37
13054 - Library Information Technology Systems Administrator		25.80
13058 - Library Technician		17.98
13061 - Media Specialist I		18.62
13062 - Media Specialist II		20.83
13063 - Media Specialist III		23.21
13071 - Photographer I		14.65
13072 - Photographer II		17.39
13073 - Photographer III		22.08
13074 - Photographer IV		24.84
13075 - Photographer V		30.05
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		19.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.66
14042 - Computer Operator II		17.52
14043 - Computer Operator III		19.70
14044 - Computer Operator IV		24.07
14045 - Computer Operator V		24.21
14071 - Computer Programmer I	(see 1)	19.94
14072 - Computer Programmer II	(see 1)	26.06
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.66
14160 - Personal Computer Support Technician		27.66
14170 - System Support Specialist		28.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.69
15020 - Aircrew Training Devices Instructor (Rated)		35.24
15030 - Air Crew Training Devices Instructor (Pilot)		42.24
15050 - Computer Based Training Specialist / Instructor		28.69
15060 - Educational Technologist		27.95

15070 - Flight Instructor (Pilot) 42.24
15080 - Graphic Artist 21.19
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.59
15086 - Maintenance Test Pilot Rotary Wing 41.59
15088 - Non-Maintenance Test/Co-Pilot 41.59
15090 - Technical Instructor 21.31
15095 - Technical Instructor/Course Developer 26.06
15110 - Test Proctor 17.20
15120 - Tutor 17.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.53
19040 - Tool And Die Maker 27.01
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.65
21030 - Material Coordinator 23.04
21040 - Material Expediter 23.04
21050 - Material Handling Laborer 17.63
21071 - Order Filler 12.60
21080 - Production Line Worker (Food Processing) 17.65
21110 - Shipping Packer 16.80
21130 - Shipping/Receiving Clerk 16.80
21140 - Store Worker I 18.74
21150 - Stock Clerk 23.83
21210 - Tools And Parts Attendant 17.65
21410 - Warehouse Specialist 17.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.85
23019 - Aircraft Logs and Records Technician 28.87
23021 - Aircraft Mechanic I 32.76
23022 - Aircraft Mechanic II 33.85
23023 - Aircraft Mechanic III 35.14
23040 - Aircraft Mechanic Helper 25.76
23050 - Aircraft Painter 31.13
23060 - Aircraft Servicer 28.87
23070 - Aircraft Survival Flight Equipment Technician 31.13
23080 - Aircraft Worker 30.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.10

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.76
23110 - Appliance Mechanic 20.59
23120 - Bicycle Repairer 24.11
23125 - Cable Splicer 35.97
23130 - Carpenter Maintenance 25.02
23140 - Carpet Layer 26.38
23160 - Electrician Maintenance 34.03
23181 - Electronics Technician Maintenance I 31.06
23182 - Electronics Technician Maintenance II 32.12
23183 - Electronics Technician Maintenance III 33.80
23260 - Fabric Worker 25.34
23290 - Fire Alarm System Mechanic 23.61
23310 - Fire Extinguisher Repairer 24.11
23311 - Fuel Distribution System Mechanic 36.24
23312 - Fuel Distribution System Operator 30.39
23370 - General Maintenance Worker 19.47
23380 - Ground Support Equipment Mechanic 32.76
23381 - Ground Support Equipment Servicer 28.87
23382 - Ground Support Equipment Worker 30.10
23391 - Gunsmith I 24.11
23392 - Gunsmith II 26.43
23393 - Gunsmith III 28.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.97
23430 - Heavy Equipment Mechanic 28.22
23440 - Heavy Equipment Operator 30.91
23460 - Instrument Mechanic 28.76
23465 - Laboratory/Shelter Mechanic 27.33
23470 - Laborer 18.30
23510 - Locksmith 27.33
23530 - Machinery Maintenance Mechanic 29.74
23550 - Machinist Maintenance 26.89
23580 - Maintenance Trades Helper 16.96
23591 - Metrology Technician I 28.76
23592 - Metrology Technician II 29.71
23593 - Metrology Technician III 30.85
23640 - Millwright 32.42
23710 - Office Appliance Repairer 21.65
23760 - Painter Maintenance 22.17
23790 - Pipefitter Maintenance 36.90
23810 - Plumber Maintenance 34.58
23820 - Pneudraulic Systems Mechanic 28.76
23850 - Rigger 28.76
23870 - Scale Mechanic 26.43
23890 - Sheet-Metal Worker Maintenance 33.44
23910 - Small Engine Mechanic 18.81
23931 - Telecommunications Mechanic I 25.56

23932 - Telecommunications Mechanic II 26.41
23950 - Telephone Lineman 24.18
23960 - Welder Combination Maintenance 20.01
23965 - Well Driller 28.76
23970 - Woodcraft Worker 28.76
23980 - Woodworker 24.11
24000 - Personal Needs Occupations
24550 - Case Manager 18.08
24570 - Child Care Attendant 11.06
24580 - Child Care Center Clerk 13.80
24610 - Chore Aide 11.09
24620 - Family Readiness And Support Services Coordinator 18.08
24630 - Homemaker 18.08
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.47
25040 - Sewage Plant Operator 24.74
25070 - Stationary Engineer 31.47
25190 - Ventilation Equipment Tender 24.75
25210 - Water Treatment Plant Operator 24.74
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.11
27007 - Baggage Inspector 12.29
27008 - Corrections Officer 22.07
27010 - Court Security Officer 24.18
27030 - Detection Dog Handler 16.27
27040 - Detention Officer 22.07
27070 - Firefighter 26.20
27101 - Guard I 12.29
27102 - Guard II 16.27
27131 - Police Officer I 27.31
27132 - Police Officer II 30.34
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.35
28042 - Carnival Equipment Repairer 13.17
28043 - Carnival Worker 10.08
28210 - Gate Attendant/Gate Tender 14.02
28310 - Lifeguard 11.90
28350 - Park Attendant (Aide) 15.69
28510 - Recreation Aide/Health Facility Attendant 11.44
28515 - Recreation Specialist 19.42
28630 - Sports Official 12.49
28690 - Swimming Pool Operator 16.62
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.41
29020 - Hatch Tender 22.41
29030 - Line Handler 22.41
29041 - Stevedore I 21.49
29042 - Stevedore II 23.33
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.84
30022 - Archeological Technician II 18.93
30023 - Archeological Technician III 23.77
30030 - Cartographic Technician 23.77
30040 - Civil Engineering Technician 25.39
30051 - Cryogenic Technician I 25.29
30052 - Cryogenic Technician II 27.93
30061 - Drafter/CAD Operator I 16.47
30062 - Drafter/CAD Operator II 17.88
30063 - Drafter/CAD Operator III 21.40
30064 - Drafter/CAD Operator IV 26.33
30081 - Engineering Technician I 16.55
30082 - Engineering Technician II 18.58
30083 - Engineering Technician III 20.79
30084 - Engineering Technician IV 25.75
30085 - Engineering Technician V 31.50
30086 - Engineering Technician VI 38.12
30090 - Environmental Technician 19.26
30095 - Evidence Control Specialist 22.83
30210 - Laboratory Technician 24.70
30221 - Latent Fingerprint Technician I 29.60
30222 - Latent Fingerprint Technician II 32.69
30240 - Mathematical Technician 23.77
30361 - Paralegal/Legal Assistant I 19.67
30362 - Paralegal/Legal Assistant II 24.37
30363 - Paralegal/Legal Assistant III 29.81
30364 - Paralegal/Legal Assistant IV 36.00
30375 - Petroleum Supply Specialist 27.93
30390 - Photo-Optics Technician 23.77
30395 - Radiation Control Technician 27.93
30461 - Technical Writer I 22.52
30462 - Technical Writer II 27.53
30463 - Technical Writer III 33.32
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.29
30502 - Weather Forecaster II 30.76
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.40
30621 - Weather Observer Senior (see 2) 23.77
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.40
31030 - Bus Driver 20.02

31043 - Driver Courier	14.63
31260 - Parking and Lot Attendant	10.77
31290 - Shuttle Bus Driver	15.60
31310 - Taxi Driver	10.85
31361 - Truckdriver Light	15.60
31362 - Truckdriver Medium	18.98
31363 - Truckdriver Heavy	21.34
31364 - Truckdriver Tractor-Trailer	21.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.97
99050 - Desk Clerk	9.87
99095 - Embalmer	31.34
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.75
99252 - Laboratory Animal Caretaker II	13.59
99260 - Marketing Analyst	28.09
99310 - Mortician	31.34
99410 - Pest Controller	20.83
99510 - Photofinishing Worker	13.77
99710 - Recycling Laborer	19.70
99711 - Recycling Specialist	23.11
99730 - Refuse Collector	18.18
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	13.59
99830 - Survey Party Chief	20.20
99831 - Surveying Aide	13.72
99832 - Surveying Technician	19.73
99840 - Vending Machine Attendant	15.11
99841 - Vending Machine Repairer	17.65
99842 - Vending Machine Repairer Helper	15.11

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4743
Revision No.: 15
Date Of Last Revision: 05/05/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Defiance Paulding Williams

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.22
01013 - Accounting Clerk III		18.14
01020 - Administrative Assistant		23.75
01035 - Court Reporter		20.85
01041 - Customer Service Representative I		13.29
01042 - Customer Service Representative II		14.56
01043 - Customer Service Representative III		16.29
01051 - Data Entry Operator I		14.96
01052 - Data Entry Operator II		16.32
01060 - Dispatcher Motor Vehicle		21.61
01070 - Document Preparation Clerk		14.38
01090 - Duplicating Machine Operator		14.38
01111 - General Clerk I		13.31
01112 - General Clerk II		14.52

01113 - General Clerk III 16.31
01120 - Housing Referral Assistant 20.69
01141 - Messenger Courier 11.92
01191 - Order Clerk I 16.02
01192 - Order Clerk II 17.48
01261 - Personnel Assistant (Employment) I 16.71
01262 - Personnel Assistant (Employment) II 18.68
01263 - Personnel Assistant (Employment) III 20.82
01270 - Production Control Clerk 26.64
01290 - Rental Clerk 11.66
01300 - Scheduler Maintenance 16.60
01311 - Secretary I 16.60
01312 - Secretary II 18.56
01313 - Secretary III 20.69
01320 - Service Order Dispatcher 19.31
01410 - Supply Technician 23.75
01420 - Survey Worker 15.27
01460 - Switchboard Operator/Receptionist 13.62
01531 - Travel Clerk I 13.57
01532 - Travel Clerk II 14.48
01533 - Travel Clerk III 15.35
01611 - Word Processor I 14.78
01612 - Word Processor II 16.60
01613 - Word Processor III 18.56
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.69
05010 - Automotive Electrician 18.37
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 16.52
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 18.96
05220 - Motor Vehicle Mechanic Helper 15.90
05250 - Motor Vehicle Upholstery Worker 17.11
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.37
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 17.00
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 12.61
07041 - Cook I 13.58
07042 - Cook II 15.31
07070 - Dishwasher 9.62
07130 - Food Service Worker 9.48
07210 - Meat Cutter 16.19
07260 - Waiter/Waitress 9.41
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.61

09040 - Furniture Handler 15.16
09080 - Furniture Refinisher 19.61
09090 - Furniture Refinisher Helper 16.97
09110 - Furniture Repairer Minor 18.27
09130 - Upholsterer 19.61
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.73
11060 - Elevator Operator 12.37
11090 - Gardener 16.39
11122 - Housekeeping Aide 12.37
11150 - Janitor 12.37
11210 - Laborer Grounds Maintenance 13.19
11240 - Maid or Houseman 11.49
11260 - Pruner 12.13
11270 - Tractor Operator 15.32
11330 - Trail Maintenance Worker 13.19
11360 - Window Cleaner 13.45
12000 - Health Occupations
12010 - Ambulance Driver 16.90
12011 - Breath Alcohol Technician 18.87
12012 - Certified Occupational Therapist Assistant 28.27
12015 - Certified Physical Therapist Assistant 27.15
12020 - Dental Assistant 19.51
12025 - Dental Hygienist 32.90
12030 - EKG Technician 26.81
12035 - Electroneurodiagnostic Technologist 26.81
12040 - Emergency Medical Technician 16.90
12071 - Licensed Practical Nurse I 16.87
12072 - Licensed Practical Nurse II 18.87
12073 - Licensed Practical Nurse III 21.03
12100 - Medical Assistant 15.67
12130 - Medical Laboratory Technician 26.87
12160 - Medical Record Clerk 17.01
12190 - Medical Record Technician 19.14
12195 - Medical Transcriptionist 16.87
12210 - Nuclear Medicine Technologist 40.93
12221 - Nursing Assistant I 12.01
12222 - Nursing Assistant II 13.50
12223 - Nursing Assistant III 14.73
12224 - Nursing Assistant IV 16.54
12235 - Optical Dispenser 21.20
12236 - Optical Technician 16.87
12250 - Pharmacy Technician 15.07
12280 - Phlebotomist 15.29
12305 - Radiologic Technologist 27.31
12311 - Registered Nurse I 24.00
12312 - Registered Nurse II 29.36
12313 - Registered Nurse II Specialist 29.36
12314 - Registered Nurse III 35.53
12315 - Registered Nurse III Anesthetist 35.53

12316 - Registered Nurse IV		42.58
12317 - Scheduler (Drug and Alcohol Testing)		23.37
12320 - Substance Abuse Treatment Counselor		21.08
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.47
13012 - Exhibits Specialist II		20.41
13013 - Exhibits Specialist III		24.95
13041 - Illustrator I		16.47
13042 - Illustrator II		20.41
13043 - Illustrator III		24.95
13047 - Librarian		21.54
13050 - Library Aide/Clerk		12.11
13054 - Library Information Technology Systems Administrator		19.46
13058 - Library Technician		12.80
13061 - Media Specialist I		14.04
13062 - Media Specialist II		15.70
13063 - Media Specialist III		17.50
13071 - Photographer I		17.27
13072 - Photographer II		19.31
13073 - Photographer III		23.92
13074 - Photographer IV		29.26
13075 - Photographer V		35.41
13090 - Technical Order Library Clerk		15.98
13110 - Video Teleconference Technician		16.63
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.97
14042 - Computer Operator II		18.98
14043 - Computer Operator III		21.16
14044 - Computer Operator IV		23.51
14045 - Computer Operator V		26.04
14071 - Computer Programmer I	(see 1)	19.81
14072 - Computer Programmer II	(see 1)	26.23
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.97
14160 - Personal Computer Support Technician		23.51
14170 - System Support Specialist		27.76
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.32
15020 - Aircrew Training Devices Instructor (Rated)		37.89
15030 - Air Crew Training Devices Instructor (Pilot)		42.43
15050 - Computer Based Training Specialist / Instructor		31.32
15060 - Educational Technologist		35.04
15070 - Flight Instructor (Pilot)		42.43
15080 - Graphic Artist		21.71
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.74

15086 - Maintenance Test Pilot Rotary Wing 40.74
15088 - Non-Maintenance Test/Co-Pilot 40.74
15090 - Technical Instructor 22.21
15095 - Technical Instructor/Course Developer 27.17
15110 - Test Proctor 17.93
15120 - Tutor 17.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.09
16220 - Tailor 15.02
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.23
19040 - Tool And Die Maker 25.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.07
21030 - Material Coordinator 26.64
21040 - Material Expediter 26.64
21050 - Material Handling Laborer 16.02
21071 - Order Filler 12.99
21080 - Production Line Worker (Food Processing) 18.07
21110 - Shipping Packer 17.59
21130 - Shipping/Receiving Clerk 17.59
21140 - Store Worker I 15.74
21150 - Stock Clerk 20.28
21210 - Tools And Parts Attendant 18.07
21410 - Warehouse Specialist 18.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.78
23019 - Aircraft Logs and Records Technician 23.55
23021 - Aircraft Mechanic I 26.86
23022 - Aircraft Mechanic II 27.78
23023 - Aircraft Mechanic III 28.82
23040 - Aircraft Mechanic Helper 20.43
23050 - Aircraft Painter 26.01
23060 - Aircraft Servicer 23.55
23070 - Aircraft Survival Flight Equipment Technician 26.01
23080 - Aircraft Worker 24.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.86
23110 - Appliance Mechanic 23.82

23120 - Bicycle Repairer 20.39
23125 - Cable Splicer 31.43
23130 - Carpenter Maintenance 22.50
23140 - Carpet Layer 22.97
23160 - Electrician Maintenance 26.68
23181 - Electronics Technician Maintenance I 27.72
23182 - Electronics Technician Maintenance II 29.19
23183 - Electronics Technician Maintenance III 30.34
23260 - Fabric Worker 21.69
23290 - Fire Alarm System Mechanic 25.14
23310 - Fire Extinguisher Repairer 20.39
23311 - Fuel Distribution System Mechanic 32.76
23312 - Fuel Distribution System Operator 25.41
23370 - General Maintenance Worker 21.19
23380 - Ground Support Equipment Mechanic 26.86
23381 - Ground Support Equipment Servicer 23.55
23382 - Ground Support Equipment Worker 24.86
23391 - Gunsmith I 20.39
23392 - Gunsmith II 22.97
23393 - Gunsmith III 25.14
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.29
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.19
23430 - Heavy Equipment Mechanic 24.02
23440 - Heavy Equipment Operator 23.59
23460 - Instrument Mechanic 25.14
23465 - Laboratory/Shelter Mechanic 24.21
23470 - Laborer 16.02
23510 - Locksmith 24.21
23530 - Machinery Maintenance Mechanic 26.08
23550 - Machinist Maintenance 21.89
23580 - Maintenance Trades Helper 15.43
23591 - Metrology Technician I 25.14
23592 - Metrology Technician II 26.10
23593 - Metrology Technician III 27.10
23640 - Millwright 30.20
23710 - Office Appliance Repairer 20.48
23760 - Painter Maintenance 21.44
23790 - Pipefitter Maintenance 25.33
23810 - Plumber Maintenance 24.09
23820 - Pneudraulic Systems Mechanic 25.14
23850 - Rigger 25.14
23870 - Scale Mechanic 22.97
23890 - Sheet-Metal Worker Maintenance 27.84
23910 - Small Engine Mechanic 18.96
23931 - Telecommunications Mechanic I 26.22
23932 - Telecommunications Mechanic II 27.21
23950 - Telephone Lineman 26.53
23960 - Welder Combination Maintenance 20.42

23965 - Well Driller	24.92
23970 - Woodcraft Worker	25.14
23980 - Woodworker	20.39
24000 - Personal Needs Occupations	
24550 - Case Manager	15.12
24570 - Child Care Attendant	10.67
24580 - Child Care Center Clerk	15.39
24610 - Chore Aide	11.62
24620 - Family Readiness And Support Services Coordinator	15.12
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.09
25040 - Sewage Plant Operator	24.70
25070 - Stationary Engineer	28.09
25190 - Ventilation Equipment Tender	21.28
25210 - Water Treatment Plant Operator	24.70
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.47
27007 - Baggage Inspector	14.68
27008 - Corrections Officer	19.99
27010 - Court Security Officer	19.57
27030 - Detection Dog Handler	16.42
27040 - Detention Officer	19.99
27070 - Firefighter	19.31
27101 - Guard I	14.68
27102 - Guard II	16.42
27131 - Police Officer I	23.33
27132 - Police Officer II	25.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.02
28042 - Carnival Equipment Repairer	12.86
28043 - Carnival Worker	9.52
28210 - Gate Attendant/Gate Tender	14.09
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.76
28510 - Recreation Aide/Health Facility Attendant	11.50
28515 - Recreation Specialist	19.52
28630 - Sports Official	12.55
28690 - Swimming Pool Operator	20.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.88
29020 - Hatch Tender	24.88
29030 - Line Handler	24.88
29041 - Stevedore I	23.56
29042 - Stevedore II	28.21
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.70
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.75
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.67

30021 - Archeological Technician I		17.85
30022 - Archeological Technician II		19.88
30023 - Archeological Technician III		25.12
30030 - Cartographic Technician		24.72
30040 - Civil Engineering Technician		27.10
30051 - Cryogenic Technician I		26.98
30052 - Cryogenic Technician II		29.80
30061 - Drafter/CAD Operator I		17.85
30062 - Drafter/CAD Operator II		19.88
30063 - Drafter/CAD Operator III		21.92
30064 - Drafter/CAD Operator IV		26.98
30081 - Engineering Technician I		16.82
30082 - Engineering Technician II		18.89
30083 - Engineering Technician III		21.12
30084 - Engineering Technician IV		26.17
30085 - Engineering Technician V		32.01
30086 - Engineering Technician VI		38.74
30090 - Environmental Technician		24.34
30095 - Evidence Control Specialist		24.36
30210 - Laboratory Technician		21.23
30221 - Latent Fingerprint Technician I		26.98
30222 - Latent Fingerprint Technician II		29.80
30240 - Mathematical Technician		24.53
30361 - Paralegal/Legal Assistant I		18.55
30362 - Paralegal/Legal Assistant II		22.98
30363 - Paralegal/Legal Assistant III		28.11
30364 - Paralegal/Legal Assistant IV		34.02
30375 - Petroleum Supply Specialist		29.80
30390 - Photo-Optics Technician		24.53
30395 - Radiation Control Technician		29.80
30461 - Technical Writer I		24.95
30462 - Technical Writer II		30.54
30463 - Technical Writer III		36.92
30491 - Unexploded Ordnance (UXO) Technician I		26.50
30492 - Unexploded Ordnance (UXO) Technician II		32.06
30493 - Unexploded Ordnance (UXO) Technician III		38.43
30494 - Unexploded (UXO) Safety Escort		26.50
30495 - Unexploded (UXO) Sweep Personnel		26.50
30501 - Weather Forecaster I		26.98
30502 - Weather Forecaster II		32.82
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.92
30621 - Weather Observer Senior	(see 2)	24.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.06
31020 - Bus Aide		17.75
31030 - Bus Driver		24.11
31043 - Driver Courier		14.28
31260 - Parking and Lot Attendant		17.18
31290 - Shuttle Bus Driver		15.55

31310 - Taxi Driver	14.28
31361 - Truckdriver Light	15.39
31362 - Truckdriver Medium	16.50
31363 - Truckdriver Heavy	26.17
31364 - Truckdriver Tractor-Trailer	26.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	10.50
99050 - Desk Clerk	11.39
99095 - Embalmer	31.86
99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker I	12.81
99252 - Laboratory Animal Caretaker II	13.71
99260 - Marketing Analyst	28.08
99310 - Mortician	31.86
99410 - Pest Controller	19.98
99510 - Photofinishing Worker	13.93
99710 - Recycling Laborer	19.71
99711 - Recycling Specialist	22.90
99730 - Refuse Collector	18.13
99810 - Sales Clerk	11.96
99820 - School Crossing Guard	14.36
99830 - Survey Party Chief	31.75
99831 - Surveying Aide	18.74
99832 - Surveying Technician	22.91
99840 - Vending Machine Attendant	16.19
99841 - Vending Machine Repairer	18.10
99842 - Vending Machine Repairer Helper	16.19

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4744
Revision No.: 14
Date Of Last Revision: 05/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Defiance Paulding Williams

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.00
01012 - Accounting Clerk II		15.72
01013 - Accounting Clerk III		17.59
01020 - Administrative Assistant		23.69
01035 - Court Reporter		20.85
01041 - Customer Service Representative I		12.95
01042 - Customer Service Representative II		14.56
01043 - Customer Service Representative III		15.89
01051 - Data Entry Operator I		14.96
01052 - Data Entry Operator II		16.32
01060 - Dispatcher Motor Vehicle		21.61
01070 - Document Preparation Clerk		14.32

01090 - Duplicating Machine Operator 14.32
01111 - General Clerk I 13.30
01112 - General Clerk II 14.52
01113 - General Clerk III 16.30
01120 - Housing Referral Assistant 20.35
01141 - Messenger Courier 11.92
01191 - Order Clerk I 16.02
01192 - Order Clerk II 17.48
01261 - Personnel Assistant (Employment) I 16.41
01262 - Personnel Assistant (Employment) II 18.36
01263 - Personnel Assistant (Employment) III 20.46
01270 - Production Control Clerk 26.64
01290 - Rental Clerk 10.60
01300 - Scheduler Maintenance 16.32
01311 - Secretary I 16.32
01312 - Secretary II 18.26
01313 - Secretary III 20.35
01320 - Service Order Dispatcher 19.31
01410 - Supply Technician 23.69
01420 - Survey Worker 15.27
01460 - Switchboard Operator/Receptionist 12.56
01531 - Travel Clerk I 13.57
01532 - Travel Clerk II 14.48
01533 - Travel Clerk III 15.35
01611 - Word Processor I 14.54
01612 - Word Processor II 16.32
01613 - Word Processor III 18.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.69
05010 - Automotive Electrician 18.37
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 16.52
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 18.96
05220 - Motor Vehicle Mechanic Helper 15.90
05250 - Motor Vehicle Upholstery Worker 17.11
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.37
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 16.59
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 12.61
07041 - Cook I 13.13
07042 - Cook II 14.80
07070 - Dishwasher 9.40
07130 - Food Service Worker 9.48
07210 - Meat Cutter 16.19

07260 - Waiter/Waitress	9.37
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.61
09040 - Furniture Handler	15.16
09080 - Furniture Refinisher	19.61
09090 - Furniture Refinisher Helper	16.97
09110 - Furniture Repairer Minor	18.27
09130 - Upholsterer	19.61
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.48
11060 - Elevator Operator	11.93
11090 - Gardener	15.38
11122 - Housekeeping Aide	12.13
11150 - Janitor	12.13
11210 - Laborer Grounds Maintenance	12.37
11240 - Maid or Houseman	11.02
11260 - Pruner	11.68
11270 - Tractor Operator	14.37
11330 - Trail Maintenance Worker	12.37
11360 - Window Cleaner	13.18
12000 - Health Occupations	
12010 - Ambulance Driver	16.90
12011 - Breath Alcohol Technician	18.63
12012 - Certified Occupational Therapist Assistant	27.38
12015 - Certified Physical Therapist Assistant	25.99
12020 - Dental Assistant	18.62
12025 - Dental Hygienist	32.90
12030 - EKG Technician	26.81
12035 - Electroneurodiagnostic Technologist	26.81
12040 - Emergency Medical Technician	16.90
12071 - Licensed Practical Nurse I	16.65
12072 - Licensed Practical Nurse II	18.63
12073 - Licensed Practical Nurse III	20.76
12100 - Medical Assistant	14.80
12130 - Medical Laboratory Technician	26.60
12160 - Medical Record Clerk	15.46
12190 - Medical Record Technician	18.63
12195 - Medical Transcriptionist	16.39
12210 - Nuclear Medicine Technologist	40.93
12221 - Nursing Assistant I	12.01
12222 - Nursing Assistant II	13.50
12223 - Nursing Assistant III	14.73
12224 - Nursing Assistant IV	16.54
12235 - Optical Dispenser	21.20
12236 - Optical Technician	16.65
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	15.06
12305 - Radiologic Technologist	27.03
12311 - Registered Nurse I	23.85
12312 - Registered Nurse II	29.18

12313 - Registered Nurse II Specialist		29.18
12314 - Registered Nurse III		35.31
12315 - Registered Nurse III Anesthetist		35.31
12316 - Registered Nurse IV		42.31
12317 - Scheduler (Drug and Alcohol Testing)		23.07
12320 - Substance Abuse Treatment Counselor		21.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.47
13012 - Exhibits Specialist II		20.41
13013 - Exhibits Specialist III		24.95
13041 - Illustrator I		16.47
13042 - Illustrator II		20.41
13043 - Illustrator III		24.95
13047 - Librarian		21.54
13050 - Library Aide/Clerk		12.11
13054 - Library Information Technology Systems Administrator		19.46
13058 - Library Technician		12.80
13061 - Media Specialist I		14.04
13062 - Media Specialist II		15.70
13063 - Media Specialist III		17.50
13071 - Photographer I		16.22
13072 - Photographer II		18.15
13073 - Photographer III		22.48
13074 - Photographer IV		27.50
13075 - Photographer V		33.27
13090 - Technical Order Library Clerk		15.98
13110 - Video Teleconference Technician		16.63
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.81
14042 - Computer Operator II		18.80
14043 - Computer Operator III		20.97
14044 - Computer Operator IV		23.30
14045 - Computer Operator V		25.80
14071 - Computer Programmer I	(see 1)	19.81
14072 - Computer Programmer II	(see 1)	26.23
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.81
14160 - Personal Computer Support Technician		23.30
14170 - System Support Specialist		27.76
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.32
15020 - Aircrew Training Devices Instructor (Rated)		37.89
15030 - Air Crew Training Devices Instructor (Pilot)		42.43
15050 - Computer Based Training Specialist / Instructor		31.32
15060 - Educational Technologist		35.04

15070 - Flight Instructor (Pilot) 42.43
15080 - Graphic Artist 21.71
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.53
15086 - Maintenance Test Pilot Rotary Wing 40.53
15088 - Non-Maintenance Test/Co-Pilot 40.53
15090 - Technical Instructor 21.94
15095 - Technical Instructor/Course Developer 26.84
15110 - Test Proctor 17.71
15120 - Tutor 17.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.26
16030 - Counter Attendant 10.26
16040 - Dry Cleaner 12.76
16070 - Finisher Flatwork Machine 10.26
16090 - Presser Hand 10.26
16110 - Presser Machine Drycleaning 10.26
16130 - Presser Machine Shirts 10.26
16160 - Presser Machine Wearing Apparel Laundry 10.26
16190 - Sewing Machine Operator 13.65
16220 - Tailor 14.55
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.85
19040 - Tool And Die Maker 24.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.07
21030 - Material Coordinator 26.64
21040 - Material Expediter 26.64
21050 - Material Handling Laborer 16.02
21071 - Order Filler 12.99
21080 - Production Line Worker (Food Processing) 17.07
21110 - Shipping Packer 17.30
21130 - Shipping/Receiving Clerk 17.30
21140 - Store Worker I 15.58
21150 - Stock Clerk 20.07
21210 - Tools And Parts Attendant 17.07
21410 - Warehouse Specialist 17.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.78
23019 - Aircraft Logs and Records Technician 23.55
23021 - Aircraft Mechanic I 26.86
23022 - Aircraft Mechanic II 27.78
23023 - Aircraft Mechanic III 28.82
23040 - Aircraft Mechanic Helper 20.43
23050 - Aircraft Painter 26.01
23060 - Aircraft Servicer 23.55
23070 - Aircraft Survival Flight Equipment Technician 26.01
23080 - Aircraft Worker 24.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.86

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.86
23110 - Appliance Mechanic 21.65
23120 - Bicycle Repairer 20.39
23125 - Cable Splicer 31.43
23130 - Carpenter Maintenance 21.35
23140 - Carpet Layer 22.97
23160 - Electrician Maintenance 26.68
23181 - Electronics Technician Maintenance I 27.72
23182 - Electronics Technician Maintenance II 29.19
23183 - Electronics Technician Maintenance III 30.34
23260 - Fabric Worker 21.69
23290 - Fire Alarm System Mechanic 25.14
23310 - Fire Extinguisher Repairer 20.39
23311 - Fuel Distribution System Mechanic 29.78
23312 - Fuel Distribution System Operator 23.10
23370 - General Maintenance Worker 21.02
23380 - Ground Support Equipment Mechanic 26.86
23381 - Ground Support Equipment Servicer 23.55
23382 - Ground Support Equipment Worker 24.86
23391 - Gunsmith I 20.39
23392 - Gunsmith II 22.97
23393 - Gunsmith III 25.14
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.29
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.19
23430 - Heavy Equipment Mechanic 23.80
23440 - Heavy Equipment Operator 22.82
23460 - Instrument Mechanic 25.14
23465 - Laboratory/Shelter Mechanic 24.21
23470 - Laborer 16.02
23510 - Locksmith 24.21
23530 - Machinery Maintenance Mechanic 25.91
23550 - Machinist Maintenance 20.35
23580 - Maintenance Trades Helper 15.43
23591 - Metrology Technician I 25.14
23592 - Metrology Technician II 26.10
23593 - Metrology Technician III 27.10
23640 - Millwright 28.40
23710 - Office Appliance Repairer 20.48
23760 - Painter Maintenance 21.44
23790 - Pipefitter Maintenance 25.33
23810 - Plumber Maintenance 24.09
23820 - Pneudraulic Systems Mechanic 25.14
23850 - Rigger 25.14
23870 - Scale Mechanic 22.97
23890 - Sheet-Metal Worker Maintenance 27.84
23910 - Small Engine Mechanic 18.96
23931 - Telecommunications Mechanic I 26.22

23932 - Telecommunications Mechanic II 27.21
23950 - Telephone Lineman 26.53
23960 - Welder Combination Maintenance 20.24
23965 - Well Driller 24.92
23970 - Woodcraft Worker 25.14
23980 - Woodworker 20.39
24000 - Personal Needs Occupations
24550 - Case Manager 15.12
24570 - Child Care Attendant 10.67
24580 - Child Care Center Clerk 15.39
24610 - Chore Aide 11.24
24620 - Family Readiness And Support Services Coordinator 15.12
24630 - Homemaker 17.11
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.67
25040 - Sewage Plant Operator 24.70
25070 - Stationary Engineer 26.67
25190 - Ventilation Equipment Tender 20.20
25210 - Water Treatment Plant Operator 24.70
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.33
27007 - Baggage Inspector 14.20
27008 - Corrections Officer 19.99
27010 - Court Security Officer 18.49
27030 - Detection Dog Handler 16.13
27040 - Detention Officer 19.99
27070 - Firefighter 17.55
27101 - Guard I 14.20
27102 - Guard II 16.13
27131 - Police Officer I 21.35
27132 - Police Officer II 23.73
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.86
28042 - Carnival Equipment Repairer 12.69
28043 - Carnival Worker 9.39
28210 - Gate Attendant/Gate Tender 14.09
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 15.76
28510 - Recreation Aide/Health Facility Attendant 11.50
28515 - Recreation Specialist 19.52
28630 - Sports Official 12.55
28690 - Swimming Pool Operator 20.90
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.62
29020 - Hatch Tender 22.62
29030 - Line Handler 22.62
29041 - Stevedore I 21.42
29042 - Stevedore II 25.65
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.35
30021 - Archeological Technician I 17.85
30022 - Archeological Technician II 19.88
30023 - Archeological Technician III 25.12
30030 - Cartographic Technician 24.72
30040 - Civil Engineering Technician 27.10
30051 - Cryogenic Technician I 26.96
30052 - Cryogenic Technician II 29.78
30061 - Drafter/CAD Operator I 17.85
30062 - Drafter/CAD Operator II 19.88
30063 - Drafter/CAD Operator III 21.91
30064 - Drafter/CAD Operator IV 26.96
30081 - Engineering Technician I 16.55
30082 - Engineering Technician II 18.58
30083 - Engineering Technician III 20.78
30084 - Engineering Technician IV 25.74
30085 - Engineering Technician V 31.49
30086 - Engineering Technician VI 38.10
30090 - Environmental Technician 24.34
30095 - Evidence Control Specialist 24.34
30210 - Laboratory Technician 21.23
30221 - Latent Fingerprint Technician I 26.96
30222 - Latent Fingerprint Technician II 29.78
30240 - Mathematical Technician 24.53
30361 - Paralegal/Legal Assistant I 18.41
30362 - Paralegal/Legal Assistant II 22.80
30363 - Paralegal/Legal Assistant III 27.89
30364 - Paralegal/Legal Assistant IV 33.75
30375 - Petroleum Supply Specialist 29.78
30390 - Photo-Optics Technician 24.53
30395 - Radiation Control Technician 29.78
30461 - Technical Writer I 24.95
30462 - Technical Writer II 30.54
30463 - Technical Writer III 36.92
30491 - Unexploded Ordnance (UXO) Technician I 26.24
30492 - Unexploded Ordnance (UXO) Technician II 31.75
30493 - Unexploded Ordnance (UXO) Technician III 38.05
30494 - Unexploded (UXO) Safety Escort 26.24
30495 - Unexploded (UXO) Sweep Personnel 26.24
30501 - Weather Forecaster I 26.96
30502 - Weather Forecaster II 32.79
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.91
30621 - Weather Observer Senior (see 2) 24.34
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.75
31020 - Bus Aide 17.75
31030 - Bus Driver 24.11

31043 - Driver Courier	14.28
31260 - Parking and Lot Attendant	17.18
31290 - Shuttle Bus Driver	15.55
31310 - Taxi Driver	14.28
31361 - Truckdriver Light	15.39
31362 - Truckdriver Medium	16.50
31363 - Truckdriver Heavy	26.17
31364 - Truckdriver Tractor-Trailer	26.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	9.87
99050 - Desk Clerk	10.67
99095 - Embalmer	28.96
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	12.35
99252 - Laboratory Animal Caretaker II	13.30
99260 - Marketing Analyst	28.08
99310 - Mortician	28.96
99410 - Pest Controller	18.16
99510 - Photofinishing Worker	13.79
99710 - Recycling Laborer	19.71
99711 - Recycling Specialist	22.90
99730 - Refuse Collector	18.13
99810 - Sales Clerk	11.27
99820 - School Crossing Guard	13.05
99830 - Survey Party Chief	31.75
99831 - Surveying Aide	18.74
99832 - Surveying Technician	22.91
99840 - Vending Machine Attendant	16.19
99841 - Vending Machine Repairer	18.10
99842 - Vending Machine Repairer Helper	16.19

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4745
Revision No.: 15
Date Of Last Revision: 05/05/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Champaign Darke Logan Preble Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.22
01013 - Accounting Clerk III		18.14
01020 - Administrative Assistant		24.23
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		13.29
01042 - Customer Service Representative II		14.56
01043 - Customer Service Representative III		16.29
01051 - Data Entry Operator I		14.96
01052 - Data Entry Operator II		16.32
01060 - Dispatcher Motor Vehicle		21.61
01070 - Document Preparation Clerk		14.38
01090 - Duplicating Machine Operator		14.38
01111 - General Clerk I		13.31
01112 - General Clerk II		14.52

01113 - General Clerk III 16.31
01120 - Housing Referral Assistant 20.69
01141 - Messenger Courier 11.92
01191 - Order Clerk I 16.02
01192 - Order Clerk II 17.48
01261 - Personnel Assistant (Employment) I 16.71
01262 - Personnel Assistant (Employment) II 18.68
01263 - Personnel Assistant (Employment) III 20.82
01270 - Production Control Clerk 26.64
01290 - Rental Clerk 14.79
01300 - Scheduler Maintenance 16.60
01311 - Secretary I 16.60
01312 - Secretary II 18.57
01313 - Secretary III 20.69
01320 - Service Order Dispatcher 19.31
01410 - Supply Technician 24.23
01420 - Survey Worker 17.54
01460 - Switchboard Operator/Receptionist 13.62
01531 - Travel Clerk I 13.57
01532 - Travel Clerk II 14.48
01533 - Travel Clerk III 15.35
01611 - Word Processor I 14.78
01612 - Word Processor II 16.60
01613 - Word Processor III 18.56
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.82
05010 - Automotive Electrician 18.81
05040 - Automotive Glass Installer 18.07
05070 - Automotive Worker 18.07
05110 - Mobile Equipment Servicer 16.64
05130 - Motor Equipment Metal Mechanic 19.53
05160 - Motor Equipment Metal Worker 18.07
05190 - Motor Vehicle Mechanic 18.64
05220 - Motor Vehicle Mechanic Helper 15.92
05250 - Motor Vehicle Upholstery Worker 17.36
05280 - Motor Vehicle Wrecker 18.07
05310 - Painter Automotive 18.81
05340 - Radiator Repair Specialist 18.07
05370 - Tire Repairer 17.00
05400 - Transmission Repair Specialist 19.53
07000 - Food Preparation And Service Occupations
07010 - Baker 12.61
07041 - Cook I 13.58
07042 - Cook II 15.31
07070 - Dishwasher 9.62
07130 - Food Service Worker 9.71
07210 - Meat Cutter 16.19
07260 - Waiter/Waitress 9.92
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.58

09040 - Furniture Handler 15.62
09080 - Furniture Refinisher 21.58
09090 - Furniture Refinisher Helper 17.91
09110 - Furniture Repairer Minor 19.92
09130 - Upholsterer 22.25
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.73
11060 - Elevator Operator 12.37
11090 - Gardener 16.39
11122 - Housekeeping Aide 14.76
11150 - Janitor 14.76
11210 - Laborer Grounds Maintenance 14.25
11240 - Maid or Houseman 11.49
11260 - Pruner 13.74
11270 - Tractor Operator 15.71
11330 - Trail Maintenance Worker 14.25
11360 - Window Cleaner 15.54
12000 - Health Occupations
12010 - Ambulance Driver 16.90
12011 - Breath Alcohol Technician 18.87
12012 - Certified Occupational Therapist Assistant 28.27
12015 - Certified Physical Therapist Assistant 27.15
12020 - Dental Assistant 19.51
12025 - Dental Hygienist 33.24
12030 - EKG Technician 26.81
12035 - Electroneurodiagnostic Technologist 26.81
12040 - Emergency Medical Technician 16.90
12071 - Licensed Practical Nurse I 18.88
12072 - Licensed Practical Nurse II 21.13
12073 - Licensed Practical Nurse III 23.56
12100 - Medical Assistant 15.67
12130 - Medical Laboratory Technician 26.87
12160 - Medical Record Clerk 17.01
12190 - Medical Record Technician 19.14
12195 - Medical Transcriptionist 16.87
12210 - Nuclear Medicine Technologist 40.93
12221 - Nursing Assistant I 12.01
12222 - Nursing Assistant II 13.50
12223 - Nursing Assistant III 14.73
12224 - Nursing Assistant IV 16.54
12235 - Optical Dispenser 21.20
12236 - Optical Technician 16.87
12250 - Pharmacy Technician 15.07
12280 - Phlebotomist 15.29
12305 - Radiologic Technologist 27.31
12311 - Registered Nurse I 24.00
12312 - Registered Nurse II 29.36
12313 - Registered Nurse II Specialist 29.36
12314 - Registered Nurse III 35.53
12315 - Registered Nurse III Anesthetist 35.53

12316 - Registered Nurse IV		42.58
12317 - Scheduler (Drug and Alcohol Testing)		23.37
12320 - Substance Abuse Treatment Counselor		21.08
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.15
13012 - Exhibits Specialist II		24.96
13013 - Exhibits Specialist III		30.53
13041 - Illustrator I		22.55
13042 - Illustrator II		27.93
13043 - Illustrator III		34.16
13047 - Librarian		28.17
13050 - Library Aide/Clerk		12.72
13054 - Library Information Technology Systems Administrator		24.18
13058 - Library Technician		16.02
13061 - Media Specialist I		17.55
13062 - Media Specialist II		19.62
13063 - Media Specialist III		21.89
13071 - Photographer I		17.27
13072 - Photographer II		19.31
13073 - Photographer III		23.92
13074 - Photographer IV		29.26
13075 - Photographer V		35.41
13090 - Technical Order Library Clerk		15.98
13110 - Video Teleconference Technician		18.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.97
14042 - Computer Operator II		18.98
14043 - Computer Operator III		21.16
14044 - Computer Operator IV		23.51
14045 - Computer Operator V		26.04
14071 - Computer Programmer I	(see 1)	25.51
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.97
14160 - Personal Computer Support Technician		23.51
14170 - System Support Specialist		27.76
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.08
15020 - Aircrew Training Devices Instructor (Rated)		36.39
15030 - Air Crew Training Devices Instructor (Pilot)		42.16
15050 - Computer Based Training Specialist / Instructor		30.08
15060 - Educational Technologist		35.20
15070 - Flight Instructor (Pilot)		42.16
15080 - Graphic Artist		22.43
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.74

15086 - Maintenance Test Pilot Rotary Wing 40.74
15088 - Non-Maintenance Test/Co-Pilot 40.74
15090 - Technical Instructor 22.21
15095 - Technical Instructor/Course Developer 27.17
15110 - Test Proctor 17.93
15120 - Tutor 17.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.09
16220 - Tailor 15.02
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.23
19040 - Tool And Die Maker 25.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.07
21030 - Material Coordinator 26.64
21040 - Material Expediter 26.64
21050 - Material Handling Laborer 17.65
21071 - Order Filler 14.50
21080 - Production Line Worker (Food Processing) 18.07
21110 - Shipping Packer 17.59
21130 - Shipping/Receiving Clerk 17.59
21140 - Store Worker I 15.74
21150 - Stock Clerk 20.28
21210 - Tools And Parts Attendant 18.07
21410 - Warehouse Specialist 18.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.10
23019 - Aircraft Logs and Records Technician 21.69
23021 - Aircraft Mechanic I 25.14
23022 - Aircraft Mechanic II 26.10
23023 - Aircraft Mechanic III 27.10
23040 - Aircraft Mechanic Helper 19.05
23050 - Aircraft Painter 24.21
23060 - Aircraft Servicer 21.69
23070 - Aircraft Survival Flight Equipment Technician 24.21
23080 - Aircraft Worker 22.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.97
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.14
23110 - Appliance Mechanic 22.78

23120 - Bicycle Repairer 20.39
23125 - Cable Splicer 31.43
23130 - Carpenter Maintenance 22.50
23140 - Carpet Layer 22.97
23160 - Electrician Maintenance 26.68
23181 - Electronics Technician Maintenance I 27.72
23182 - Electronics Technician Maintenance II 29.19
23183 - Electronics Technician Maintenance III 30.34
23260 - Fabric Worker 21.69
23290 - Fire Alarm System Mechanic 25.14
23310 - Fire Extinguisher Repairer 20.39
23311 - Fuel Distribution System Mechanic 32.32
23312 - Fuel Distribution System Operator 26.71
23370 - General Maintenance Worker 21.19
23380 - Ground Support Equipment Mechanic 25.14
23381 - Ground Support Equipment Servicer 21.69
23382 - Ground Support Equipment Worker 22.97
23391 - Gunsmith I 20.39
23392 - Gunsmith II 22.97
23393 - Gunsmith III 25.14
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.29
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.19
23430 - Heavy Equipment Mechanic 24.02
23440 - Heavy Equipment Operator 25.31
23460 - Instrument Mechanic 25.14
23465 - Laboratory/Shelter Mechanic 24.21
23470 - Laborer 16.02
23510 - Locksmith 24.21
23530 - Machinery Maintenance Mechanic 26.08
23550 - Machinist Maintenance 21.89
23580 - Maintenance Trades Helper 16.60
23591 - Metrology Technician I 25.14
23592 - Metrology Technician II 26.10
23593 - Metrology Technician III 27.10
23640 - Millwright 30.74
23710 - Office Appliance Repairer 20.32
23760 - Painter Maintenance 21.44
23790 - Pipefitter Maintenance 24.78
23810 - Plumber Maintenance 23.85
23820 - Pneudraulic Systems Mechanic 25.14
23850 - Rigger 25.14
23870 - Scale Mechanic 22.97
23890 - Sheet-Metal Worker Maintenance 28.46
23910 - Small Engine Mechanic 17.14
23931 - Telecommunications Mechanic I 26.22
23932 - Telecommunications Mechanic II 27.21
23950 - Telephone Lineman 26.53
23960 - Welder Combination Maintenance 20.42

23965 - Well Driller	24.92
23970 - Woodcraft Worker	25.14
23980 - Woodworker	20.39
24000 - Personal Needs Occupations	
24550 - Case Manager	15.12
24570 - Child Care Attendant	10.05
24580 - Child Care Center Clerk	14.92
24610 - Chore Aide	11.62
24620 - Family Readiness And Support Services Coordinator	15.12
24630 - Homemaker	15.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.09
25040 - Sewage Plant Operator	24.70
25070 - Stationary Engineer	28.09
25190 - Ventilation Equipment Tender	21.28
25210 - Water Treatment Plant Operator	24.70
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.47
27007 - Baggage Inspector	14.68
27008 - Corrections Officer	23.27
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.82
27040 - Detention Officer	23.27
27070 - Firefighter	22.55
27101 - Guard I	14.68
27102 - Guard II	17.82
27131 - Police Officer I	25.19
27132 - Police Officer II	27.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.98
28042 - Carnival Equipment Repairer	13.34
28043 - Carnival Worker	11.15
28210 - Gate Attendant/Gate Tender	14.09
28310 - Lifeguard	12.03
28350 - Park Attendant (Aide)	15.76
28510 - Recreation Aide/Health Facility Attendant	11.50
28515 - Recreation Specialist	19.52
28630 - Sports Official	12.55
28690 - Swimming Pool Operator	18.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.63
29020 - Hatch Tender	25.63
29030 - Line Handler	25.63
29041 - Stevedore I	24.40
29042 - Stevedore II	26.84
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.70
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.75
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.67

30021 - Archeological Technician I 18.39
30022 - Archeological Technician II 20.58
30023 - Archeological Technician III 25.49
30030 - Cartographic Technician 25.49
30040 - Civil Engineering Technician 27.10
30051 - Cryogenic Technician I 26.98
30052 - Cryogenic Technician II 29.80
30061 - Drafter/CAD Operator I 18.39
30062 - Drafter/CAD Operator II 20.58
30063 - Drafter/CAD Operator III 22.94
30064 - Drafter/CAD Operator IV 29.65
30081 - Engineering Technician I 16.82
30082 - Engineering Technician II 18.89
30083 - Engineering Technician III 21.12
30084 - Engineering Technician IV 26.17
30085 - Engineering Technician V 32.01
30086 - Engineering Technician VI 38.74
30090 - Environmental Technician 23.95
30095 - Evidence Control Specialist 24.36
30210 - Laboratory Technician 21.24
30221 - Latent Fingerprint Technician I 26.98
30222 - Latent Fingerprint Technician II 29.80
30240 - Mathematical Technician 25.49
30361 - Paralegal/Legal Assistant I 19.22
30362 - Paralegal/Legal Assistant II 23.81
30363 - Paralegal/Legal Assistant III 31.43
30364 - Paralegal/Legal Assistant IV 37.70
30375 - Petroleum Supply Specialist 29.80
30390 - Photo-Optics Technician 25.49
30395 - Radiation Control Technician 29.80
30461 - Technical Writer I 24.34
30462 - Technical Writer II 29.77
30463 - Technical Writer III 36.01
30491 - Unexploded Ordnance (UXO) Technician I 26.50
30492 - Unexploded Ordnance (UXO) Technician II 32.06
30493 - Unexploded Ordnance (UXO) Technician III 38.43
30494 - Unexploded (UXO) Safety Escort 26.50
30495 - Unexploded (UXO) Sweep Personnel 26.50
30501 - Weather Forecaster I 26.98
30502 - Weather Forecaster II 32.82
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.94
30621 - Weather Observer Senior (see 2) 24.36
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.06
31020 - Bus Aide 16.41
31030 - Bus Driver 23.68
31043 - Driver Courier 17.02
31260 - Parking and Lot Attendant 13.74
31290 - Shuttle Bus Driver 18.11

31310 - Taxi Driver	12.72
31361 - Truckdriver Light	18.11
31362 - Truckdriver Medium	18.43
31363 - Truckdriver Heavy	26.17
31364 - Truckdriver Tractor-Trailer	26.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	10.50
99050 - Desk Clerk	11.06
99095 - Embalmer	34.47
99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker I	13.04
99252 - Laboratory Animal Caretaker II	13.87
99260 - Marketing Analyst	28.08
99310 - Mortician	34.47
99410 - Pest Controller	19.98
99510 - Photofinishing Worker	13.93
99710 - Recycling Laborer	19.71
99711 - Recycling Specialist	22.90
99730 - Refuse Collector	18.13
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	14.22
99830 - Survey Party Chief	29.13
99831 - Surveying Aide	14.97
99832 - Surveying Technician	22.91
99840 - Vending Machine Attendant	16.25
99841 - Vending Machine Repairer	18.30
99842 - Vending Machine Repairer Helper	16.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4746
Revision No.: 14
Date Of Last Revision: 05/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Champaign Darke Logan Preble Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.00
01012 - Accounting Clerk II		15.72
01013 - Accounting Clerk III		17.59
01020 - Administrative Assistant		24.23
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		12.95
01042 - Customer Service Representative II		14.56
01043 - Customer Service Representative III		15.89
01051 - Data Entry Operator I		14.96
01052 - Data Entry Operator II		16.32
01060 - Dispatcher Motor Vehicle		21.61
01070 - Document Preparation Clerk		14.32

01090 - Duplicating Machine Operator	14.32
01111 - General Clerk I	13.30
01112 - General Clerk II	14.52
01113 - General Clerk III	16.30
01120 - Housing Referral Assistant	20.69
01141 - Messenger Courier	11.92
01191 - Order Clerk I	16.02
01192 - Order Clerk II	17.48
01261 - Personnel Assistant (Employment) I	16.41
01262 - Personnel Assistant (Employment) II	18.36
01263 - Personnel Assistant (Employment) III	20.46
01270 - Production Control Clerk	26.64
01290 - Rental Clerk	14.69
01300 - Scheduler Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.57
01313 - Secretary III	20.69
01320 - Service Order Dispatcher	19.31
01410 - Supply Technician	24.23
01420 - Survey Worker	17.54
01460 - Switchboard Operator/Receptionist	12.56
01531 - Travel Clerk I	13.57
01532 - Travel Clerk II	14.48
01533 - Travel Clerk III	15.35
01611 - Word Processor I	14.54
01612 - Word Processor II	16.32
01613 - Word Processor III	18.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.82
05010 - Automotive Electrician	18.81
05040 - Automotive Glass Installer	18.07
05070 - Automotive Worker	18.07
05110 - Mobile Equipment Servicer	16.64
05130 - Motor Equipment Metal Mechanic	19.53
05160 - Motor Equipment Metal Worker	18.07
05190 - Motor Vehicle Mechanic	18.33
05220 - Motor Vehicle Mechanic Helper	15.92
05250 - Motor Vehicle Upholstery Worker	17.36
05280 - Motor Vehicle Wrecker	18.07
05310 - Painter Automotive	18.81
05340 - Radiator Repair Specialist	18.07
05370 - Tire Repairer	16.59
05400 - Transmission Repair Specialist	19.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.61
07041 - Cook I	13.13
07042 - Cook II	14.80
07070 - Dishwasher	9.40
07130 - Food Service Worker	9.71
07210 - Meat Cutter	16.19

07260 - Waiter/Waitress	9.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.58
09040 - Furniture Handler	15.62
09080 - Furniture Refinisher	21.58
09090 - Furniture Refinisher Helper	17.91
09110 - Furniture Repairer Minor	19.92
09130 - Upholsterer	22.25
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.48
11060 - Elevator Operator	12.18
11090 - Gardener	16.30
11122 - Housekeeping Aide	14.76
11150 - Janitor	14.76
11210 - Laborer Grounds Maintenance	14.25
11240 - Maid or Houseman	11.02
11260 - Pruner	13.74
11270 - Tractor Operator	15.71
11330 - Trail Maintenance Worker	14.25
11360 - Window Cleaner	15.54
12000 - Health Occupations	
12010 - Ambulance Driver	16.90
12011 - Breath Alcohol Technician	18.63
12012 - Certified Occupational Therapist Assistant	27.38
12015 - Certified Physical Therapist Assistant	25.99
12020 - Dental Assistant	18.62
12025 - Dental Hygienist	33.24
12030 - EKG Technician	26.81
12035 - Electroneurodiagnostic Technologist	26.81
12040 - Emergency Medical Technician	16.90
12071 - Licensed Practical Nurse I	18.88
12072 - Licensed Practical Nurse II	21.13
12073 - Licensed Practical Nurse III	23.56
12100 - Medical Assistant	14.80
12130 - Medical Laboratory Technician	25.74
12160 - Medical Record Clerk	15.46
12190 - Medical Record Technician	18.63
12195 - Medical Transcriptionist	16.81
12210 - Nuclear Medicine Technologist	40.93
12221 - Nursing Assistant I	12.01
12222 - Nursing Assistant II	13.50
12223 - Nursing Assistant III	14.73
12224 - Nursing Assistant IV	16.54
12235 - Optical Dispenser	21.20
12236 - Optical Technician	16.65
12250 - Pharmacy Technician	14.05
12280 - Phlebotomist	15.06
12305 - Radiologic Technologist	27.03
12311 - Registered Nurse I	23.85
12312 - Registered Nurse II	29.18

12313 - Registered Nurse II Specialist		29.18
12314 - Registered Nurse III		35.31
12315 - Registered Nurse III Anesthetist		35.31
12316 - Registered Nurse IV		42.31
12317 - Scheduler (Drug and Alcohol Testing)		23.07
12320 - Substance Abuse Treatment Counselor		21.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.15
13012 - Exhibits Specialist II		24.96
13013 - Exhibits Specialist III		30.53
13041 - Illustrator I		22.55
13042 - Illustrator II		27.93
13043 - Illustrator III		34.16
13047 - Librarian		28.17
13050 - Library Aide/Clerk		12.72
13054 - Library Information Technology Systems Administrator		24.18
13058 - Library Technician		16.02
13061 - Media Specialist I		17.55
13062 - Media Specialist II		19.62
13063 - Media Specialist III		21.89
13071 - Photographer I		16.22
13072 - Photographer II		18.15
13073 - Photographer III		22.48
13074 - Photographer IV		27.50
13075 - Photographer V		33.27
13090 - Technical Order Library Clerk		15.98
13110 - Video Teleconference Technician		18.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.79
14042 - Computer Operator II		18.79
14043 - Computer Operator III		20.95
14044 - Computer Operator IV		23.28
14045 - Computer Operator V		25.78
14071 - Computer Programmer I	(see 1)	25.51
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.79
14160 - Personal Computer Support Technician		23.28
14170 - System Support Specialist		27.76
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.08
15020 - Aircrew Training Devices Instructor (Rated)		36.39
15030 - Air Crew Training Devices Instructor (Pilot)		42.16
15050 - Computer Based Training Specialist / Instructor		30.08
15060 - Educational Technologist		35.20

15070 - Flight Instructor (Pilot) 42.16
15080 - Graphic Artist 22.43
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.53
15086 - Maintenance Test Pilot Rotary Wing 40.53
15088 - Non-Maintenance Test/Co-Pilot 40.53
15090 - Technical Instructor 21.94
15095 - Technical Instructor/Course Developer 26.84
15110 - Test Proctor 17.71
15120 - Tutor 17.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.26
16030 - Counter Attendant 10.26
16040 - Dry Cleaner 12.76
16070 - Finisher Flatwork Machine 10.26
16090 - Presser Hand 10.26
16110 - Presser Machine Drycleaning 10.26
16130 - Presser Machine Shirts 10.26
16160 - Presser Machine Wearing Apparel Laundry 10.26
16190 - Sewing Machine Operator 13.65
16220 - Tailor 14.55
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.85
19040 - Tool And Die Maker 24.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.07
21030 - Material Coordinator 26.64
21040 - Material Expediter 26.64
21050 - Material Handling Laborer 17.65
21071 - Order Filler 14.50
21080 - Production Line Worker (Food Processing) 17.07
21110 - Shipping Packer 17.30
21130 - Shipping/Receiving Clerk 17.30
21140 - Store Worker I 15.58
21150 - Stock Clerk 20.07
21210 - Tools And Parts Attendant 17.07
21410 - Warehouse Specialist 17.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.10
23019 - Aircraft Logs and Records Technician 21.69
23021 - Aircraft Mechanic I 25.14
23022 - Aircraft Mechanic II 26.10
23023 - Aircraft Mechanic III 27.10
23040 - Aircraft Mechanic Helper 19.05
23050 - Aircraft Painter 24.21
23060 - Aircraft Servicer 21.69
23070 - Aircraft Survival Flight Equipment Technician 24.21
23080 - Aircraft Worker 22.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.97

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.14
23110 - Appliance Mechanic 20.71
23120 - Bicycle Repairer 20.39
23125 - Cable Splicer 31.43
23130 - Carpenter Maintenance 21.35
23140 - Carpet Layer 22.97
23160 - Electrician Maintenance 26.68
23181 - Electronics Technician Maintenance I 27.72
23182 - Electronics Technician Maintenance II 29.19
23183 - Electronics Technician Maintenance III 30.34
23260 - Fabric Worker 21.69
23290 - Fire Alarm System Mechanic 25.14
23310 - Fire Extinguisher Repairer 20.39
23311 - Fuel Distribution System Mechanic 29.38
23312 - Fuel Distribution System Operator 24.28
23370 - General Maintenance Worker 21.02
23380 - Ground Support Equipment Mechanic 25.14
23381 - Ground Support Equipment Servicer 21.69
23382 - Ground Support Equipment Worker 22.97
23391 - Gunsmith I 20.39
23392 - Gunsmith II 22.97
23393 - Gunsmith III 25.14
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.29
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.19
23430 - Heavy Equipment Mechanic 23.80
23440 - Heavy Equipment Operator 25.31
23460 - Instrument Mechanic 25.14
23465 - Laboratory/Shelter Mechanic 24.21
23470 - Laborer 16.02
23510 - Locksmith 24.21
23530 - Machinery Maintenance Mechanic 25.91
23550 - Machinist Maintenance 20.35
23580 - Maintenance Trades Helper 16.60
23591 - Metrology Technician I 25.14
23592 - Metrology Technician II 26.10
23593 - Metrology Technician III 27.10
23640 - Millwright 30.74
23710 - Office Appliance Repairer 20.32
23760 - Painter Maintenance 21.44
23790 - Pipefitter Maintenance 23.71
23810 - Plumber Maintenance 22.38
23820 - Pneudraulic Systems Mechanic 25.14
23850 - Rigger 25.14
23870 - Scale Mechanic 22.97
23890 - Sheet-Metal Worker Maintenance 28.46
23910 - Small Engine Mechanic 17.14
23931 - Telecommunications Mechanic I 26.22

23932 - Telecommunications Mechanic II 27.21
23950 - Telephone Lineman 26.53
23960 - Welder Combination Maintenance 19.63
23965 - Well Driller 24.92
23970 - Woodcraft Worker 25.14
23980 - Woodworker 20.39
24000 - Personal Needs Occupations
24550 - Case Manager 15.12
24570 - Child Care Attendant 10.05
24580 - Child Care Center Clerk 14.92
24610 - Chore Aide 11.24
24620 - Family Readiness And Support Services Coordinator 15.12
24630 - Homemaker 15.80
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.67
25040 - Sewage Plant Operator 24.70
25070 - Stationary Engineer 26.67
25190 - Ventilation Equipment Tender 20.20
25210 - Water Treatment Plant Operator 24.70
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.33
27007 - Baggage Inspector 14.41
27008 - Corrections Officer 23.27
27010 - Court Security Officer 21.92
27030 - Detection Dog Handler 17.82
27040 - Detention Officer 23.27
27070 - Firefighter 22.55
27101 - Guard I 14.41
27102 - Guard II 17.82
27131 - Police Officer I 25.19
27132 - Police Officer II 27.99
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.98
28042 - Carnival Equipment Repairer 13.34
28043 - Carnival Worker 11.15
28210 - Gate Attendant/Gate Tender 14.09
28310 - Lifeguard 12.03
28350 - Park Attendant (Aide) 15.76
28510 - Recreation Aide/Health Facility Attendant 11.50
28515 - Recreation Specialist 19.52
28630 - Sports Official 12.55
28690 - Swimming Pool Operator 18.63
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.30
29020 - Hatch Tender 23.30
29030 - Line Handler 23.30
29041 - Stevedore I 22.18
29042 - Stevedore II 24.40
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.35
30021 - Archeological Technician I 18.39
30022 - Archeological Technician II 20.58
30023 - Archeological Technician III 25.49
30030 - Cartographic Technician 25.49
30040 - Civil Engineering Technician 27.10
30051 - Cryogenic Technician I 26.96
30052 - Cryogenic Technician II 29.78
30061 - Drafter/CAD Operator I 18.39
30062 - Drafter/CAD Operator II 20.58
30063 - Drafter/CAD Operator III 22.94
30064 - Drafter/CAD Operator IV 29.65
30081 - Engineering Technician I 16.55
30082 - Engineering Technician II 18.58
30083 - Engineering Technician III 20.78
30084 - Engineering Technician IV 25.74
30085 - Engineering Technician V 31.49
30086 - Engineering Technician VI 38.10
30090 - Environmental Technician 23.95
30095 - Evidence Control Specialist 24.34
30210 - Laboratory Technician 21.24
30221 - Latent Fingerprint Technician I 26.96
30222 - Latent Fingerprint Technician II 29.78
30240 - Mathematical Technician 25.49
30361 - Paralegal/Legal Assistant I 19.22
30362 - Paralegal/Legal Assistant II 23.81
30363 - Paralegal/Legal Assistant III 31.43
30364 - Paralegal/Legal Assistant IV 37.70
30375 - Petroleum Supply Specialist 29.78
30390 - Photo-Optics Technician 25.49
30395 - Radiation Control Technician 29.78
30461 - Technical Writer I 24.34
30462 - Technical Writer II 29.77
30463 - Technical Writer III 36.01
30491 - Unexploded Ordnance (UXO) Technician I 26.24
30492 - Unexploded Ordnance (UXO) Technician II 31.75
30493 - Unexploded Ordnance (UXO) Technician III 38.05
30494 - Unexploded (UXO) Safety Escort 26.24
30495 - Unexploded (UXO) Sweep Personnel 26.24
30501 - Weather Forecaster I 26.96
30502 - Weather Forecaster II 32.79
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.94
30621 - Weather Observer Senior (see 2) 24.34
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.75
31020 - Bus Aide 16.41
31030 - Bus Driver 23.68

31043 - Driver Courier	17.02
31260 - Parking and Lot Attendant	13.74
31290 - Shuttle Bus Driver	18.11
31310 - Taxi Driver	12.72
31361 - Truckdriver Light	18.11
31362 - Truckdriver Medium	18.43
31363 - Truckdriver Heavy	26.17
31364 - Truckdriver Tractor-Trailer	26.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	9.87
99050 - Desk Clerk	10.05
99095 - Embalmer	34.47
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	13.04
99252 - Laboratory Animal Caretaker II	13.87
99260 - Marketing Analyst	28.08
99310 - Mortician	34.47
99410 - Pest Controller	18.16
99510 - Photofinishing Worker	13.79
99710 - Recycling Laborer	19.71
99711 - Recycling Specialist	22.90
99730 - Refuse Collector	18.13
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	12.93
99830 - Survey Party Chief	29.13
99831 - Surveying Aide	14.97
99832 - Surveying Technician	22.91
99840 - Vending Machine Attendant	16.25
99841 - Vending Machine Repairer	18.30
99842 - Vending Machine Repairer Helper	16.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4747
Revision No.: 15
Date Of Last Revision: 05/05/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Auglaize Hancock Hardin Mercer Putnam Van Wert

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.22
01013 - Accounting Clerk III		18.14
01020 - Administrative Assistant		23.75
01035 - Court Reporter		18.56
01041 - Customer Service Representative I		13.29
01042 - Customer Service Representative II		14.56
01043 - Customer Service Representative III		16.29
01051 - Data Entry Operator I		14.96
01052 - Data Entry Operator II		16.32
01060 - Dispatcher Motor Vehicle		21.61
01070 - Document Preparation Clerk		14.38
01090 - Duplicating Machine Operator		14.38
01111 - General Clerk I		13.31
01112 - General Clerk II		14.52

01113 - General Clerk III	16.31
01120 - Housing Referral Assistant	20.69
01141 - Messenger Courier	11.92
01191 - Order Clerk I	16.02
01192 - Order Clerk II	17.48
01261 - Personnel Assistant (Employment) I	16.71
01262 - Personnel Assistant (Employment) II	18.68
01263 - Personnel Assistant (Employment) III	20.82
01270 - Production Control Clerk	26.64
01290 - Rental Clerk	13.84
01300 - Scheduler Maintenance	16.60
01311 - Secretary I	16.60
01312 - Secretary II	18.56
01313 - Secretary III	20.69
01320 - Service Order Dispatcher	19.31
01410 - Supply Technician	23.75
01420 - Survey Worker	15.30
01460 - Switchboard Operator/Receptionist	13.62
01531 - Travel Clerk I	13.57
01532 - Travel Clerk II	14.48
01533 - Travel Clerk III	15.35
01611 - Word Processor I	14.78
01612 - Word Processor II	16.60
01613 - Word Processor III	18.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.85
05010 - Automotive Electrician	20.78
05040 - Automotive Glass Installer	20.09
05070 - Automotive Worker	20.09
05110 - Mobile Equipment Servicer	18.71
05130 - Motor Equipment Metal Mechanic	21.44
05160 - Motor Equipment Metal Worker	19.99
05190 - Motor Vehicle Mechanic	21.85
05220 - Motor Vehicle Mechanic Helper	17.98
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	20.09
05310 - Painter Automotive	20.78
05340 - Radiator Repair Specialist	20.09
05370 - Tire Repairer	17.00
05400 - Transmission Repair Specialist	21.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.21
07041 - Cook I	13.58
07042 - Cook II	15.31
07070 - Dishwasher	9.62
07130 - Food Service Worker	9.48
07210 - Meat Cutter	16.19
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.30

09040 - Furniture Handler 16.18
09080 - Furniture Refinisher 23.30
09090 - Furniture Refinisher Helper 18.33
09110 - Furniture Repairer Minor 21.12
09130 - Upholsterer 23.30
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.18
11060 - Elevator Operator 12.37
11090 - Gardener 16.39
11122 - Housekeeping Aide 12.37
11150 - Janitor 12.37
11210 - Laborer Grounds Maintenance 13.19
11240 - Maid or Houseman 11.49
11260 - Pruner 12.13
11270 - Tractor Operator 15.32
11330 - Trail Maintenance Worker 13.19
11360 - Window Cleaner 13.45
12000 - Health Occupations
12010 - Ambulance Driver 18.48
12011 - Breath Alcohol Technician 18.87
12012 - Certified Occupational Therapist Assistant 28.27
12015 - Certified Physical Therapist Assistant 27.15
12020 - Dental Assistant 19.51
12025 - Dental Hygienist 32.90
12030 - EKG Technician 26.81
12035 - Electroneurodiagnostic Technologist 26.81
12040 - Emergency Medical Technician 18.48
12071 - Licensed Practical Nurse I 16.87
12072 - Licensed Practical Nurse II 18.87
12073 - Licensed Practical Nurse III 21.03
12100 - Medical Assistant 15.67
12130 - Medical Laboratory Technician 26.87
12160 - Medical Record Clerk 17.01
12190 - Medical Record Technician 19.14
12195 - Medical Transcriptionist 16.87
12210 - Nuclear Medicine Technologist 40.93
12221 - Nursing Assistant I 12.01
12222 - Nursing Assistant II 13.50
12223 - Nursing Assistant III 14.73
12224 - Nursing Assistant IV 16.54
12235 - Optical Dispenser 21.20
12236 - Optical Technician 16.87
12250 - Pharmacy Technician 15.07
12280 - Phlebotomist 15.29
12305 - Radiologic Technologist 27.31
12311 - Registered Nurse I 24.00
12312 - Registered Nurse II 29.36
12313 - Registered Nurse II Specialist 29.36
12314 - Registered Nurse III 35.53
12315 - Registered Nurse III Anesthetist 35.53

12316 - Registered Nurse IV		42.58
12317 - Scheduler (Drug and Alcohol Testing)		23.37
12320 - Substance Abuse Treatment Counselor		21.08
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.23
13012 - Exhibits Specialist II		22.58
13013 - Exhibits Specialist III		27.62
13041 - Illustrator I		18.23
13042 - Illustrator II		22.58
13043 - Illustrator III		27.62
13047 - Librarian		25.01
13050 - Library Aide/Clerk		13.86
13054 - Library Information Technology Systems Administrator		22.58
13058 - Library Technician		16.63
13061 - Media Specialist I		15.82
13062 - Media Specialist II		16.63
13063 - Media Specialist III		18.55
13071 - Photographer I		17.27
13072 - Photographer II		19.31
13073 - Photographer III		23.92
13074 - Photographer IV		29.26
13075 - Photographer V		35.41
13090 - Technical Order Library Clerk		15.98
13110 - Video Teleconference Technician		16.63
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.17
14042 - Computer Operator II		18.10
14043 - Computer Operator III		20.15
14044 - Computer Operator IV		23.51
14045 - Computer Operator V		26.04
14071 - Computer Programmer I	(see 1)	22.07
14072 - Computer Programmer II	(see 1)	27.39
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.17
14160 - Personal Computer Support Technician		24.13
14170 - System Support Specialist		27.76
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.09
15020 - Aircrew Training Devices Instructor (Rated)		34.00
15030 - Air Crew Training Devices Instructor (Pilot)		40.74
15050 - Computer Based Training Specialist / Instructor		28.09
15060 - Educational Technologist		35.20
15070 - Flight Instructor (Pilot)		40.74
15080 - Graphic Artist		25.74
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.74

15086 - Maintenance Test Pilot Rotary Wing 40.74
15088 - Non-Maintenance Test/Co-Pilot 40.74
15090 - Technical Instructor 22.21
15095 - Technical Instructor/Course Developer 27.17
15110 - Test Proctor 17.93
15120 - Tutor 17.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.09
16220 - Tailor 15.02
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.23
19040 - Tool And Die Maker 25.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.07
21030 - Material Coordinator 26.64
21040 - Material Expediter 26.64
21050 - Material Handling Laborer 16.02
21071 - Order Filler 13.00
21080 - Production Line Worker (Food Processing) 18.07
21110 - Shipping Packer 17.59
21130 - Shipping/Receiving Clerk 17.59
21140 - Store Worker I 15.74
21150 - Stock Clerk 20.28
21210 - Tools And Parts Attendant 18.07
21410 - Warehouse Specialist 18.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.10
23019 - Aircraft Logs and Records Technician 21.69
23021 - Aircraft Mechanic I 25.14
23022 - Aircraft Mechanic II 26.10
23023 - Aircraft Mechanic III 27.10
23040 - Aircraft Mechanic Helper 19.05
23050 - Aircraft Painter 24.21
23060 - Aircraft Servicer 21.69
23070 - Aircraft Survival Flight Equipment Technician 24.21
23080 - Aircraft Worker 22.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.97
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.14
23110 - Appliance Mechanic 23.98

23120 - Bicycle Repairer 20.39
23125 - Cable Splicer 31.05
23130 - Carpenter Maintenance 22.50
23140 - Carpet Layer 22.97
23160 - Electrician Maintenance 26.68
23181 - Electronics Technician Maintenance I 27.72
23182 - Electronics Technician Maintenance II 29.19
23183 - Electronics Technician Maintenance III 30.34
23260 - Fabric Worker 21.69
23290 - Fire Alarm System Mechanic 25.14
23310 - Fire Extinguisher Repairer 20.39
23311 - Fuel Distribution System Mechanic 31.22
23312 - Fuel Distribution System Operator 25.41
23370 - General Maintenance Worker 21.19
23380 - Ground Support Equipment Mechanic 25.14
23381 - Ground Support Equipment Servicer 21.69
23382 - Ground Support Equipment Worker 22.97
23391 - Gunsmith I 20.39
23392 - Gunsmith II 22.97
23393 - Gunsmith III 25.14
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.29
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.19
23430 - Heavy Equipment Mechanic 24.02
23440 - Heavy Equipment Operator 25.19
23460 - Instrument Mechanic 25.14
23465 - Laboratory/Shelter Mechanic 24.21
23470 - Laborer 16.02
23510 - Locksmith 24.21
23530 - Machinery Maintenance Mechanic 28.00
23550 - Machinist Maintenance 21.89
23580 - Maintenance Trades Helper 16.94
23591 - Metrology Technician I 25.14
23592 - Metrology Technician II 26.10
23593 - Metrology Technician III 27.10
23640 - Millwright 30.20
23710 - Office Appliance Repairer 21.18
23760 - Painter Maintenance 21.44
23790 - Pipefitter Maintenance 24.78
23810 - Plumber Maintenance 23.85
23820 - Pneudraulic Systems Mechanic 25.14
23850 - Rigger 25.14
23870 - Scale Mechanic 22.97
23890 - Sheet-Metal Worker Maintenance 29.39
23910 - Small Engine Mechanic 18.61
23931 - Telecommunications Mechanic I 26.22
23932 - Telecommunications Mechanic II 27.21
23950 - Telephone Lineman 26.53
23960 - Welder Combination Maintenance 20.42

23965 - Well Driller	24.92
23970 - Woodcraft Worker	25.14
23980 - Woodworker	20.39
24000 - Personal Needs Occupations	
24550 - Case Manager	15.12
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.12
24610 - Chore Aide	11.62
24620 - Family Readiness And Support Services Coordinator	15.12
24630 - Homemaker	15.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.09
25040 - Sewage Plant Operator	24.70
25070 - Stationary Engineer	28.09
25190 - Ventilation Equipment Tender	21.28
25210 - Water Treatment Plant Operator	24.70
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.47
27007 - Baggage Inspector	14.68
27008 - Corrections Officer	20.62
27010 - Court Security Officer	19.57
27030 - Detection Dog Handler	16.42
27040 - Detention Officer	20.62
27070 - Firefighter	19.55
27101 - Guard I	14.68
27102 - Guard II	16.42
27131 - Police Officer I	23.33
27132 - Police Officer II	25.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.02
28042 - Carnival Equipment Repairer	12.86
28043 - Carnival Worker	9.52
28210 - Gate Attendant/Gate Tender	14.09
28310 - Lifeguard	12.03
28350 - Park Attendant (Aide)	15.76
28510 - Recreation Aide/Health Facility Attendant	11.50
28515 - Recreation Specialist	19.52
28630 - Sports Official	12.55
28690 - Swimming Pool Operator	15.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.24
29020 - Hatch Tender	24.24
29030 - Line Handler	24.24
29041 - Stevedore I	22.89
29042 - Stevedore II	25.51
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.70
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.75
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.67

30021 - Archeological Technician I		17.59
30022 - Archeological Technician II		19.66
30023 - Archeological Technician III		24.36
30030 - Cartographic Technician		24.36
30040 - Civil Engineering Technician		27.10
30051 - Cryogenic Technician I		26.98
30052 - Cryogenic Technician II		29.80
30061 - Drafter/CAD Operator I		17.59
30062 - Drafter/CAD Operator II		19.66
30063 - Drafter/CAD Operator III		21.92
30064 - Drafter/CAD Operator IV		26.98
30081 - Engineering Technician I		16.82
30082 - Engineering Technician II		18.89
30083 - Engineering Technician III		21.12
30084 - Engineering Technician IV		26.17
30085 - Engineering Technician V		32.01
30086 - Engineering Technician VI		38.74
30090 - Environmental Technician		24.18
30095 - Evidence Control Specialist		24.36
30210 - Laboratory Technician		22.89
30221 - Latent Fingerprint Technician I		26.98
30222 - Latent Fingerprint Technician II		29.80
30240 - Mathematical Technician		24.36
30361 - Paralegal/Legal Assistant I		18.55
30362 - Paralegal/Legal Assistant II		22.98
30363 - Paralegal/Legal Assistant III		28.11
30364 - Paralegal/Legal Assistant IV		34.02
30375 - Petroleum Supply Specialist		29.80
30390 - Photo-Optics Technician		24.36
30395 - Radiation Control Technician		29.80
30461 - Technical Writer I		24.34
30462 - Technical Writer II		29.77
30463 - Technical Writer III		36.01
30491 - Unexploded Ordnance (UXO) Technician I		26.50
30492 - Unexploded Ordnance (UXO) Technician II		32.06
30493 - Unexploded Ordnance (UXO) Technician III		38.43
30494 - Unexploded (UXO) Safety Escort		26.50
30495 - Unexploded (UXO) Sweep Personnel		26.50
30501 - Weather Forecaster I		26.98
30502 - Weather Forecaster II		32.82
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.92
30621 - Weather Observer Senior	(see 2)	24.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.06
31020 - Bus Aide		14.34
31030 - Bus Driver		19.57
31043 - Driver Courier		13.26
31260 - Parking and Lot Attendant		15.17
31290 - Shuttle Bus Driver		13.19

31310 - Taxi Driver	13.88
31361 - Truckdriver Light	14.19
31362 - Truckdriver Medium	15.00
31363 - Truckdriver Heavy	26.17
31364 - Truckdriver Tractor-Trailer	26.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	10.50
99050 - Desk Clerk	11.01
99095 - Embalmer	31.86
99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker I	20.58
99252 - Laboratory Animal Caretaker II	22.02
99260 - Marketing Analyst	28.08
99310 - Mortician	31.86
99410 - Pest Controller	24.80
99510 - Photofinishing Worker	13.93
99710 - Recycling Laborer	19.71
99711 - Recycling Specialist	22.90
99730 - Refuse Collector	18.13
99810 - Sales Clerk	11.96
99820 - School Crossing Guard	15.98
99830 - Survey Party Chief	31.69
99831 - Surveying Aide	16.71
99832 - Surveying Technician	22.91
99840 - Vending Machine Attendant	15.94
99841 - Vending Machine Repairer	19.86
99842 - Vending Machine Repairer Helper	15.94

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4748
Revision No.: 14
Date Of Last Revision: 05/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Auglaize Hancock Hardin Mercer Putnam Van Wert

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.00
01012 - Accounting Clerk II		15.72
01013 - Accounting Clerk III		17.59
01020 - Administrative Assistant		23.69
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		12.95
01042 - Customer Service Representative II		14.56
01043 - Customer Service Representative III		15.89
01051 - Data Entry Operator I		14.96
01052 - Data Entry Operator II		16.32
01060 - Dispatcher Motor Vehicle		21.61
01070 - Document Preparation Clerk		14.32

01090 - Duplicating Machine Operator	14.32
01111 - General Clerk I	13.30
01112 - General Clerk II	14.52
01113 - General Clerk III	16.30
01120 - Housing Referral Assistant	20.35
01141 - Messenger Courier	11.92
01191 - Order Clerk I	16.02
01192 - Order Clerk II	17.48
01261 - Personnel Assistant (Employment) I	16.41
01262 - Personnel Assistant (Employment) II	18.35
01263 - Personnel Assistant (Employment) III	20.46
01270 - Production Control Clerk	26.64
01290 - Rental Clerk	12.58
01300 - Scheduler Maintenance	16.32
01311 - Secretary I	16.32
01312 - Secretary II	18.26
01313 - Secretary III	20.35
01320 - Service Order Dispatcher	19.31
01410 - Supply Technician	23.69
01420 - Survey Worker	15.30
01460 - Switchboard Operator/Receptionist	12.56
01531 - Travel Clerk I	13.57
01532 - Travel Clerk II	14.48
01533 - Travel Clerk III	15.35
01611 - Word Processor I	14.54
01612 - Word Processor II	16.32
01613 - Word Processor III	18.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.85
05010 - Automotive Electrician	20.78
05040 - Automotive Glass Installer	20.09
05070 - Automotive Worker	20.09
05110 - Mobile Equipment Servicer	18.71
05130 - Motor Equipment Metal Mechanic	21.44
05160 - Motor Equipment Metal Worker	19.99
05190 - Motor Vehicle Mechanic	21.85
05220 - Motor Vehicle Mechanic Helper	17.98
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	20.09
05310 - Painter Automotive	20.78
05340 - Radiator Repair Specialist	20.09
05370 - Tire Repairer	16.74
05400 - Transmission Repair Specialist	21.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.21
07041 - Cook I	13.13
07042 - Cook II	14.80
07070 - Dishwasher	9.40
07130 - Food Service Worker	9.48
07210 - Meat Cutter	16.19

07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.30
09040 - Furniture Handler	16.18
09080 - Furniture Refinisher	23.30
09090 - Furniture Refinisher Helper	18.33
09110 - Furniture Repairer Minor	21.12
09130 - Upholsterer	23.30
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.18
11060 - Elevator Operator	11.93
11090 - Gardener	15.38
11122 - Housekeeping Aide	12.13
11150 - Janitor	12.13
11210 - Laborer Grounds Maintenance	12.37
11240 - Maid or Houseman	11.02
11260 - Pruner	11.38
11270 - Tractor Operator	14.37
11330 - Trail Maintenance Worker	12.37
11360 - Window Cleaner	13.18
12000 - Health Occupations	
12010 - Ambulance Driver	18.48
12011 - Breath Alcohol Technician	18.63
12012 - Certified Occupational Therapist Assistant	27.38
12015 - Certified Physical Therapist Assistant	25.99
12020 - Dental Assistant	18.62
12025 - Dental Hygienist	32.90
12030 - EKG Technician	26.81
12035 - Electroneurodiagnostic Technologist	26.81
12040 - Emergency Medical Technician	18.48
12071 - Licensed Practical Nurse I	16.65
12072 - Licensed Practical Nurse II	18.63
12073 - Licensed Practical Nurse III	20.76
12100 - Medical Assistant	14.80
12130 - Medical Laboratory Technician	26.50
12160 - Medical Record Clerk	15.46
12190 - Medical Record Technician	18.63
12195 - Medical Transcriptionist	16.39
12210 - Nuclear Medicine Technologist	40.93
12221 - Nursing Assistant I	12.01
12222 - Nursing Assistant II	13.50
12223 - Nursing Assistant III	14.73
12224 - Nursing Assistant IV	16.54
12235 - Optical Dispenser	21.20
12236 - Optical Technician	16.65
12250 - Pharmacy Technician	14.19
12280 - Phlebotomist	15.06
12305 - Radiologic Technologist	27.03
12311 - Registered Nurse I	23.85
12312 - Registered Nurse II	29.18

12313 - Registered Nurse II Specialist		29.18
12314 - Registered Nurse III		35.31
12315 - Registered Nurse III Anesthetist		35.31
12316 - Registered Nurse IV		42.31
12317 - Scheduler (Drug and Alcohol Testing)		23.07
12320 - Substance Abuse Treatment Counselor		21.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.23
13012 - Exhibits Specialist II		22.58
13013 - Exhibits Specialist III		27.62
13041 - Illustrator I		18.23
13042 - Illustrator II		22.58
13043 - Illustrator III		27.62
13047 - Librarian		25.01
13050 - Library Aide/Clerk		13.86
13054 - Library Information Technology Systems Administrator		22.58
13058 - Library Technician		16.63
13061 - Media Specialist I		15.82
13062 - Media Specialist II		16.63
13063 - Media Specialist III		18.55
13071 - Photographer I		16.22
13072 - Photographer II		18.15
13073 - Photographer III		22.48
13074 - Photographer IV		27.50
13075 - Photographer V		33.27
13090 - Technical Order Library Clerk		15.98
13110 - Video Teleconference Technician		16.63
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.70
14042 - Computer Operator II		16.45
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.87
14071 - Computer Programmer I	(see 1)	22.07
14072 - Computer Programmer II	(see 1)	27.39
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.70
14160 - Personal Computer Support Technician		24.13
14170 - System Support Specialist		27.76
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.94
15020 - Aircrew Training Devices Instructor (Rated)		33.81
15030 - Air Crew Training Devices Instructor (Pilot)		40.53
15050 - Computer Based Training Specialist / Instructor		27.94
15060 - Educational Technologist		35.20

15070 - Flight Instructor (Pilot) 40.53
15080 - Graphic Artist 25.74
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.53
15086 - Maintenance Test Pilot Rotary Wing 40.53
15088 - Non-Maintenance Test/Co-Pilot 40.53
15090 - Technical Instructor 21.94
15095 - Technical Instructor/Course Developer 26.84
15110 - Test Proctor 17.71
15120 - Tutor 17.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.26
16030 - Counter Attendant 10.26
16040 - Dry Cleaner 12.76
16070 - Finisher Flatwork Machine 10.26
16090 - Presser Hand 10.26
16110 - Presser Machine Drycleaning 10.26
16130 - Presser Machine Shirts 10.26
16160 - Presser Machine Wearing Apparel Laundry 10.26
16190 - Sewing Machine Operator 13.65
16220 - Tailor 14.55
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.57
19040 - Tool And Die Maker 24.42
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.07
21030 - Material Coordinator 26.64
21040 - Material Expediter 26.64
21050 - Material Handling Laborer 16.02
21071 - Order Filler 13.00
21080 - Production Line Worker (Food Processing) 17.07
21110 - Shipping Packer 17.30
21130 - Shipping/Receiving Clerk 17.30
21140 - Store Worker I 15.58
21150 - Stock Clerk 20.07
21210 - Tools And Parts Attendant 17.07
21410 - Warehouse Specialist 17.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.10
23019 - Aircraft Logs and Records Technician 21.69
23021 - Aircraft Mechanic I 25.14
23022 - Aircraft Mechanic II 26.10
23023 - Aircraft Mechanic III 27.10
23040 - Aircraft Mechanic Helper 19.05
23050 - Aircraft Painter 24.21
23060 - Aircraft Servicer 21.69
23070 - Aircraft Survival Flight Equipment Technician 24.21
23080 - Aircraft Worker 22.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.97

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.14
23110 - Appliance Mechanic 23.30
23120 - Bicycle Repairer 20.39
23125 - Cable Splicer 31.05
23130 - Carpenter Maintenance 21.35
23140 - Carpet Layer 22.97
23160 - Electrician Maintenance 26.68
23181 - Electronics Technician Maintenance I 27.72
23182 - Electronics Technician Maintenance II 29.19
23183 - Electronics Technician Maintenance III 30.34
23260 - Fabric Worker 21.69
23290 - Fire Alarm System Mechanic 25.14
23310 - Fire Extinguisher Repairer 20.39
23311 - Fuel Distribution System Mechanic 28.38
23312 - Fuel Distribution System Operator 23.10
23370 - General Maintenance Worker 21.02
23380 - Ground Support Equipment Mechanic 25.14
23381 - Ground Support Equipment Servicer 21.69
23382 - Ground Support Equipment Worker 22.97
23391 - Gunsmith I 20.39
23392 - Gunsmith II 22.97
23393 - Gunsmith III 25.14
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.29
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.19
23430 - Heavy Equipment Mechanic 23.80
23440 - Heavy Equipment Operator 25.19
23460 - Instrument Mechanic 25.14
23465 - Laboratory/Shelter Mechanic 24.21
23470 - Laborer 16.02
23510 - Locksmith 24.21
23530 - Machinery Maintenance Mechanic 28.00
23550 - Machinist Maintenance 20.44
23580 - Maintenance Trades Helper 16.94
23591 - Metrology Technician I 25.14
23592 - Metrology Technician II 26.10
23593 - Metrology Technician III 27.10
23640 - Millwright 27.89
23710 - Office Appliance Repairer 21.18
23760 - Painter Maintenance 21.44
23790 - Pipefitter Maintenance 23.91
23810 - Plumber Maintenance 23.17
23820 - Pneudraulic Systems Mechanic 25.14
23850 - Rigger 25.14
23870 - Scale Mechanic 22.97
23890 - Sheet-Metal Worker Maintenance 29.39
23910 - Small Engine Mechanic 18.61
23931 - Telecommunications Mechanic I 26.22

23932 - Telecommunications Mechanic II	27.21
23950 - Telephone Lineman	26.53
23960 - Welder Combination Maintenance	19.86
23965 - Well Driller	24.92
23970 - Woodcraft Worker	25.14
23980 - Woodworker	20.39
24000 - Personal Needs Occupations	
24550 - Case Manager	15.12
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.12
24610 - Chore Aide	11.24
24620 - Family Readiness And Support Services Coordinator	15.12
24630 - Homemaker	15.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.67
25040 - Sewage Plant Operator	24.70
25070 - Stationary Engineer	26.67
25190 - Ventilation Equipment Tender	20.20
25210 - Water Treatment Plant Operator	24.70
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.33
27007 - Baggage Inspector	14.20
27008 - Corrections Officer	20.62
27010 - Court Security Officer	19.10
27030 - Detection Dog Handler	16.12
27040 - Detention Officer	20.62
27070 - Firefighter	18.69
27101 - Guard I	14.20
27102 - Guard II	16.12
27131 - Police Officer I	21.35
27132 - Police Officer II	23.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.86
28042 - Carnival Equipment Repairer	12.69
28043 - Carnival Worker	9.39
28210 - Gate Attendant/Gate Tender	14.09
28310 - Lifeguard	12.03
28350 - Park Attendant (Aide)	15.76
28510 - Recreation Aide/Health Facility Attendant	11.50
28515 - Recreation Specialist	19.52
28630 - Sports Official	12.55
28690 - Swimming Pool Operator	15.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.04
29020 - Hatch Tender	22.04
29030 - Line Handler	22.04
29041 - Stevedore I	20.81
29042 - Stevedore II	23.19
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.35
30021 - Archeological Technician I 17.57
30022 - Archeological Technician II 19.65
30023 - Archeological Technician III 24.34
30030 - Cartographic Technician 24.34
30040 - Civil Engineering Technician 27.10
30051 - Cryogenic Technician I 26.96
30052 - Cryogenic Technician II 29.78
30061 - Drafter/CAD Operator I 17.57
30062 - Drafter/CAD Operator II 19.65
30063 - Drafter/CAD Operator III 21.91
30064 - Drafter/CAD Operator IV 26.96
30081 - Engineering Technician I 16.15
30082 - Engineering Technician II 18.13
30083 - Engineering Technician III 20.32
30084 - Engineering Technician IV 25.39
30085 - Engineering Technician V 30.73
30086 - Engineering Technician VI 37.19
30090 - Environmental Technician 24.18
30095 - Evidence Control Specialist 24.34
30210 - Laboratory Technician 22.89
30221 - Latent Fingerprint Technician I 26.96
30222 - Latent Fingerprint Technician II 29.78
30240 - Mathematical Technician 24.34
30361 - Paralegal/Legal Assistant I 18.41
30362 - Paralegal/Legal Assistant II 22.80
30363 - Paralegal/Legal Assistant III 27.89
30364 - Paralegal/Legal Assistant IV 33.75
30375 - Petroleum Supply Specialist 29.78
30390 - Photo-Optics Technician 23.53
30395 - Radiation Control Technician 29.78
30461 - Technical Writer I 24.34
30462 - Technical Writer II 29.77
30463 - Technical Writer III 36.01
30491 - Unexploded Ordnance (UXO) Technician I 26.24
30492 - Unexploded Ordnance (UXO) Technician II 31.75
30493 - Unexploded Ordnance (UXO) Technician III 38.05
30494 - Unexploded (UXO) Safety Escort 26.24
30495 - Unexploded (UXO) Sweep Personnel 26.24
30501 - Weather Forecaster I 26.96
30502 - Weather Forecaster II 32.79
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.91
30621 - Weather Observer Senior (see 2) 24.34
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.75
31020 - Bus Aide 14.34
31030 - Bus Driver 19.57

31043 - Driver Courier	12.24
31260 - Parking and Lot Attendant	15.17
31290 - Shuttle Bus Driver	13.19
31310 - Taxi Driver	13.88
31361 - Truckdriver Light	13.19
31362 - Truckdriver Medium	13.64
31363 - Truckdriver Heavy	26.17
31364 - Truckdriver Tractor-Trailer	26.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	9.87
99050 - Desk Clerk	10.01
99095 - Embalmer	28.96
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	20.58
99252 - Laboratory Animal Caretaker II	22.02
99260 - Marketing Analyst	28.08
99310 - Mortician	28.96
99410 - Pest Controller	23.94
99510 - Photofinishing Worker	13.79
99710 - Recycling Laborer	19.71
99711 - Recycling Specialist	22.90
99730 - Refuse Collector	18.13
99810 - Sales Clerk	11.27
99820 - School Crossing Guard	14.53
99830 - Survey Party Chief	31.69
99831 - Surveying Aide	16.71
99832 - Surveying Technician	22.91
99840 - Vending Machine Attendant	15.94
99841 - Vending Machine Repairer	19.86
99842 - Vending Machine Repairer Helper	15.94

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4749
Revision No.: 15
Date Of Last Revision: 05/05/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Henry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.22
01013 - Accounting Clerk III		18.14
01020 - Administrative Assistant		24.23
01035 - Court Reporter		22.78
01041 - Customer Service Representative I		13.29
01042 - Customer Service Representative II		14.56
01043 - Customer Service Representative III		16.29
01051 - Data Entry Operator I		14.96
01052 - Data Entry Operator II		16.32
01060 - Dispatcher Motor Vehicle		21.61
01070 - Document Preparation Clerk		14.38
01090 - Duplicating Machine Operator		14.38
01111 - General Clerk I		13.31
01112 - General Clerk II		14.52

01113 - General Clerk III 16.31
01120 - Housing Referral Assistant 20.69
01141 - Messenger Courier 12.61
01191 - Order Clerk I 16.02
01192 - Order Clerk II 17.48
01261 - Personnel Assistant (Employment) I 16.71
01262 - Personnel Assistant (Employment) II 18.68
01263 - Personnel Assistant (Employment) III 20.82
01270 - Production Control Clerk 26.64
01290 - Rental Clerk 11.90
01300 - Scheduler Maintenance 16.60
01311 - Secretary I 16.60
01312 - Secretary II 18.56
01313 - Secretary III 20.69
01320 - Service Order Dispatcher 19.31
01410 - Supply Technician 24.23
01420 - Survey Worker 15.30
01460 - Switchboard Operator/Receptionist 13.62
01531 - Travel Clerk I 13.57
01532 - Travel Clerk II 14.48
01533 - Travel Clerk III 15.35
01611 - Word Processor I 14.78
01612 - Word Processor II 16.60
01613 - Word Processor III 18.56
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.69
05010 - Automotive Electrician 18.56
05040 - Automotive Glass Installer 17.96
05070 - Automotive Worker 17.96
05110 - Mobile Equipment Servicer 16.78
05130 - Motor Equipment Metal Mechanic 21.00
05160 - Motor Equipment Metal Worker 19.75
05190 - Motor Vehicle Mechanic 18.64
05220 - Motor Vehicle Mechanic Helper 16.19
05250 - Motor Vehicle Upholstery Worker 19.09
05280 - Motor Vehicle Wrecker 20.36
05310 - Painter Automotive 18.56
05340 - Radiator Repair Specialist 19.75
05370 - Tire Repairer 17.00
05400 - Transmission Repair Specialist 19.15
07000 - Food Preparation And Service Occupations
07010 - Baker 12.61
07041 - Cook I 13.58
07042 - Cook II 15.31
07070 - Dishwasher 9.62
07130 - Food Service Worker 9.48
07210 - Meat Cutter 16.19
07260 - Waiter/Waitress 9.41
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.40

09040 - Furniture Handler 16.25
09080 - Furniture Refinisher 21.40
09090 - Furniture Refinisher Helper 18.66
09110 - Furniture Repairer Minor 20.00
09130 - Upholsterer 21.40
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.73
11060 - Elevator Operator 12.37
11090 - Gardener 16.39
11122 - Housekeeping Aide 12.37
11150 - Janitor 12.37
11210 - Laborer Grounds Maintenance 13.19
11240 - Maid or Houseman 11.49
11260 - Pruner 12.13
11270 - Tractor Operator 15.32
11330 - Trail Maintenance Worker 13.19
11360 - Window Cleaner 13.45
12000 - Health Occupations
12010 - Ambulance Driver 16.90
12011 - Breath Alcohol Technician 18.87
12012 - Certified Occupational Therapist Assistant 28.27
12015 - Certified Physical Therapist Assistant 27.15
12020 - Dental Assistant 19.51
12025 - Dental Hygienist 32.90
12030 - EKG Technician 26.81
12035 - Electroneurodiagnostic Technologist 26.81
12040 - Emergency Medical Technician 16.90
12071 - Licensed Practical Nurse I 16.87
12072 - Licensed Practical Nurse II 18.87
12073 - Licensed Practical Nurse III 21.03
12100 - Medical Assistant 15.67
12130 - Medical Laboratory Technician 26.87
12160 - Medical Record Clerk 17.01
12190 - Medical Record Technician 19.14
12195 - Medical Transcriptionist 16.87
12210 - Nuclear Medicine Technologist 40.93
12221 - Nursing Assistant I 12.01
12222 - Nursing Assistant II 13.50
12223 - Nursing Assistant III 14.73
12224 - Nursing Assistant IV 16.54
12235 - Optical Dispenser 21.20
12236 - Optical Technician 16.87
12250 - Pharmacy Technician 15.07
12280 - Phlebotomist 15.29
12305 - Radiologic Technologist 27.31
12311 - Registered Nurse I 24.00
12312 - Registered Nurse II 29.36
12313 - Registered Nurse II Specialist 29.36
12314 - Registered Nurse III 35.53
12315 - Registered Nurse III Anesthetist 35.53

12316 - Registered Nurse IV		42.58
12317 - Scheduler (Drug and Alcohol Testing)		23.37
12320 - Substance Abuse Treatment Counselor		21.08
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.52
13012 - Exhibits Specialist II		24.20
13013 - Exhibits Specialist III		29.60
13041 - Illustrator I		19.52
13042 - Illustrator II		24.20
13043 - Illustrator III		29.60
13047 - Librarian		26.79
13050 - Library Aide/Clerk		11.76
13054 - Library Information Technology Systems Administrator		24.20
13058 - Library Technician		16.32
13061 - Media Specialist I		17.46
13062 - Media Specialist II		19.52
13063 - Media Specialist III		21.78
13071 - Photographer I		17.27
13072 - Photographer II		19.31
13073 - Photographer III		23.92
13074 - Photographer IV		29.26
13075 - Photographer V		35.41
13090 - Technical Order Library Clerk		15.98
13110 - Video Teleconference Technician		19.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.97
14042 - Computer Operator II		18.98
14043 - Computer Operator III		21.16
14044 - Computer Operator IV		23.51
14045 - Computer Operator V		26.04
14071 - Computer Programmer I	(see 1)	19.94
14072 - Computer Programmer II	(see 1)	26.06
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.97
14160 - Personal Computer Support Technician		27.66
14170 - System Support Specialist		27.76
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.09
15020 - Aircrew Training Devices Instructor (Rated)		34.00
15030 - Air Crew Training Devices Instructor (Pilot)		40.74
15050 - Computer Based Training Specialist / Instructor		28.09
15060 - Educational Technologist		35.20
15070 - Flight Instructor (Pilot)		40.74
15080 - Graphic Artist		21.19
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.74

15086 - Maintenance Test Pilot Rotary Wing 40.74
15088 - Non-Maintenance Test/Co-Pilot 40.74
15090 - Technical Instructor 22.21
15095 - Technical Instructor/Course Developer 27.17
15110 - Test Proctor 17.93
15120 - Tutor 17.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.60
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.81
16220 - Tailor 15.96
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.23
19040 - Tool And Die Maker 25.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.07
21030 - Material Coordinator 26.64
21040 - Material Expediter 26.64
21050 - Material Handling Laborer 17.63
21071 - Order Filler 13.86
21080 - Production Line Worker (Food Processing) 18.07
21110 - Shipping Packer 17.59
21130 - Shipping/Receiving Clerk 17.59
21140 - Store Worker I 15.74
21150 - Stock Clerk 20.28
21210 - Tools And Parts Attendant 18.07
21410 - Warehouse Specialist 18.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.33
23019 - Aircraft Logs and Records Technician 22.24
23021 - Aircraft Mechanic I 25.28
23022 - Aircraft Mechanic II 26.33
23023 - Aircraft Mechanic III 27.42
23040 - Aircraft Mechanic Helper 20.78
23050 - Aircraft Painter 24.21
23060 - Aircraft Servicer 22.24
23070 - Aircraft Survival Flight Equipment Technician 24.21
23080 - Aircraft Worker 23.02
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.02
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.28
23110 - Appliance Mechanic 22.61

23120 - Bicycle Repairer	20.39
23125 - Cable Splicer	31.43
23130 - Carpenter Maintenance	22.50
23140 - Carpet Layer	22.97
23160 - Electrician Maintenance	26.68
23181 - Electronics Technician Maintenance I	27.72
23182 - Electronics Technician Maintenance II	29.19
23183 - Electronics Technician Maintenance III	30.34
23260 - Fabric Worker	21.69
23290 - Fire Alarm System Mechanic	25.14
23310 - Fire Extinguisher Repairer	20.39
23311 - Fuel Distribution System Mechanic	32.70
23312 - Fuel Distribution System Operator	28.46
23370 - General Maintenance Worker	21.19
23380 - Ground Support Equipment Mechanic	25.28
23381 - Ground Support Equipment Servicer	22.24
23382 - Ground Support Equipment Worker	23.02
23391 - Gunsmith I	20.39
23392 - Gunsmith II	22.97
23393 - Gunsmith III	25.14
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.29
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.19
23430 - Heavy Equipment Mechanic	25.65
23440 - Heavy Equipment Operator	25.96
23460 - Instrument Mechanic	25.14
23465 - Laboratory/Shelter Mechanic	24.21
23470 - Laborer	18.30
23510 - Locksmith	24.21
23530 - Machinery Maintenance Mechanic	26.08
23550 - Machinist Maintenance	21.89
23580 - Maintenance Trades Helper	16.96
23591 - Metrology Technician I	25.14
23592 - Metrology Technician II	26.10
23593 - Metrology Technician III	27.10
23640 - Millwright	30.74
23710 - Office Appliance Repairer	21.65
23760 - Painter Maintenance	22.17
23790 - Pipefitter Maintenance	28.90
23810 - Plumber Maintenance	23.85
23820 - Pneudraulic Systems Mechanic	25.14
23850 - Rigger	25.14
23870 - Scale Mechanic	22.97
23890 - Sheet-Metal Worker Maintenance	32.29
23910 - Small Engine Mechanic	18.81
23931 - Telecommunications Mechanic I	26.22
23932 - Telecommunications Mechanic II	27.21
23950 - Telephone Lineman	26.53
23960 - Welder Combination Maintenance	20.42

23965 - Well Driller		24.92
23970 - Woodcraft Worker		25.14
23980 - Woodworker		20.39
24000 - Personal Needs Occupations		
24550 - Case Manager		15.12
24570 - Child Care Attendant		10.16
24580 - Child Care Center Clerk		12.68
24610 - Chore Aide		11.62
24620 - Family Readiness And Support Services Coordinator		15.12
24630 - Homemaker		15.64
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.09
25040 - Sewage Plant Operator		24.70
25070 - Stationary Engineer		28.09
25190 - Ventilation Equipment Tender		21.28
25210 - Water Treatment Plant Operator		24.70
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.47
27007 - Baggage Inspector		14.68
27008 - Corrections Officer		19.99
27010 - Court Security Officer		19.57
27030 - Detection Dog Handler		16.42
27040 - Detention Officer		19.99
27070 - Firefighter		19.55
27101 - Guard I		14.68
27102 - Guard II		16.42
27131 - Police Officer I		23.33
27132 - Police Officer II		25.93
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.02
28042 - Carnival Equipment Repairer		12.86
28043 - Carnival Worker		10.08
28210 - Gate Attendant/Gate Tender		14.09
28310 - Lifeguard		11.90
28350 - Park Attendant (Aide)		15.76
28510 - Recreation Aide/Health Facility Attendant		11.50
28515 - Recreation Specialist		19.52
28630 - Sports Official		12.55
28690 - Swimming Pool Operator		16.62
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.31
29020 - Hatch Tender		24.31
29030 - Line Handler		24.31
29041 - Stevedore I		22.89
29042 - Stevedore II		25.66
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.70
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.75
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.67

30021 - Archeological Technician I		17.59
30022 - Archeological Technician II		19.66
30023 - Archeological Technician III		24.36
30030 - Cartographic Technician		24.36
30040 - Civil Engineering Technician		27.10
30051 - Cryogenic Technician I		26.98
30052 - Cryogenic Technician II		29.80
30061 - Drafter/CAD Operator I		17.59
30062 - Drafter/CAD Operator II		19.66
30063 - Drafter/CAD Operator III		21.92
30064 - Drafter/CAD Operator IV		26.98
30081 - Engineering Technician I		16.82
30082 - Engineering Technician II		18.89
30083 - Engineering Technician III		21.12
30084 - Engineering Technician IV		26.17
30085 - Engineering Technician V		32.01
30086 - Engineering Technician VI		38.74
30090 - Environmental Technician		22.64
30095 - Evidence Control Specialist		24.36
30210 - Laboratory Technician		21.24
30221 - Latent Fingerprint Technician I		26.98
30222 - Latent Fingerprint Technician II		29.80
30240 - Mathematical Technician		24.36
30361 - Paralegal/Legal Assistant I		18.55
30362 - Paralegal/Legal Assistant II		22.98
30363 - Paralegal/Legal Assistant III		28.11
30364 - Paralegal/Legal Assistant IV		34.02
30375 - Petroleum Supply Specialist		29.80
30390 - Photo-Optics Technician		24.36
30395 - Radiation Control Technician		29.80
30461 - Technical Writer I		24.34
30462 - Technical Writer II		29.77
30463 - Technical Writer III		36.01
30491 - Unexploded Ordnance (UXO) Technician I		26.50
30492 - Unexploded Ordnance (UXO) Technician II		32.06
30493 - Unexploded Ordnance (UXO) Technician III		38.43
30494 - Unexploded (UXO) Safety Escort		26.50
30495 - Unexploded (UXO) Sweep Personnel		26.50
30501 - Weather Forecaster I		26.98
30502 - Weather Forecaster II		32.82
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.92
30621 - Weather Observer Senior	(see 2)	24.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.06
31020 - Bus Aide		16.32
31030 - Bus Driver		23.28
31043 - Driver Courier		13.63
31260 - Parking and Lot Attendant		14.18
31290 - Shuttle Bus Driver		14.73

31310 - Taxi Driver	11.81
31361 - Truckdriver Light	14.73
31362 - Truckdriver Medium	18.98
31363 - Truckdriver Heavy	26.17
31364 - Truckdriver Tractor-Trailer	26.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	10.50
99050 - Desk Clerk	11.01
99095 - Embalmer	31.94
99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker I	12.81
99252 - Laboratory Animal Caretaker II	13.71
99260 - Marketing Analyst	28.08
99310 - Mortician	31.94
99410 - Pest Controller	19.98
99510 - Photofinishing Worker	13.93
99710 - Recycling Laborer	19.71
99711 - Recycling Specialist	22.90
99730 - Refuse Collector	18.13
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	12.85
99830 - Survey Party Chief	23.46
99831 - Surveying Aide	15.92
99832 - Surveying Technician	22.91
99840 - Vending Machine Attendant	16.47
99841 - Vending Machine Repairer	18.28
99842 - Vending Machine Repairer Helper	16.47

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4750
Revision No.: 14
Date Of Last Revision: 05/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Henry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.00
01012 - Accounting Clerk II		15.72
01013 - Accounting Clerk III		17.59
01020 - Administrative Assistant		24.23
01035 - Court Reporter		22.78
01041 - Customer Service Representative I		12.95
01042 - Customer Service Representative II		14.56
01043 - Customer Service Representative III		15.89
01051 - Data Entry Operator I		14.96
01052 - Data Entry Operator II		16.32
01060 - Dispatcher Motor Vehicle		21.61
01070 - Document Preparation Clerk		14.34

01090 - Duplicating Machine Operator 14.34
01111 - General Clerk I 13.30
01112 - General Clerk II 14.52
01113 - General Clerk III 16.30
01120 - Housing Referral Assistant 20.35
01141 - Messenger Courier 12.61
01191 - Order Clerk I 16.02
01192 - Order Clerk II 17.48
01261 - Personnel Assistant (Employment) I 16.41
01262 - Personnel Assistant (Employment) II 18.36
01263 - Personnel Assistant (Employment) III 20.46
01270 - Production Control Clerk 26.64
01290 - Rental Clerk 10.82
01300 - Scheduler Maintenance 16.32
01311 - Secretary I 16.32
01312 - Secretary II 18.26
01313 - Secretary III 20.35
01320 - Service Order Dispatcher 19.31
01410 - Supply Technician 24.23
01420 - Survey Worker 15.30
01460 - Switchboard Operator/Receptionist 12.56
01531 - Travel Clerk I 13.57
01532 - Travel Clerk II 14.48
01533 - Travel Clerk III 15.35
01611 - Word Processor I 14.54
01612 - Word Processor II 16.32
01613 - Word Processor III 18.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.69
05010 - Automotive Electrician 18.56
05040 - Automotive Glass Installer 17.96
05070 - Automotive Worker 17.96
05110 - Mobile Equipment Servicer 16.78
05130 - Motor Equipment Metal Mechanic 21.00
05160 - Motor Equipment Metal Worker 19.75
05190 - Motor Vehicle Mechanic 18.61
05220 - Motor Vehicle Mechanic Helper 16.19
05250 - Motor Vehicle Upholstery Worker 19.09
05280 - Motor Vehicle Wrecker 20.36
05310 - Painter Automotive 18.56
05340 - Radiator Repair Specialist 19.75
05370 - Tire Repairer 16.59
05400 - Transmission Repair Specialist 19.15
07000 - Food Preparation And Service Occupations
07010 - Baker 12.61
07041 - Cook I 13.13
07042 - Cook II 14.80
07070 - Dishwasher 9.40
07130 - Food Service Worker 9.48
07210 - Meat Cutter 16.19

07260 - Waiter/Waitress	9.37
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.40
09040 - Furniture Handler	16.25
09080 - Furniture Refinisher	21.40
09090 - Furniture Refinisher Helper	18.66
09110 - Furniture Repairer Minor	20.00
09130 - Upholsterer	21.40
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.48
11060 - Elevator Operator	11.93
11090 - Gardener	15.38
11122 - Housekeeping Aide	12.13
11150 - Janitor	12.13
11210 - Laborer Grounds Maintenance	12.37
11240 - Maid or Houseman	11.02
11260 - Pruner	12.00
11270 - Tractor Operator	14.37
11330 - Trail Maintenance Worker	12.37
11360 - Window Cleaner	13.18
12000 - Health Occupations	
12010 - Ambulance Driver	16.90
12011 - Breath Alcohol Technician	18.63
12012 - Certified Occupational Therapist Assistant	27.38
12015 - Certified Physical Therapist Assistant	25.99
12020 - Dental Assistant	18.62
12025 - Dental Hygienist	32.90
12030 - EKG Technician	26.81
12035 - Electroneurodiagnostic Technologist	26.81
12040 - Emergency Medical Technician	16.90
12071 - Licensed Practical Nurse I	16.65
12072 - Licensed Practical Nurse II	18.63
12073 - Licensed Practical Nurse III	20.76
12100 - Medical Assistant	14.80
12130 - Medical Laboratory Technician	26.77
12160 - Medical Record Clerk	15.46
12190 - Medical Record Technician	18.63
12195 - Medical Transcriptionist	16.84
12210 - Nuclear Medicine Technologist	40.93
12221 - Nursing Assistant I	12.01
12222 - Nursing Assistant II	13.50
12223 - Nursing Assistant III	14.73
12224 - Nursing Assistant IV	16.54
12235 - Optical Dispenser	21.20
12236 - Optical Technician	16.65
12250 - Pharmacy Technician	14.05
12280 - Phlebotomist	15.06
12305 - Radiologic Technologist	27.03
12311 - Registered Nurse I	23.85
12312 - Registered Nurse II	29.18

12313 - Registered Nurse II Specialist		29.18
12314 - Registered Nurse III		35.31
12315 - Registered Nurse III Anesthetist		35.31
12316 - Registered Nurse IV		42.31
12317 - Scheduler (Drug and Alcohol Testing)		23.07
12320 - Substance Abuse Treatment Counselor		21.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.52
13012 - Exhibits Specialist II		24.20
13013 - Exhibits Specialist III		29.60
13041 - Illustrator I		19.52
13042 - Illustrator II		24.20
13043 - Illustrator III		29.60
13047 - Librarian		26.79
13050 - Library Aide/Clerk		11.76
13054 - Library Information Technology Systems Administrator		24.20
13058 - Library Technician		16.32
13061 - Media Specialist I		17.46
13062 - Media Specialist II		19.52
13063 - Media Specialist III		21.78
13071 - Photographer I		16.22
13072 - Photographer II		18.15
13073 - Photographer III		22.48
13074 - Photographer IV		27.50
13075 - Photographer V		33.27
13090 - Technical Order Library Clerk		15.98
13110 - Video Teleconference Technician		19.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.66
14042 - Computer Operator II		17.52
14043 - Computer Operator III		19.70
14044 - Computer Operator IV		21.88
14045 - Computer Operator V		24.21
14071 - Computer Programmer I	(see 1)	19.94
14072 - Computer Programmer II	(see 1)	26.06
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.66
14160 - Personal Computer Support Technician		27.66
14170 - System Support Specialist		27.76
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.94
15020 - Aircrew Training Devices Instructor (Rated)		33.81
15030 - Air Crew Training Devices Instructor (Pilot)		40.53
15050 - Computer Based Training Specialist / Instructor		27.94
15060 - Educational Technologist		35.20

15070 - Flight Instructor (Pilot) 40.53
15080 - Graphic Artist 21.19
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.53
15086 - Maintenance Test Pilot Rotary Wing 40.53
15088 - Non-Maintenance Test/Co-Pilot 40.53
15090 - Technical Instructor 21.94
15095 - Technical Instructor/Course Developer 26.84
15110 - Test Proctor 17.71
15120 - Tutor 17.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.26
16030 - Counter Attendant 10.26
16040 - Dry Cleaner 13.60
16070 - Finisher Flatwork Machine 10.26
16090 - Presser Hand 10.26
16110 - Presser Machine Drycleaning 10.26
16130 - Presser Machine Shirts 10.26
16160 - Presser Machine Wearing Apparel Laundry 10.26
16190 - Sewing Machine Operator 14.81
16220 - Tailor 15.96
16250 - Washer Machine 11.23
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.85
19040 - Tool And Die Maker 25.12
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.45
21030 - Material Coordinator 26.64
21040 - Material Expediter 26.64
21050 - Material Handling Laborer 17.63
21071 - Order Filler 13.86
21080 - Production Line Worker (Food Processing) 17.45
21110 - Shipping Packer 17.30
21130 - Shipping/Receiving Clerk 17.30
21140 - Store Worker I 15.58
21150 - Stock Clerk 20.07
21210 - Tools And Parts Attendant 17.45
21410 - Warehouse Specialist 17.45
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.33
23019 - Aircraft Logs and Records Technician 22.24
23021 - Aircraft Mechanic I 25.28
23022 - Aircraft Mechanic II 26.33
23023 - Aircraft Mechanic III 27.42
23040 - Aircraft Mechanic Helper 20.78
23050 - Aircraft Painter 24.21
23060 - Aircraft Servicer 22.24
23070 - Aircraft Survival Flight Equipment Technician 24.21
23080 - Aircraft Worker 23.02
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.02

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.28
23110 - Appliance Mechanic 20.55
23120 - Bicycle Repairer 20.39
23125 - Cable Splicer 31.43
23130 - Carpenter Maintenance 21.82
23140 - Carpet Layer 22.97
23160 - Electrician Maintenance 26.68
23181 - Electronics Technician Maintenance I 27.72
23182 - Electronics Technician Maintenance II 29.19
23183 - Electronics Technician Maintenance III 30.34
23260 - Fabric Worker 21.69
23290 - Fire Alarm System Mechanic 25.14
23310 - Fire Extinguisher Repairer 20.39
23311 - Fuel Distribution System Mechanic 29.73
23312 - Fuel Distribution System Operator 25.87
23370 - General Maintenance Worker 21.02
23380 - Ground Support Equipment Mechanic 25.28
23381 - Ground Support Equipment Servicer 22.24
23382 - Ground Support Equipment Worker 23.02
23391 - Gunsmith I 20.39
23392 - Gunsmith II 22.97
23393 - Gunsmith III 25.14
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.29
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.19
23430 - Heavy Equipment Mechanic 25.65
23440 - Heavy Equipment Operator 25.96
23460 - Instrument Mechanic 25.14
23465 - Laboratory/Shelter Mechanic 24.21
23470 - Laborer 18.30
23510 - Locksmith 24.21
23530 - Machinery Maintenance Mechanic 25.91
23550 - Machinist Maintenance 20.55
23580 - Maintenance Trades Helper 16.96
23591 - Metrology Technician I 25.14
23592 - Metrology Technician II 26.10
23593 - Metrology Technician III 27.10
23640 - Millwright 30.74
23710 - Office Appliance Repairer 21.65
23760 - Painter Maintenance 22.17
23790 - Pipefitter Maintenance 28.90
23810 - Plumber Maintenance 23.62
23820 - Pneudraulic Systems Mechanic 25.14
23850 - Rigger 25.14
23870 - Scale Mechanic 22.97
23890 - Sheet-Metal Worker Maintenance 32.29
23910 - Small Engine Mechanic 18.81
23931 - Telecommunications Mechanic I 26.22

23932 - Telecommunications Mechanic II 27.21
23950 - Telephone Lineman 26.53
23960 - Welder Combination Maintenance 19.63
23965 - Well Driller 24.92
23970 - Woodcraft Worker 25.14
23980 - Woodworker 20.39
24000 - Personal Needs Occupations
24550 - Case Manager 15.12
24570 - Child Care Attendant 10.16
24580 - Child Care Center Clerk 12.68
24610 - Chore Aide 11.24
24620 - Family Readiness And Support Services Coordinator 15.12
24630 - Homemaker 15.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.67
25040 - Sewage Plant Operator 24.70
25070 - Stationary Engineer 26.67
25190 - Ventilation Equipment Tender 20.20
25210 - Water Treatment Plant Operator 24.70
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.33
27007 - Baggage Inspector 14.20
27008 - Corrections Officer 19.99
27010 - Court Security Officer 18.66
27030 - Detection Dog Handler 16.12
27040 - Detention Officer 19.99
27070 - Firefighter 17.89
27101 - Guard I 14.20
27102 - Guard II 16.12
27131 - Police Officer I 21.66
27132 - Police Officer II 23.93
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.86
28042 - Carnival Equipment Repairer 12.69
28043 - Carnival Worker 10.08
28210 - Gate Attendant/Gate Tender 14.09
28310 - Lifeguard 11.90
28350 - Park Attendant (Aide) 15.76
28510 - Recreation Aide/Health Facility Attendant 11.50
28515 - Recreation Specialist 19.52
28630 - Sports Official 12.55
28690 - Swimming Pool Operator 16.62
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.10
29020 - Hatch Tender 22.10
29030 - Line Handler 22.10
29041 - Stevedore I 20.81
29042 - Stevedore II 23.33
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.35
30021 - Archeological Technician I 17.57
30022 - Archeological Technician II 19.65
30023 - Archeological Technician III 24.34
30030 - Cartographic Technician 24.34
30040 - Civil Engineering Technician 27.10
30051 - Cryogenic Technician I 26.96
30052 - Cryogenic Technician II 29.78
30061 - Drafter/CAD Operator I 17.57
30062 - Drafter/CAD Operator II 19.65
30063 - Drafter/CAD Operator III 21.91
30064 - Drafter/CAD Operator IV 26.96
30081 - Engineering Technician I 16.55
30082 - Engineering Technician II 18.58
30083 - Engineering Technician III 20.79
30084 - Engineering Technician IV 25.75
30085 - Engineering Technician V 31.50
30086 - Engineering Technician VI 38.12
30090 - Environmental Technician 22.64
30095 - Evidence Control Specialist 24.34
30210 - Laboratory Technician 21.24
30221 - Latent Fingerprint Technician I 26.96
30222 - Latent Fingerprint Technician II 29.78
30240 - Mathematical Technician 24.34
30361 - Paralegal/Legal Assistant I 18.41
30362 - Paralegal/Legal Assistant II 22.80
30363 - Paralegal/Legal Assistant III 27.89
30364 - Paralegal/Legal Assistant IV 33.75
30375 - Petroleum Supply Specialist 29.78
30390 - Photo-Optics Technician 23.95
30395 - Radiation Control Technician 29.78
30461 - Technical Writer I 24.34
30462 - Technical Writer II 29.77
30463 - Technical Writer III 36.01
30491 - Unexploded Ordnance (UXO) Technician I 26.24
30492 - Unexploded Ordnance (UXO) Technician II 31.75
30493 - Unexploded Ordnance (UXO) Technician III 38.05
30494 - Unexploded (UXO) Safety Escort 26.24
30495 - Unexploded (UXO) Sweep Personnel 26.24
30501 - Weather Forecaster I 26.96
30502 - Weather Forecaster II 32.79
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.91
30621 - Weather Observer Senior (see 2) 24.34
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.75
31020 - Bus Aide 16.32
31030 - Bus Driver 23.28

31043 - Driver Courier	13.63
31260 - Parking and Lot Attendant	14.18
31290 - Shuttle Bus Driver	14.73
31310 - Taxi Driver	10.74
31361 - Truckdriver Light	14.73
31362 - Truckdriver Medium	18.98
31363 - Truckdriver Heavy	26.17
31364 - Truckdriver Tractor-Trailer	26.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	9.87
99050 - Desk Clerk	10.01
99095 - Embalmer	30.95
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	11.91
99252 - Laboratory Animal Caretaker II	12.75
99260 - Marketing Analyst	28.08
99310 - Mortician	30.95
99410 - Pest Controller	18.16
99510 - Photofinishing Worker	13.79
99710 - Recycling Laborer	19.71
99711 - Recycling Specialist	22.90
99730 - Refuse Collector	18.13
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	11.68
99830 - Survey Party Chief	23.46
99831 - Surveying Aide	15.92
99832 - Surveying Technician	22.91
99840 - Vending Machine Attendant	16.47
99841 - Vending Machine Repairer	18.28
99842 - Vending Machine Repairer Helper	16.47

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4752
Revision No.: 14
Date Of Last Revision: 05/07/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Ashland Ashtabula Erie Huron Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.56
01012 - Accounting Clerk II		16.34
01013 - Accounting Clerk III		18.28
01020 - Administrative Assistant		23.08
01035 - Court Reporter		17.42
01041 - Customer Service Representative I		11.88
01042 - Customer Service Representative II		13.35
01043 - Customer Service Representative III		14.57
01051 - Data Entry Operator I		14.76
01052 - Data Entry Operator II		16.97
01060 - Dispatcher Motor Vehicle		20.76
01070 - Document Preparation Clerk		13.72

01090 - Duplicating Machine Operator	13.72
01111 - General Clerk I	13.46
01112 - General Clerk II	14.87
01113 - General Clerk III	16.65
01120 - Housing Referral Assistant	19.41
01141 - Messenger Courier	11.79
01191 - Order Clerk I	13.75
01192 - Order Clerk II	15.03
01261 - Personnel Assistant (Employment) I	17.06
01262 - Personnel Assistant (Employment) II	19.09
01263 - Personnel Assistant (Employment) III	21.27
01270 - Production Control Clerk	22.25
01290 - Rental Clerk	15.48
01300 - Scheduler Maintenance	15.57
01311 - Secretary I	15.57
01312 - Secretary II	17.42
01313 - Secretary III	19.41
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	23.08
01420 - Survey Worker	15.10
01460 - Switchboard Operator/Receptionist	13.97
01531 - Travel Clerk I	13.87
01532 - Travel Clerk II	14.79
01533 - Travel Clerk III	15.69
01611 - Word Processor I	14.47
01612 - Word Processor II	16.25
01613 - Word Processor III	18.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.33
05010 - Automotive Electrician	19.67
05040 - Automotive Glass Installer	18.92
05070 - Automotive Worker	18.92
05110 - Mobile Equipment Servicer	17.27
05130 - Motor Equipment Metal Mechanic	20.33
05160 - Motor Equipment Metal Worker	18.92
05190 - Motor Vehicle Mechanic	20.33
05220 - Motor Vehicle Mechanic Helper	16.50
05250 - Motor Vehicle Upholstery Worker	18.07
05280 - Motor Vehicle Wrecker	18.92
05310 - Painter Automotive	19.67
05340 - Radiator Repair Specialist	18.92
05370 - Tire Repairer	15.89
05400 - Transmission Repair Specialist	20.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.47
07041 - Cook I	11.82
07042 - Cook II	13.46
07070 - Dishwasher	9.37
07130 - Food Service Worker	9.76
07210 - Meat Cutter	16.53

07260 - Waiter/Waitress	9.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.60
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	20.60
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer Minor	17.22
09130 - Upholsterer	20.60
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.46
11060 - Elevator Operator	12.46
11090 - Gardener	16.46
11122 - Housekeeping Aide	12.71
11150 - Janitor	12.71
11210 - Laborer Grounds Maintenance	12.96
11240 - Maid or Houseman	10.04
11260 - Pruner	11.79
11270 - Tractor Operator	15.31
11330 - Trail Maintenance Worker	12.96
11360 - Window Cleaner	13.98
12000 - Health Occupations	
12010 - Ambulance Driver	17.59
12011 - Breath Alcohol Technician	18.48
12012 - Certified Occupational Therapist Assistant	28.36
12015 - Certified Physical Therapist Assistant	27.61
12020 - Dental Assistant	19.25
12025 - Dental Hygienist	37.04
12030 - EKG Technician	28.58
12035 - Electroneurodiagnostic Technologist	28.58
12040 - Emergency Medical Technician	17.59
12071 - Licensed Practical Nurse I	17.51
12072 - Licensed Practical Nurse II	19.68
12073 - Licensed Practical Nurse III	21.84
12100 - Medical Assistant	14.82
12130 - Medical Laboratory Technician	26.79
12160 - Medical Record Clerk	15.51
12190 - Medical Record Technician	18.48
12195 - Medical Transcriptionist	18.26
12210 - Nuclear Medicine Technologist	31.94
12221 - Nursing Assistant I	12.10
12222 - Nursing Assistant II	13.61
12223 - Nursing Assistant III	14.85
12224 - Nursing Assistant IV	16.67
12235 - Optical Dispenser	18.10
12236 - Optical Technician	16.51
12250 - Pharmacy Technician	14.65
12280 - Phlebotomist	15.87
12305 - Radiologic Technologist	26.10
12311 - Registered Nurse I	24.24
12312 - Registered Nurse II	29.65

12313 - Registered Nurse II Specialist		29.65
12314 - Registered Nurse III		35.88
12315 - Registered Nurse III Anesthetist		35.88
12316 - Registered Nurse IV		42.99
12317 - Scheduler (Drug and Alcohol Testing)		22.98
12320 - Substance Abuse Treatment Counselor		22.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.58
13012 - Exhibits Specialist II		23.96
13013 - Exhibits Specialist III		28.55
13041 - Illustrator I		20.35
13042 - Illustrator II		25.21
13043 - Illustrator III		30.83
13047 - Librarian		29.41
13050 - Library Aide/Clerk		13.28
13054 - Library Information Technology Systems Administrator		22.30
13058 - Library Technician		17.17
13061 - Media Specialist I		16.09
13062 - Media Specialist II		18.01
13063 - Media Specialist III		20.07
13071 - Photographer I		15.90
13072 - Photographer II		18.01
13073 - Photographer III		22.30
13074 - Photographer IV		26.94
13075 - Photographer V		32.59
13090 - Technical Order Library Clerk		15.90
13110 - Video Teleconference Technician		17.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.84
14042 - Computer Operator II		17.72
14043 - Computer Operator III		19.75
14044 - Computer Operator IV		22.64
14045 - Computer Operator V		25.06
14071 - Computer Programmer I	(see 1)	22.13
14072 - Computer Programmer II	(see 1)	27.20
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.84
14160 - Personal Computer Support Technician		22.64
14170 - System Support Specialist		24.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.53
15020 - Aircrew Training Devices Instructor (Rated)		35.35
15030 - Air Crew Training Devices Instructor (Pilot)		41.38
15050 - Computer Based Training Specialist / Instructor		30.23
15060 - Educational Technologist		29.57

15070 - Flight Instructor (Pilot) 41.38
15080 - Graphic Artist 22.54
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.07
15086 - Maintenance Test Pilot Rotary Wing 41.07
15088 - Non-Maintenance Test/Co-Pilot 41.07
15090 - Technical Instructor 21.22
15095 - Technical Instructor/Course Developer 25.95
15110 - Test Proctor 17.13
15120 - Tutor 17.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.26
16030 - Counter Attendant 10.26
16040 - Dry Cleaner 12.76
16070 - Finisher Flatwork Machine 10.26
16090 - Presser Hand 10.26
16110 - Presser Machine Drycleaning 10.26
16130 - Presser Machine Shirts 10.26
16160 - Presser Machine Wearing Apparel Laundry 10.26
16190 - Sewing Machine Operator 13.65
16220 - Tailor 14.55
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.02
19040 - Tool And Die Maker 26.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.82
21030 - Material Coordinator 22.25
21040 - Material Expediter 22.25
21050 - Material Handling Laborer 14.95
21071 - Order Filler 15.06
21080 - Production Line Worker (Food Processing) 17.82
21110 - Shipping Packer 16.72
21130 - Shipping/Receiving Clerk 16.72
21140 - Store Worker I 14.68
21150 - Stock Clerk 19.51
21210 - Tools And Parts Attendant 17.82
21410 - Warehouse Specialist 17.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.00
23019 - Aircraft Logs and Records Technician 20.32
23021 - Aircraft Mechanic I 22.86
23022 - Aircraft Mechanic II 24.00
23023 - Aircraft Mechanic III 24.93
23040 - Aircraft Mechanic Helper 18.55
23050 - Aircraft Painter 22.10
23060 - Aircraft Servicer 20.32
23070 - Aircraft Survival Flight Equipment Technician 22.10
23080 - Aircraft Worker 21.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.27

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.86
23110 - Appliance Mechanic 22.46
23120 - Bicycle Repairer 18.66
23125 - Cable Splicer 35.33
23130 - Carpenter Maintenance 22.39
23140 - Carpet Layer 21.92
23160 - Electrician Maintenance 28.34
23181 - Electronics Technician Maintenance I 26.95
23182 - Electronics Technician Maintenance II 28.48
23183 - Electronics Technician Maintenance III 29.91
23260 - Fabric Worker 19.92
23290 - Fire Alarm System Mechanic 21.77
23310 - Fire Extinguisher Repairer 18.66
23311 - Fuel Distribution System Mechanic 34.84
23312 - Fuel Distribution System Operator 27.65
23370 - General Maintenance Worker 19.72
23380 - Ground Support Equipment Mechanic 22.86
23381 - Ground Support Equipment Servicer 20.32
23382 - Ground Support Equipment Worker 21.27
23391 - Gunsmith I 18.66
23392 - Gunsmith II 21.25
23393 - Gunsmith III 23.59
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.73
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.71
23430 - Heavy Equipment Mechanic 22.28
23440 - Heavy Equipment Operator 26.86
23460 - Instrument Mechanic 23.59
23465 - Laboratory/Shelter Mechanic 22.46
23470 - Laborer 14.95
23510 - Locksmith 21.34
23530 - Machinery Maintenance Mechanic 25.00
23550 - Machinist Maintenance 21.77
23580 - Maintenance Trades Helper 17.32
23591 - Metrology Technician I 25.65
23592 - Metrology Technician II 26.67
23593 - Metrology Technician III 27.59
23640 - Millwright 31.34
23710 - Office Appliance Repairer 21.04
23760 - Painter Maintenance 21.74
23790 - Pipefitter Maintenance 26.96
23810 - Plumber Maintenance 23.66
23820 - Pneudraulic Systems Mechanic 23.59
23850 - Rigger 23.59
23870 - Scale Mechanic 21.25
23890 - Sheet-Metal Worker Maintenance 23.09
23910 - Small Engine Mechanic 19.82
23931 - Telecommunications Mechanic I 24.70

23932 - Telecommunications Mechanic II 25.58
23950 - Telephone Lineman 24.59
23960 - Welder Combination Maintenance 20.02
23965 - Well Driller 23.59
23970 - Woodcraft Worker 23.59
23980 - Woodworker 18.66
24000 - Personal Needs Occupations
24550 - Case Manager 15.14
24570 - Child Care Attendant 12.25
24580 - Child Care Center Clerk 15.29
24610 - Chore Aide 11.24
24620 - Family Readiness And Support Services Coordinator 15.14
24630 - Homemaker 17.23
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.83
25040 - Sewage Plant Operator 22.88
25070 - Stationary Engineer 23.83
25190 - Ventilation Equipment Tender 18.06
25210 - Water Treatment Plant Operator 22.88
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.36
27007 - Baggage Inspector 16.04
27008 - Corrections Officer 21.89
27010 - Court Security Officer 23.11
27030 - Detection Dog Handler 17.95
27040 - Detention Officer 21.89
27070 - Firefighter 22.60
27101 - Guard I 16.04
27102 - Guard II 17.95
27131 - Police Officer I 25.03
27132 - Police Officer II 27.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.20
28042 - Carnival Equipment Repairer 13.11
28043 - Carnival Worker 9.39
28210 - Gate Attendant/Gate Tender 13.67
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 15.29
28510 - Recreation Aide/Health Facility Attendant 11.16
28515 - Recreation Specialist 18.94
28630 - Sports Official 12.18
28690 - Swimming Pool Operator 18.62
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.87
29020 - Hatch Tender 22.87
29030 - Line Handler 22.87
29041 - Stevedore I 21.44
29042 - Stevedore II 23.77
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.35
30021 - Archeological Technician I 18.48
30022 - Archeological Technician II 20.68
30023 - Archeological Technician III 25.61
30030 - Cartographic Technician 25.61
30040 - Civil Engineering Technician 27.63
30051 - Cryogenic Technician I 28.36
30052 - Cryogenic Technician II 31.32
30061 - Drafter/CAD Operator I 18.48
30062 - Drafter/CAD Operator II 20.68
30063 - Drafter/CAD Operator III 23.04
30064 - Drafter/CAD Operator IV 28.36
30081 - Engineering Technician I 16.70
30082 - Engineering Technician II 18.75
30083 - Engineering Technician III 20.98
30084 - Engineering Technician IV 25.99
30085 - Engineering Technician V 31.78
30086 - Engineering Technician VI 38.46
30090 - Environmental Technician 25.61
30095 - Evidence Control Specialist 25.61
30210 - Laboratory Technician 22.81
30221 - Latent Fingerprint Technician I 28.36
30222 - Latent Fingerprint Technician II 31.32
30240 - Mathematical Technician 25.61
30361 - Paralegal/Legal Assistant I 18.72
30362 - Paralegal/Legal Assistant II 23.34
30363 - Paralegal/Legal Assistant III 30.33
30364 - Paralegal/Legal Assistant IV 36.70
30375 - Petroleum Supply Specialist 31.32
30390 - Photo-Optics Technician 25.34
30395 - Radiation Control Technician 31.32
30461 - Technical Writer I 25.61
30462 - Technical Writer II 31.32
30463 - Technical Writer III 37.90
30491 - Unexploded Ordnance (UXO) Technician I 26.24
30492 - Unexploded Ordnance (UXO) Technician II 31.75
30493 - Unexploded Ordnance (UXO) Technician III 38.05
30494 - Unexploded (UXO) Safety Escort 26.24
30495 - Unexploded (UXO) Sweep Personnel 26.24
30501 - Weather Forecaster I 28.36
30502 - Weather Forecaster II 34.50
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.15
30621 - Weather Observer Senior (see 2) 25.61
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.75
31020 - Bus Aide 15.20
31030 - Bus Driver 20.60

31043 - Driver Courier	15.37
31260 - Parking and Lot Attendant	11.63
31290 - Shuttle Bus Driver	16.42
31310 - Taxi Driver	11.57
31361 - Truckdriver Light	16.42
31362 - Truckdriver Medium	19.05
31363 - Truckdriver Heavy	23.70
31364 - Truckdriver Tractor-Trailer	23.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	10.67
99050 - Desk Clerk	11.14
99095 - Embalmer	32.70
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	13.32
99252 - Laboratory Animal Caretaker II	14.32
99260 - Marketing Analyst	24.56
99310 - Mortician	33.31
99410 - Pest Controller	16.20
99510 - Photofinishing Worker	14.27
99710 - Recycling Laborer	20.12
99711 - Recycling Specialist	22.65
99730 - Refuse Collector	18.41
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	11.91
99830 - Survey Party Chief	23.50
99831 - Surveying Aide	13.41
99832 - Surveying Technician	20.13
99840 - Vending Machine Attendant	16.24
99841 - Vending Machine Repairer	18.62
99842 - Vending Machine Repairer Helper	16.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4753
Revision No.: 16
Date Of Last Revision: 05/05/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Crawford Holmes Knox Marion

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.21
01012 - Accounting Clerk II		17.08
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		24.09
01035 - Court Reporter		17.96
01041 - Customer Service Representative I		13.07
01042 - Customer Service Representative II		14.69
01043 - Customer Service Representative III		16.03
01051 - Data Entry Operator I		13.68
01052 - Data Entry Operator II		14.99
01060 - Dispatcher Motor Vehicle		20.79
01070 - Document Preparation Clerk		13.01
01090 - Duplicating Machine Operator		13.01
01111 - General Clerk I		13.43
01112 - General Clerk II		14.66

01113 - General Clerk III 16.77
01120 - Housing Referral Assistant 21.46
01141 - Messenger Courier 12.68
01191 - Order Clerk I 13.95
01192 - Order Clerk II 15.22
01261 - Personnel Assistant (Employment) I 17.06
01262 - Personnel Assistant (Employment) II 19.09
01263 - Personnel Assistant (Employment) III 21.27
01270 - Production Control Clerk 24.48
01290 - Rental Clerk 15.39
01300 - Scheduler Maintenance 17.20
01311 - Secretary I 17.20
01312 - Secretary II 19.24
01313 - Secretary III 21.46
01320 - Service Order Dispatcher 18.59
01410 - Supply Technician 24.09
01420 - Survey Worker 16.70
01460 - Switchboard Operator/Receptionist 12.96
01531 - Travel Clerk I 14.40
01532 - Travel Clerk II 15.35
01533 - Travel Clerk III 16.38
01611 - Word Processor I 13.88
01612 - Word Processor II 15.59
01613 - Word Processor III 17.96
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.84
05010 - Automotive Electrician 19.56
05040 - Automotive Glass Installer 18.71
05070 - Automotive Worker 19.26
05110 - Mobile Equipment Servicer 17.02
05130 - Motor Equipment Metal Mechanic 22.25
05160 - Motor Equipment Metal Worker 18.89
05190 - Motor Vehicle Mechanic 20.39
05220 - Motor Vehicle Mechanic Helper 16.18
05250 - Motor Vehicle Upholstery Worker 18.39
05280 - Motor Vehicle Wrecker 19.26
05310 - Painter Automotive 20.38
05340 - Radiator Repair Specialist 19.26
05370 - Tire Repairer 15.13
05400 - Transmission Repair Specialist 20.39
07000 - Food Preparation And Service Occupations
07010 - Baker 13.47
07041 - Cook I 13.01
07042 - Cook II 14.81
07070 - Dishwasher 9.44
07130 - Food Service Worker 9.76
07210 - Meat Cutter 17.19
07260 - Waiter/Waitress 9.48
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.32

09040 - Furniture Handler 11.93
09080 - Furniture Refinisher 16.32
09090 - Furniture Refinisher Helper 13.49
09110 - Furniture Repairer Minor 14.89
09130 - Upholsterer 16.78
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.58
11060 - Elevator Operator 13.31
11090 - Gardener 17.90
11122 - Housekeeping Aide 13.31
11150 - Janitor 13.31
11210 - Laborer Grounds Maintenance 14.10
11240 - Maid or Houseman 10.51
11260 - Pruner 12.82
11270 - Tractor Operator 16.65
11330 - Trail Maintenance Worker 14.10
11360 - Window Cleaner 14.63
12000 - Health Occupations
12010 - Ambulance Driver 18.25
12011 - Breath Alcohol Technician 18.97
12012 - Certified Occupational Therapist Assistant 28.36
12015 - Certified Physical Therapist Assistant 27.78
12020 - Dental Assistant 19.96
12025 - Dental Hygienist 36.62
12030 - EKG Technician 28.58
12035 - Electroneurodiagnostic Technologist 28.58
12040 - Emergency Medical Technician 18.25
12071 - Licensed Practical Nurse I 16.96
12072 - Licensed Practical Nurse II 18.97
12073 - Licensed Practical Nurse III 21.14
12100 - Medical Assistant 15.22
12130 - Medical Laboratory Technician 27.01
12160 - Medical Record Clerk 15.70
12190 - Medical Record Technician 18.48
12195 - Medical Transcriptionist 18.26
12210 - Nuclear Medicine Technologist 35.13
12221 - Nursing Assistant I 12.68
12222 - Nursing Assistant II 14.25
12223 - Nursing Assistant III 15.55
12224 - Nursing Assistant IV 17.47
12235 - Optical Dispenser 18.52
12236 - Optical Technician 16.96
12250 - Pharmacy Technician 16.49
12280 - Phlebotomist 15.87
12305 - Radiologic Technologist 26.74
12311 - Registered Nurse I 24.93
12312 - Registered Nurse II 30.49
12313 - Registered Nurse II Specialist 30.49
12314 - Registered Nurse III 36.90
12315 - Registered Nurse III Anesthetist 36.90

12316 - Registered Nurse IV		44.22
12317 - Scheduler (Drug and Alcohol Testing)		23.50
12320 - Substance Abuse Treatment Counselor		24.33
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.60
13012 - Exhibits Specialist II		24.33
13013 - Exhibits Specialist III		29.76
13041 - Illustrator I		19.78
13042 - Illustrator II		24.52
13043 - Illustrator III		29.99
13047 - Librarian		29.19
13050 - Library Aide/Clerk		11.59
13054 - Library Information Technology Systems Administrator		24.84
13058 - Library Technician		18.05
13061 - Media Specialist I		17.91
13062 - Media Specialist II		20.02
13063 - Media Specialist III		22.33
13071 - Photographer I		15.90
13072 - Photographer II		18.10
13073 - Photographer III		26.06
13074 - Photographer IV		27.75
13075 - Photographer V		33.59
13090 - Technical Order Library Clerk		15.90
13110 - Video Teleconference Technician		19.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.11
14042 - Computer Operator II		19.14
14043 - Computer Operator III		21.35
14044 - Computer Operator IV		23.71
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.11
14160 - Personal Computer Support Technician		23.71
14170 - System Support Specialist		25.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.20
15020 - Aircrew Training Devices Instructor (Rated)		37.74
15030 - Air Crew Training Devices Instructor (Pilot)		45.23
15050 - Computer Based Training Specialist / Instructor		31.20
15060 - Educational Technologist		31.76
15070 - Flight Instructor (Pilot)		45.23
15080 - Graphic Artist		25.33
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.34

15086 - Maintenance Test Pilot Rotary Wing 42.34
15088 - Non-Maintenance Test/Co-Pilot 42.34
15090 - Technical Instructor 21.28
15095 - Technical Instructor/Course Developer 26.03
15110 - Test Proctor 17.17
15120 - Tutor 17.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.09
16220 - Tailor 15.02
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.84
19040 - Tool And Die Maker 23.39
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.59
21030 - Material Coordinator 24.48
21040 - Material Expediter 24.48
21050 - Material Handling Laborer 14.95
21071 - Order Filler 15.47
21080 - Production Line Worker (Food Processing) 18.59
21110 - Shipping Packer 17.07
21130 - Shipping/Receiving Clerk 17.07
21140 - Store Worker I 14.97
21150 - Stock Clerk 19.91
21210 - Tools And Parts Attendant 18.59
21410 - Warehouse Specialist 18.59
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.09
23019 - Aircraft Logs and Records Technician 20.26
23021 - Aircraft Mechanic I 23.13
23022 - Aircraft Mechanic II 24.09
23023 - Aircraft Mechanic III 25.10
23040 - Aircraft Mechanic Helper 18.34
23050 - Aircraft Painter 21.34
23060 - Aircraft Servicer 20.26
23070 - Aircraft Survival Flight Equipment Technician 21.34
23080 - Aircraft Worker 20.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.13
23110 - Appliance Mechanic 23.55

23120 - Bicycle Repairer 18.26
23125 - Cable Splicer 37.15
23130 - Carpenter Maintenance 21.47
23140 - Carpet Layer 21.92
23160 - Electrician Maintenance 25.81
23181 - Electronics Technician Maintenance I 26.95
23182 - Electronics Technician Maintenance II 28.48
23183 - Electronics Technician Maintenance III 29.91
23260 - Fabric Worker 20.89
23290 - Fire Alarm System Mechanic 20.07
23310 - Fire Extinguisher Repairer 19.57
23311 - Fuel Distribution System Mechanic 32.53
23312 - Fuel Distribution System Operator 25.41
23370 - General Maintenance Worker 19.98
23380 - Ground Support Equipment Mechanic 23.13
23381 - Ground Support Equipment Servicer 20.26
23382 - Ground Support Equipment Worker 20.76
23391 - Gunsmith I 19.57
23392 - Gunsmith II 22.29
23393 - Gunsmith III 24.73
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.73
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.71
23430 - Heavy Equipment Mechanic 22.96
23440 - Heavy Equipment Operator 26.87
23460 - Instrument Mechanic 24.73
23465 - Laboratory/Shelter Mechanic 23.55
23470 - Laborer 14.95
23510 - Locksmith 21.21
23530 - Machinery Maintenance Mechanic 27.29
23550 - Machinist Maintenance 19.03
23580 - Maintenance Trades Helper 17.32
23591 - Metrology Technician I 24.73
23592 - Metrology Technician II 25.88
23593 - Metrology Technician III 26.92
23640 - Millwright 32.76
23710 - Office Appliance Repairer 19.23
23760 - Painter Maintenance 20.74
23790 - Pipefitter Maintenance 25.32
23810 - Plumber Maintenance 22.98
23820 - Pneudraulic Systems Mechanic 24.73
23850 - Rigger 24.73
23870 - Scale Mechanic 22.29
23890 - Sheet-Metal Worker Maintenance 22.33
23910 - Small Engine Mechanic 15.61
23931 - Telecommunications Mechanic I 25.16
23932 - Telecommunications Mechanic II 26.21
23950 - Telephone Lineman 25.52
23960 - Welder Combination Maintenance 20.70

23965 - Well Driller	24.73
23970 - Woodcraft Worker	24.73
23980 - Woodworker	19.57
24000 - Personal Needs Occupations	
24550 - Case Manager	16.34
24570 - Child Care Attendant	11.85
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	11.61
24620 - Family Readiness And Support Services Coordinator	16.34
24630 - Homemaker	16.34
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.21
25040 - Sewage Plant Operator	23.71
25070 - Stationary Engineer	26.21
25190 - Ventilation Equipment Tender	19.29
25210 - Water Treatment Plant Operator	23.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.36
27007 - Baggage Inspector	16.98
27008 - Corrections Officer	21.90
27010 - Court Security Officer	22.95
27030 - Detection Dog Handler	18.99
27040 - Detention Officer	21.90
27070 - Firefighter	22.50
27101 - Guard I	16.98
27102 - Guard II	18.99
27131 - Police Officer I	24.41
27132 - Police Officer II	27.12
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.60
28042 - Carnival Equipment Repairer	13.54
28043 - Carnival Worker	9.70
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.36
28515 - Recreation Specialist	18.94
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	17.08
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.34
29020 - Hatch Tender	22.34
29030 - Line Handler	22.34
29041 - Stevedore I	20.45
29042 - Stevedore II	23.43
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.70
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.75
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.67

30021 - Archeological Technician I		18.48
30022 - Archeological Technician II		20.68
30023 - Archeological Technician III		25.61
30030 - Cartographic Technician		25.61
30040 - Civil Engineering Technician		27.78
30051 - Cryogenic Technician I		28.36
30052 - Cryogenic Technician II		31.32
30061 - Drafter/CAD Operator I		18.48
30062 - Drafter/CAD Operator II		20.68
30063 - Drafter/CAD Operator III		23.04
30064 - Drafter/CAD Operator IV		28.36
30081 - Engineering Technician I		16.50
30082 - Engineering Technician II		18.53
30083 - Engineering Technician III		20.72
30084 - Engineering Technician IV		25.67
30085 - Engineering Technician V		31.40
30086 - Engineering Technician VI		38.00
30090 - Environmental Technician		22.32
30095 - Evidence Control Specialist		25.61
30210 - Laboratory Technician		23.42
30221 - Latent Fingerprint Technician I		28.36
30222 - Latent Fingerprint Technician II		31.32
30240 - Mathematical Technician		28.17
30361 - Paralegal/Legal Assistant I		18.44
30362 - Paralegal/Legal Assistant II		22.84
30363 - Paralegal/Legal Assistant III		27.94
30364 - Paralegal/Legal Assistant IV		33.80
30375 - Petroleum Supply Specialist		31.32
30390 - Photo-Optics Technician		23.15
30395 - Radiation Control Technician		31.32
30461 - Technical Writer I		25.61
30462 - Technical Writer II		31.32
30463 - Technical Writer III		37.90
30491 - Unexploded Ordnance (UXO) Technician I		26.50
30492 - Unexploded Ordnance (UXO) Technician II		32.06
30493 - Unexploded Ordnance (UXO) Technician III		38.43
30494 - Unexploded (UXO) Safety Escort		26.50
30495 - Unexploded (UXO) Sweep Personnel		26.50
30501 - Weather Forecaster I		28.36
30502 - Weather Forecaster II		34.50
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.04
30621 - Weather Observer Senior	(see 2)	25.61
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.06
31020 - Bus Aide		15.20
31030 - Bus Driver		21.67
31043 - Driver Courier		17.01
31260 - Parking and Lot Attendant		12.56
31290 - Shuttle Bus Driver		19.36

31310 - Taxi Driver	11.67
31361 - Truckdriver Light	19.36
31362 - Truckdriver Medium	19.70
31363 - Truckdriver Heavy	22.08
31364 - Truckdriver Tractor-Trailer	22.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	10.87
99050 - Desk Clerk	10.30
99095 - Embalmer	28.80
99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker I	13.98
99252 - Laboratory Animal Caretaker II	15.03
99260 - Marketing Analyst	26.54
99310 - Mortician	28.92
99410 - Pest Controller	17.09
99510 - Photofinishing Worker	14.34
99710 - Recycling Laborer	20.57
99711 - Recycling Specialist	24.31
99730 - Refuse Collector	18.72
99810 - Sales Clerk	12.70
99820 - School Crossing Guard	12.88
99830 - Survey Party Chief	22.15
99831 - Surveying Aide	13.15
99832 - Surveying Technician	20.13
99840 - Vending Machine Attendant	16.28
99841 - Vending Machine Repairer	19.20
99842 - Vending Machine Repairer Helper	16.28

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4754
Revision No.: 15
Date Of Last Revision: 05/07/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Crawford Holmes Knox Marion

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.56
01012 - Accounting Clerk II		16.34
01013 - Accounting Clerk III		18.28
01020 - Administrative Assistant		23.08
01035 - Court Reporter		17.96
01041 - Customer Service Representative I		11.88
01042 - Customer Service Representative II		13.35
01043 - Customer Service Representative III		14.57
01051 - Data Entry Operator I		13.68
01052 - Data Entry Operator II		14.99
01060 - Dispatcher Motor Vehicle		20.37
01070 - Document Preparation Clerk		13.01

01090 - Duplicating Machine Operator 13.01
01111 - General Clerk I 13.02
01112 - General Clerk II 14.22
01113 - General Clerk III 16.77
01120 - Housing Referral Assistant 21.46
01141 - Messenger Courier 12.68
01191 - Order Clerk I 13.95
01192 - Order Clerk II 15.22
01261 - Personnel Assistant (Employment) I 17.06
01262 - Personnel Assistant (Employment) II 19.09
01263 - Personnel Assistant (Employment) III 21.27
01270 - Production Control Clerk 22.25
01290 - Rental Clerk 15.20
01300 - Scheduler Maintenance 17.20
01311 - Secretary I 17.20
01312 - Secretary II 19.24
01313 - Secretary III 21.46
01320 - Service Order Dispatcher 18.21
01410 - Supply Technician 23.84
01420 - Survey Worker 16.70
01460 - Switchboard Operator/Receptionist 12.96
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.79
01533 - Travel Clerk III 15.69
01611 - Word Processor I 13.87
01612 - Word Processor II 15.57
01613 - Word Processor III 17.96
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.84
05010 - Automotive Electrician 19.56
05040 - Automotive Glass Installer 18.71
05070 - Automotive Worker 19.26
05110 - Mobile Equipment Servicer 17.02
05130 - Motor Equipment Metal Mechanic 22.25
05160 - Motor Equipment Metal Worker 18.89
05190 - Motor Vehicle Mechanic 20.39
05220 - Motor Vehicle Mechanic Helper 16.18
05250 - Motor Vehicle Upholstery Worker 18.39
05280 - Motor Vehicle Wrecker 19.26
05310 - Painter Automotive 20.38
05340 - Radiator Repair Specialist 19.26
05370 - Tire Repairer 13.75
05400 - Transmission Repair Specialist 20.39
07000 - Food Preparation And Service Occupations
07010 - Baker 13.47
07041 - Cook I 12.06
07042 - Cook II 13.46
07070 - Dishwasher 9.37
07130 - Food Service Worker 9.76
07210 - Meat Cutter 16.53

07260 - Waiter/Waitress	9.44
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.32
09040 - Furniture Handler	11.93
09080 - Furniture Refinisher	16.32
09090 - Furniture Refinisher Helper	13.49
09110 - Furniture Repairer Minor	14.89
09130 - Upholsterer	16.62
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.46
11060 - Elevator Operator	12.46
11090 - Gardener	16.46
11122 - Housekeeping Aide	12.71
11150 - Janitor	12.71
11210 - Laborer Grounds Maintenance	12.96
11240 - Maid or Houseman	10.19
11260 - Pruner	11.79
11270 - Tractor Operator	15.31
11330 - Trail Maintenance Worker	12.96
11360 - Window Cleaner	13.98
12000 - Health Occupations	
12010 - Ambulance Driver	18.25
12011 - Breath Alcohol Technician	18.95
12012 - Certified Occupational Therapist Assistant	28.36
12015 - Certified Physical Therapist Assistant	27.61
12020 - Dental Assistant	19.25
12025 - Dental Hygienist	36.62
12030 - EKG Technician	28.58
12035 - Electroneurodiagnostic Technologist	28.58
12040 - Emergency Medical Technician	18.25
12071 - Licensed Practical Nurse I	16.94
12072 - Licensed Practical Nurse II	18.95
12073 - Licensed Practical Nurse III	21.13
12100 - Medical Assistant	14.82
12130 - Medical Laboratory Technician	26.63
12160 - Medical Record Clerk	15.51
12190 - Medical Record Technician	18.48
12195 - Medical Transcriptionist	18.26
12210 - Nuclear Medicine Technologist	31.94
12221 - Nursing Assistant I	12.10
12222 - Nursing Assistant II	13.61
12223 - Nursing Assistant III	14.85
12224 - Nursing Assistant IV	16.67
12235 - Optical Dispenser	18.10
12236 - Optical Technician	16.51
12250 - Pharmacy Technician	16.49
12280 - Phlebotomist	15.87
12305 - Radiologic Technologist	26.10
12311 - Registered Nurse I	24.24
12312 - Registered Nurse II	29.65

12313 - Registered Nurse II Specialist		29.65
12314 - Registered Nurse III		35.88
12315 - Registered Nurse III Anesthetist		35.88
12316 - Registered Nurse IV		42.99
12317 - Scheduler (Drug and Alcohol Testing)		22.88
12320 - Substance Abuse Treatment Counselor		22.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.60
13012 - Exhibits Specialist II		24.33
13013 - Exhibits Specialist III		29.76
13041 - Illustrator I		19.78
13042 - Illustrator II		24.52
13043 - Illustrator III		29.99
13047 - Librarian		29.19
13050 - Library Aide/Clerk		11.59
13054 - Library Information Technology Systems Administrator		24.84
13058 - Library Technician		18.05
13061 - Media Specialist I		17.91
13062 - Media Specialist II		20.02
13063 - Media Specialist III		22.33
13071 - Photographer I		15.60
13072 - Photographer II		18.10
13073 - Photographer III		26.06
13074 - Photographer IV		27.75
13075 - Photographer V		33.59
13090 - Technical Order Library Clerk		15.90
13110 - Video Teleconference Technician		19.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.11
14042 - Computer Operator II		19.14
14043 - Computer Operator III		21.35
14044 - Computer Operator IV		23.71
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.11
14160 - Personal Computer Support Technician		23.71
14170 - System Support Specialist		24.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.20
15020 - Aircrew Training Devices Instructor (Rated)		37.74
15030 - Air Crew Training Devices Instructor (Pilot)		45.23
15050 - Computer Based Training Specialist / Instructor		31.20
15060 - Educational Technologist		31.19

15070 - Flight Instructor (Pilot) 45.23
15080 - Graphic Artist 25.33
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.07
15086 - Maintenance Test Pilot Rotary Wing 41.07
15088 - Non-Maintenance Test/Co-Pilot 41.07
15090 - Technical Instructor 21.28
15095 - Technical Instructor/Course Developer 26.03
15110 - Test Proctor 17.17
15120 - Tutor 17.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.26
16030 - Counter Attendant 10.26
16040 - Dry Cleaner 12.76
16070 - Finisher Flatwork Machine 10.26
16090 - Presser Hand 10.26
16110 - Presser Machine Drycleaning 10.26
16130 - Presser Machine Shirts 10.26
16160 - Presser Machine Wearing Apparel Laundry 10.26
16190 - Sewing Machine Operator 13.65
16220 - Tailor 14.55
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.84
19040 - Tool And Die Maker 23.39
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.82
21030 - Material Coordinator 22.25
21040 - Material Expediter 22.25
21050 - Material Handling Laborer 14.95
21071 - Order Filler 15.47
21080 - Production Line Worker (Food Processing) 17.82
21110 - Shipping Packer 16.32
21130 - Shipping/Receiving Clerk 16.32
21140 - Store Worker I 14.68
21150 - Stock Clerk 19.51
21210 - Tools And Parts Attendant 17.82
21410 - Warehouse Specialist 17.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.09
23019 - Aircraft Logs and Records Technician 20.26
23021 - Aircraft Mechanic I 23.13
23022 - Aircraft Mechanic II 24.09
23023 - Aircraft Mechanic III 25.10
23040 - Aircraft Mechanic Helper 18.34
23050 - Aircraft Painter 21.34
23060 - Aircraft Servicer 20.26
23070 - Aircraft Survival Flight Equipment Technician 21.34
23080 - Aircraft Worker 20.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.76

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.13
23110 - Appliance Mechanic 22.46
23120 - Bicycle Repairer 16.60
23125 - Cable Splicer 35.33
23130 - Carpenter Maintenance 20.36
23140 - Carpet Layer 21.92
23160 - Electrician Maintenance 23.56
23181 - Electronics Technician Maintenance I 26.95
23182 - Electronics Technician Maintenance II 28.48
23183 - Electronics Technician Maintenance III 29.91
23260 - Fabric Worker 19.92
23290 - Fire Alarm System Mechanic 19.79
23310 - Fire Extinguisher Repairer 18.66
23311 - Fuel Distribution System Mechanic 29.57
23312 - Fuel Distribution System Operator 23.10
23370 - General Maintenance Worker 19.72
23380 - Ground Support Equipment Mechanic 23.13
23381 - Ground Support Equipment Servicer 20.26
23382 - Ground Support Equipment Worker 20.76
23391 - Gunsmith I 18.66
23392 - Gunsmith II 21.25
23393 - Gunsmith III 23.59
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.73
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.71
23430 - Heavy Equipment Mechanic 22.96
23440 - Heavy Equipment Operator 26.86
23460 - Instrument Mechanic 23.78
23465 - Laboratory/Shelter Mechanic 22.46
23470 - Laborer 14.95
23510 - Locksmith 21.21
23530 - Machinery Maintenance Mechanic 25.62
23550 - Machinist Maintenance 19.03
23580 - Maintenance Trades Helper 17.32
23591 - Metrology Technician I 23.78
23592 - Metrology Technician II 24.77
23593 - Metrology Technician III 25.80
23640 - Millwright 30.17
23710 - Office Appliance Repairer 19.23
23760 - Painter Maintenance 20.74
23790 - Pipefitter Maintenance 25.32
23810 - Plumber Maintenance 22.98
23820 - Pneudraulic Systems Mechanic 23.59
23850 - Rigger 23.59
23870 - Scale Mechanic 21.25
23890 - Sheet-Metal Worker Maintenance 22.33
23910 - Small Engine Mechanic 15.61
23931 - Telecommunications Mechanic I 25.16

23932 - Telecommunications Mechanic II	26.21
23950 - Telephone Lineman	24.59
23960 - Welder Combination Maintenance	20.02
23965 - Well Driller	23.59
23970 - Woodcraft Worker	23.59
23980 - Woodworker	18.66
24000 - Personal Needs Occupations	
24550 - Case Manager	15.14
24570 - Child Care Attendant	11.85
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	11.24
24620 - Family Readiness And Support Services Coordinator	15.14
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.83
25040 - Sewage Plant Operator	22.88
25070 - Stationary Engineer	23.83
25190 - Ventilation Equipment Tender	17.54
25210 - Water Treatment Plant Operator	22.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.36
27007 - Baggage Inspector	16.04
27008 - Corrections Officer	21.89
27010 - Court Security Officer	22.95
27030 - Detection Dog Handler	17.95
27040 - Detention Officer	21.89
27070 - Firefighter	22.50
27101 - Guard I	16.04
27102 - Guard II	17.95
27131 - Police Officer I	24.41
27132 - Police Officer II	27.12
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.20
28042 - Carnival Equipment Repairer	13.11
28043 - Carnival Worker	9.39
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.36
28515 - Recreation Specialist	18.94
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	17.08
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.34
29020 - Hatch Tender	22.34
29030 - Line Handler	22.34
29041 - Stevedore I	20.45
29042 - Stevedore II	23.43
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.35
30021 - Archeological Technician I 18.48
30022 - Archeological Technician II 20.68
30023 - Archeological Technician III 25.61
30030 - Cartographic Technician 25.61
30040 - Civil Engineering Technician 27.63
30051 - Cryogenic Technician I 28.36
30052 - Cryogenic Technician II 31.32
30061 - Drafter/CAD Operator I 18.48
30062 - Drafter/CAD Operator II 20.68
30063 - Drafter/CAD Operator III 23.04
30064 - Drafter/CAD Operator IV 28.36
30081 - Engineering Technician I 15.81
30082 - Engineering Technician II 17.74
30083 - Engineering Technician III 19.84
30084 - Engineering Technician IV 24.59
30085 - Engineering Technician V 30.08
30086 - Engineering Technician VI 36.39
30090 - Environmental Technician 22.32
30095 - Evidence Control Specialist 25.61
30210 - Laboratory Technician 22.37
30221 - Latent Fingerprint Technician I 28.36
30222 - Latent Fingerprint Technician II 31.32
30240 - Mathematical Technician 25.61
30361 - Paralegal/Legal Assistant I 18.44
30362 - Paralegal/Legal Assistant II 22.84
30363 - Paralegal/Legal Assistant III 27.94
30364 - Paralegal/Legal Assistant IV 33.80
30375 - Petroleum Supply Specialist 31.32
30390 - Photo-Optics Technician 23.15
30395 - Radiation Control Technician 31.32
30461 - Technical Writer I 25.61
30462 - Technical Writer II 31.32
30463 - Technical Writer III 37.90
30491 - Unexploded Ordnance (UXO) Technician I 26.24
30492 - Unexploded Ordnance (UXO) Technician II 31.75
30493 - Unexploded Ordnance (UXO) Technician III 38.05
30494 - Unexploded (UXO) Safety Escort 26.24
30495 - Unexploded (UXO) Sweep Personnel 26.24
30501 - Weather Forecaster I 28.36
30502 - Weather Forecaster II 34.50
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.04
30621 - Weather Observer Senior (see 2) 25.61
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.75
31020 - Bus Aide 15.20
31030 - Bus Driver 21.67

31043 - Driver Courier	17.01
31260 - Parking and Lot Attendant	12.56
31290 - Shuttle Bus Driver	19.36
31310 - Taxi Driver	11.57
31361 - Truckdriver Light	19.36
31362 - Truckdriver Medium	19.70
31363 - Truckdriver Heavy	21.84
31364 - Truckdriver Tractor-Trailer	21.84
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	10.20
99050 - Desk Clerk	10.30
99095 - Embalmer	26.18
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	13.32
99252 - Laboratory Animal Caretaker II	14.32
99260 - Marketing Analyst	24.56
99310 - Mortician	28.38
99410 - Pest Controller	16.20
99510 - Photofinishing Worker	14.34
99710 - Recycling Laborer	20.57
99711 - Recycling Specialist	24.31
99730 - Refuse Collector	18.72
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	12.88
99830 - Survey Party Chief	22.15
99831 - Surveying Aide	13.15
99832 - Surveying Technician	20.13
99840 - Vending Machine Attendant	15.07
99841 - Vending Machine Repairer	17.45
99842 - Vending Machine Repairer Helper	15.07

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4755
Revision No.: 15
Date Of Last Revision: 05/05/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Wyandot

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.21
01012 - Accounting Clerk II		17.08
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		24.09
01035 - Court Reporter		17.43
01041 - Customer Service Representative I		13.07
01042 - Customer Service Representative II		14.69
01043 - Customer Service Representative III		16.03
01051 - Data Entry Operator I		13.52
01052 - Data Entry Operator II		14.75
01060 - Dispatcher Motor Vehicle		20.79
01070 - Document Preparation Clerk		12.93
01090 - Duplicating Machine Operator		12.93
01111 - General Clerk I		13.43
01112 - General Clerk II		14.66

01113 - General Clerk III 16.47
01120 - Housing Referral Assistant 19.43
01141 - Messenger Courier 12.44
01191 - Order Clerk I 13.75
01192 - Order Clerk II 15.00
01261 - Personnel Assistant (Employment) I 16.36
01262 - Personnel Assistant (Employment) II 18.29
01263 - Personnel Assistant (Employment) III 20.39
01270 - Production Control Clerk 24.48
01290 - Rental Clerk 15.22
01300 - Scheduler Maintenance 15.59
01311 - Secretary I 15.59
01312 - Secretary II 17.43
01313 - Secretary III 19.43
01320 - Service Order Dispatcher 18.59
01410 - Supply Technician 24.09
01420 - Survey Worker 15.24
01460 - Switchboard Operator/Receptionist 12.96
01531 - Travel Clerk I 14.40
01532 - Travel Clerk II 15.35
01533 - Travel Clerk III 16.38
01611 - Word Processor I 13.88
01612 - Word Processor II 15.59
01613 - Word Processor III 17.43
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.85
05010 - Automotive Electrician 20.78
05040 - Automotive Glass Installer 20.09
05070 - Automotive Worker 20.09
05110 - Mobile Equipment Servicer 18.71
05130 - Motor Equipment Metal Mechanic 21.44
05160 - Motor Equipment Metal Worker 19.99
05190 - Motor Vehicle Mechanic 21.85
05220 - Motor Vehicle Mechanic Helper 17.98
05250 - Motor Vehicle Upholstery Worker 19.36
05280 - Motor Vehicle Wrecker 20.09
05310 - Painter Automotive 20.78
05340 - Radiator Repair Specialist 20.09
05370 - Tire Repairer 16.74
05400 - Transmission Repair Specialist 21.44
07000 - Food Preparation And Service Occupations
07010 - Baker 13.47
07041 - Cook I 13.00
07042 - Cook II 14.81
07070 - Dishwasher 9.44
07130 - Food Service Worker 9.76
07210 - Meat Cutter 17.19
07260 - Waiter/Waitress 9.85
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.18

09040 - Furniture Handler 14.71
09080 - Furniture Refinisher 21.18
09090 - Furniture Refinisher Helper 16.66
09110 - Furniture Repairer Minor 19.20
09130 - Upholsterer 21.18
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.58
11060 - Elevator Operator 13.31
11090 - Gardener 17.90
11122 - Housekeeping Aide 13.31
11150 - Janitor 13.31
11210 - Laborer Grounds Maintenance 14.10
11240 - Maid or Houseman 10.51
11260 - Pruner 12.82
11270 - Tractor Operator 16.65
11330 - Trail Maintenance Worker 14.10
11360 - Window Cleaner 14.63
12000 - Health Occupations
12010 - Ambulance Driver 18.48
12011 - Breath Alcohol Technician 18.97
12012 - Certified Occupational Therapist Assistant 28.36
12015 - Certified Physical Therapist Assistant 27.78
12020 - Dental Assistant 19.96
12025 - Dental Hygienist 36.14
12030 - EKG Technician 28.58
12035 - Electroneurodiagnostic Technologist 28.58
12040 - Emergency Medical Technician 18.48
12071 - Licensed Practical Nurse I 16.96
12072 - Licensed Practical Nurse II 18.97
12073 - Licensed Practical Nurse III 21.14
12100 - Medical Assistant 15.22
12130 - Medical Laboratory Technician 27.01
12160 - Medical Record Clerk 15.70
12190 - Medical Record Technician 18.48
12195 - Medical Transcriptionist 18.26
12210 - Nuclear Medicine Technologist 35.64
12221 - Nursing Assistant I 12.68
12222 - Nursing Assistant II 14.25
12223 - Nursing Assistant III 15.55
12224 - Nursing Assistant IV 17.47
12235 - Optical Dispenser 18.52
12236 - Optical Technician 16.96
12250 - Pharmacy Technician 14.27
12280 - Phlebotomist 15.87
12305 - Radiologic Technologist 26.74
12311 - Registered Nurse I 24.93
12312 - Registered Nurse II 30.49
12313 - Registered Nurse II Specialist 30.49
12314 - Registered Nurse III 36.90
12315 - Registered Nurse III Anesthetist 36.90

12316 - Registered Nurse IV		44.22
12317 - Scheduler (Drug and Alcohol Testing)		23.50
12320 - Substance Abuse Treatment Counselor		24.33
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.23
13012 - Exhibits Specialist II		22.58
13013 - Exhibits Specialist III		27.62
13041 - Illustrator I		18.23
13042 - Illustrator II		22.58
13043 - Illustrator III		27.62
13047 - Librarian		25.01
13050 - Library Aide/Clerk		13.86
13054 - Library Information Technology Systems Administrator		22.58
13058 - Library Technician		16.63
13061 - Media Specialist I		15.82
13062 - Media Specialist II		17.47
13063 - Media Specialist III		19.47
13071 - Photographer I		14.56
13072 - Photographer II		17.78
13073 - Photographer III		22.03
13074 - Photographer IV		24.79
13075 - Photographer V		30.10
13090 - Technical Order Library Clerk		15.90
13110 - Video Teleconference Technician		16.60
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.33
14042 - Computer Operator II		18.27
14043 - Computer Operator III		20.36
14044 - Computer Operator IV		22.63
14045 - Computer Operator V		25.06
14071 - Computer Programmer I	(see 1)	22.07
14072 - Computer Programmer II	(see 1)	27.39
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.33
14160 - Personal Computer Support Technician		24.13
14170 - System Support Specialist		25.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.19
15020 - Aircrew Training Devices Instructor (Rated)		35.33
15030 - Air Crew Training Devices Instructor (Pilot)		42.34
15050 - Computer Based Training Specialist / Instructor		29.19
15060 - Educational Technologist		31.76
15070 - Flight Instructor (Pilot)		42.34
15080 - Graphic Artist		25.74
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.34

15086 - Maintenance Test Pilot Rotary Wing 42.34
15088 - Non-Maintenance Test/Co-Pilot 42.34
15090 - Technical Instructor 21.55
15095 - Technical Instructor/Course Developer 26.36
15110 - Test Proctor 17.39
15120 - Tutor 17.39
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.09
16220 - Tailor 15.02
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.57
19040 - Tool And Die Maker 24.42
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.59
21030 - Material Coordinator 24.48
21040 - Material Expediter 24.48
21050 - Material Handling Laborer 14.95
21071 - Order Filler 12.65
21080 - Production Line Worker (Food Processing) 18.59
21110 - Shipping Packer 17.07
21130 - Shipping/Receiving Clerk 17.07
21140 - Store Worker I 14.97
21150 - Stock Clerk 19.91
21210 - Tools And Parts Attendant 18.59
21410 - Warehouse Specialist 18.59
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.35
23019 - Aircraft Logs and Records Technician 19.26
23021 - Aircraft Mechanic I 22.35
23022 - Aircraft Mechanic II 23.35
23023 - Aircraft Mechanic III 24.26
23040 - Aircraft Mechanic Helper 17.89
23050 - Aircraft Painter 21.34
23060 - Aircraft Servicer 19.26
23070 - Aircraft Survival Flight Equipment Technician 21.34
23080 - Aircraft Worker 20.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.25
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.35
23110 - Appliance Mechanic 23.55

23120 - Bicycle Repairer 19.57
23125 - Cable Splicer 37.15
23130 - Carpenter Maintenance 21.47
23140 - Carpet Layer 21.92
23160 - Electrician Maintenance 25.81
23181 - Electronics Technician Maintenance I 26.95
23182 - Electronics Technician Maintenance II 28.48
23183 - Electronics Technician Maintenance III 29.91
23260 - Fabric Worker 20.89
23290 - Fire Alarm System Mechanic 22.00
23310 - Fire Extinguisher Repairer 19.57
23311 - Fuel Distribution System Mechanic 32.34
23312 - Fuel Distribution System Operator 26.35
23370 - General Maintenance Worker 19.98
23380 - Ground Support Equipment Mechanic 22.35
23381 - Ground Support Equipment Servicer 19.26
23382 - Ground Support Equipment Worker 20.25
23391 - Gunsmith I 19.57
23392 - Gunsmith II 22.29
23393 - Gunsmith III 24.73
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.73
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.71
23430 - Heavy Equipment Mechanic 22.84
23440 - Heavy Equipment Operator 27.71
23460 - Instrument Mechanic 24.73
23465 - Laboratory/Shelter Mechanic 23.55
23470 - Laborer 14.95
23510 - Locksmith 21.34
23530 - Machinery Maintenance Mechanic 28.00
23550 - Machinist Maintenance 20.44
23580 - Maintenance Trades Helper 17.32
23591 - Metrology Technician I 24.73
23592 - Metrology Technician II 25.88
23593 - Metrology Technician III 26.92
23640 - Millwright 32.76
23710 - Office Appliance Repairer 21.18
23760 - Painter Maintenance 21.18
23790 - Pipefitter Maintenance 23.97
23810 - Plumber Maintenance 23.17
23820 - Pneudraulic Systems Mechanic 24.73
23850 - Rigger 24.73
23870 - Scale Mechanic 22.29
23890 - Sheet-Metal Worker Maintenance 24.04
23910 - Small Engine Mechanic 18.61
23931 - Telecommunications Mechanic I 22.00
23932 - Telecommunications Mechanic II 22.76
23950 - Telephone Lineman 25.52
23960 - Welder Combination Maintenance 20.70

23965 - Well Driller	24.73
23970 - Woodcraft Worker	24.73
23980 - Woodworker	19.57
24000 - Personal Needs Occupations	
24550 - Case Manager	16.34
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.12
24610 - Chore Aide	11.61
24620 - Family Readiness And Support Services Coordinator	16.34
24630 - Homemaker	16.34
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.21
25040 - Sewage Plant Operator	23.71
25070 - Stationary Engineer	26.21
25190 - Ventilation Equipment Tender	19.29
25210 - Water Treatment Plant Operator	23.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.36
27007 - Baggage Inspector	16.98
27008 - Corrections Officer	21.90
27010 - Court Security Officer	21.46
27030 - Detection Dog Handler	18.99
27040 - Detention Officer	21.90
27070 - Firefighter	21.02
27101 - Guard I	16.98
27102 - Guard II	18.99
27131 - Police Officer I	23.63
27132 - Police Officer II	26.26
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.60
28042 - Carnival Equipment Repairer	13.54
28043 - Carnival Worker	9.70
28210 - Gate Attendant/Gate Tender	13.67
28310 - Lifeguard	12.03
28350 - Park Attendant (Aide)	15.29
28510 - Recreation Aide/Health Facility Attendant	11.16
28515 - Recreation Specialist	18.94
28630 - Sports Official	12.18
28690 - Swimming Pool Operator	15.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.28
29020 - Hatch Tender	22.28
29030 - Line Handler	22.28
29041 - Stevedore I	21.12
29042 - Stevedore II	24.17
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.70
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.75
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.67

30021 - Archeological Technician I		18.48
30022 - Archeological Technician II		20.68
30023 - Archeological Technician III		25.61
30030 - Cartographic Technician		25.61
30040 - Civil Engineering Technician		27.78
30051 - Cryogenic Technician I		28.36
30052 - Cryogenic Technician II		31.32
30061 - Drafter/CAD Operator I		18.48
30062 - Drafter/CAD Operator II		20.68
30063 - Drafter/CAD Operator III		23.04
30064 - Drafter/CAD Operator IV		28.36
30081 - Engineering Technician I		16.50
30082 - Engineering Technician II		18.53
30083 - Engineering Technician III		20.72
30084 - Engineering Technician IV		25.67
30085 - Engineering Technician V		31.40
30086 - Engineering Technician VI		38.00
30090 - Environmental Technician		24.18
30095 - Evidence Control Specialist		25.61
30210 - Laboratory Technician		23.42
30221 - Latent Fingerprint Technician I		28.36
30222 - Latent Fingerprint Technician II		31.32
30240 - Mathematical Technician		28.17
30361 - Paralegal/Legal Assistant I		18.44
30362 - Paralegal/Legal Assistant II		22.84
30363 - Paralegal/Legal Assistant III		27.94
30364 - Paralegal/Legal Assistant IV		33.80
30375 - Petroleum Supply Specialist		31.32
30390 - Photo-Optics Technician		22.21
30395 - Radiation Control Technician		31.32
30461 - Technical Writer I		25.61
30462 - Technical Writer II		31.32
30463 - Technical Writer III		37.90
30491 - Unexploded Ordnance (UXO) Technician I		26.50
30492 - Unexploded Ordnance (UXO) Technician II		32.06
30493 - Unexploded Ordnance (UXO) Technician III		38.43
30494 - Unexploded (UXO) Safety Escort		26.50
30495 - Unexploded (UXO) Sweep Personnel		26.50
30501 - Weather Forecaster I		28.36
30502 - Weather Forecaster II		34.50
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.04
30621 - Weather Observer Senior	(see 2)	25.61
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.06
31020 - Bus Aide		15.20
31030 - Bus Driver		20.60
31043 - Driver Courier		14.04
31260 - Parking and Lot Attendant		12.54
31290 - Shuttle Bus Driver		14.28

31310 - Taxi Driver	13.88
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	16.11
31363 - Truckdriver Heavy	22.08
31364 - Truckdriver Tractor-Trailer	22.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	10.87
99050 - Desk Clerk	9.73
99095 - Embalmer	28.80
99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker I	17.58
99252 - Laboratory Animal Caretaker II	18.92
99260 - Marketing Analyst	26.54
99310 - Mortician	28.92
99410 - Pest Controller	21.76
99510 - Photofinishing Worker	14.19
99710 - Recycling Laborer	19.18
99711 - Recycling Specialist	22.85
99730 - Refuse Collector	17.58
99810 - Sales Clerk	12.70
99820 - School Crossing Guard	14.53
99830 - Survey Party Chief	27.16
99831 - Surveying Aide	14.32
99832 - Surveying Technician	19.63
99840 - Vending Machine Attendant	17.53
99841 - Vending Machine Repairer	23.52
99842 - Vending Machine Repairer Helper	17.53

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4756
Revision No.: 14
Date Of Last Revision: 05/07/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Wyandot

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.42
01012 - Accounting Clerk II		16.18
01013 - Accounting Clerk III		18.11
01020 - Administrative Assistant		23.08
01035 - Court Reporter		17.42
01041 - Customer Service Representative I		11.88
01042 - Customer Service Representative II		13.35
01043 - Customer Service Representative III		14.57
01051 - Data Entry Operator I		13.51
01052 - Data Entry Operator II		14.75
01060 - Dispatcher Motor Vehicle		20.37
01070 - Document Preparation Clerk		12.93

01090 - Duplicating Machine Operator 12.93
01111 - General Clerk I 12.93
01112 - General Clerk II 14.11
01113 - General Clerk III 15.84
01120 - Housing Referral Assistant 19.41
01141 - Messenger Courier 11.79
01191 - Order Clerk I 13.75
01192 - Order Clerk II 15.00
01261 - Personnel Assistant (Employment) I 16.36
01262 - Personnel Assistant (Employment) II 18.29
01263 - Personnel Assistant (Employment) III 20.39
01270 - Production Control Clerk 22.25
01290 - Rental Clerk 13.84
01300 - Scheduler Maintenance 15.57
01311 - Secretary I 15.57
01312 - Secretary II 17.42
01313 - Secretary III 19.41
01320 - Service Order Dispatcher 18.21
01410 - Supply Technician 23.08
01420 - Survey Worker 15.24
01460 - Switchboard Operator/Receptionist 12.96
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.79
01533 - Travel Clerk III 15.69
01611 - Word Processor I 13.87
01612 - Word Processor II 15.57
01613 - Word Processor III 17.42
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.85
05010 - Automotive Electrician 20.78
05040 - Automotive Glass Installer 20.09
05070 - Automotive Worker 20.09
05110 - Mobile Equipment Servicer 18.71
05130 - Motor Equipment Metal Mechanic 21.44
05160 - Motor Equipment Metal Worker 19.99
05190 - Motor Vehicle Mechanic 21.85
05220 - Motor Vehicle Mechanic Helper 17.98
05250 - Motor Vehicle Upholstery Worker 19.36
05280 - Motor Vehicle Wrecker 20.09
05310 - Painter Automotive 20.78
05340 - Radiator Repair Specialist 20.09
05370 - Tire Repairer 16.74
05400 - Transmission Repair Specialist 21.44
07000 - Food Preparation And Service Occupations
07010 - Baker 13.47
07041 - Cook I 11.82
07042 - Cook II 13.46
07070 - Dishwasher 9.37
07130 - Food Service Worker 9.76
07210 - Meat Cutter 16.53

07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.18
09040 - Furniture Handler	14.71
09080 - Furniture Refinisher	21.18
09090 - Furniture Refinisher Helper	16.66
09110 - Furniture Repairer Minor	19.20
09130 - Upholsterer	21.18
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.46
11060 - Elevator Operator	12.46
11090 - Gardener	16.46
11122 - Housekeeping Aide	12.71
11150 - Janitor	12.71
11210 - Laborer Grounds Maintenance	12.96
11240 - Maid or Houseman	10.04
11260 - Pruner	11.79
11270 - Tractor Operator	15.31
11330 - Trail Maintenance Worker	12.96
11360 - Window Cleaner	13.98
12000 - Health Occupations	
12010 - Ambulance Driver	18.48
12011 - Breath Alcohol Technician	18.48
12012 - Certified Occupational Therapist Assistant	28.36
12015 - Certified Physical Therapist Assistant	27.61
12020 - Dental Assistant	19.25
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.58
12035 - Electroneurodiagnostic Technologist	28.58
12040 - Emergency Medical Technician	18.48
12071 - Licensed Practical Nurse I	16.51
12072 - Licensed Practical Nurse II	18.48
12073 - Licensed Practical Nurse III	20.59
12100 - Medical Assistant	14.82
12130 - Medical Laboratory Technician	26.31
12160 - Medical Record Clerk	15.51
12190 - Medical Record Technician	18.48
12195 - Medical Transcriptionist	18.26
12210 - Nuclear Medicine Technologist	34.34
12221 - Nursing Assistant I	12.10
12222 - Nursing Assistant II	13.61
12223 - Nursing Assistant III	14.85
12224 - Nursing Assistant IV	16.67
12235 - Optical Dispenser	18.10
12236 - Optical Technician	16.51
12250 - Pharmacy Technician	14.19
12280 - Phlebotomist	15.87
12305 - Radiologic Technologist	26.10
12311 - Registered Nurse I	24.24
12312 - Registered Nurse II	29.65

12313 - Registered Nurse II Specialist		29.65
12314 - Registered Nurse III		35.88
12315 - Registered Nurse III Anesthetist		35.88
12316 - Registered Nurse IV		42.99
12317 - Scheduler (Drug and Alcohol Testing)		22.88
12320 - Substance Abuse Treatment Counselor		22.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.23
13012 - Exhibits Specialist II		22.58
13013 - Exhibits Specialist III		27.62
13041 - Illustrator I		18.23
13042 - Illustrator II		22.58
13043 - Illustrator III		27.62
13047 - Librarian		25.01
13050 - Library Aide/Clerk		13.86
13054 - Library Information Technology Systems Administrator		22.58
13058 - Library Technician		16.63
13061 - Media Specialist I		15.82
13062 - Media Specialist II		17.47
13063 - Media Specialist III		19.47
13071 - Photographer I		13.24
13072 - Photographer II		16.58
13073 - Photographer III		20.55
13074 - Photographer IV		22.54
13075 - Photographer V		27.36
13090 - Technical Order Library Clerk		15.90
13110 - Video Teleconference Technician		16.60
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.84
14042 - Computer Operator II		17.72
14043 - Computer Operator III		19.75
14044 - Computer Operator IV		21.95
14045 - Computer Operator V		24.30
14071 - Computer Programmer I	(see 1)	22.07
14072 - Computer Programmer II	(see 1)	27.39
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.84
14160 - Personal Computer Support Technician		24.13
14170 - System Support Specialist		24.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.32
15020 - Aircrew Training Devices Instructor (Rated)		34.26
15030 - Air Crew Training Devices Instructor (Pilot)		41.07
15050 - Computer Based Training Specialist / Instructor		28.32
15060 - Educational Technologist		30.44

15070 - Flight Instructor (Pilot) 41.07
15080 - Graphic Artist 25.74
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.07
15086 - Maintenance Test Pilot Rotary Wing 41.07
15088 - Non-Maintenance Test/Co-Pilot 41.07
15090 - Technical Instructor 21.55
15095 - Technical Instructor/Course Developer 26.36
15110 - Test Proctor 17.39
15120 - Tutor 17.39
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.26
16030 - Counter Attendant 10.26
16040 - Dry Cleaner 12.76
16070 - Finisher Flatwork Machine 10.26
16090 - Presser Hand 10.26
16110 - Presser Machine Drycleaning 10.26
16130 - Presser Machine Shirts 10.26
16160 - Presser Machine Wearing Apparel Laundry 10.26
16190 - Sewing Machine Operator 13.65
16220 - Tailor 14.55
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.57
19040 - Tool And Die Maker 24.42
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.82
21030 - Material Coordinator 22.25
21040 - Material Expediter 22.25
21050 - Material Handling Laborer 14.95
21071 - Order Filler 12.65
21080 - Production Line Worker (Food Processing) 17.82
21110 - Shipping Packer 16.32
21130 - Shipping/Receiving Clerk 16.32
21140 - Store Worker I 14.68
21150 - Stock Clerk 19.51
21210 - Tools And Parts Attendant 17.82
21410 - Warehouse Specialist 17.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.35
23019 - Aircraft Logs and Records Technician 19.26
23021 - Aircraft Mechanic I 22.35
23022 - Aircraft Mechanic II 23.35
23023 - Aircraft Mechanic III 24.26
23040 - Aircraft Mechanic Helper 17.89
23050 - Aircraft Painter 21.34
23060 - Aircraft Servicer 19.26
23070 - Aircraft Survival Flight Equipment Technician 21.34
23080 - Aircraft Worker 20.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.25

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.35
23110 - Appliance Mechanic 22.46
23120 - Bicycle Repairer 18.66
23125 - Cable Splicer 35.33
23130 - Carpenter Maintenance 20.36
23140 - Carpet Layer 21.92
23160 - Electrician Maintenance 23.93
23181 - Electronics Technician Maintenance I 26.95
23182 - Electronics Technician Maintenance II 28.48
23183 - Electronics Technician Maintenance III 29.91
23260 - Fabric Worker 19.92
23290 - Fire Alarm System Mechanic 22.00
23310 - Fire Extinguisher Repairer 18.66
23311 - Fuel Distribution System Mechanic 29.40
23312 - Fuel Distribution System Operator 23.95
23370 - General Maintenance Worker 19.72
23380 - Ground Support Equipment Mechanic 22.35
23381 - Ground Support Equipment Servicer 19.26
23382 - Ground Support Equipment Worker 20.25
23391 - Gunsmith I 18.66
23392 - Gunsmith II 21.25
23393 - Gunsmith III 23.59
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.73
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.71
23430 - Heavy Equipment Mechanic 22.28
23440 - Heavy Equipment Operator 27.71
23460 - Instrument Mechanic 23.59
23465 - Laboratory/Shelter Mechanic 22.46
23470 - Laborer 14.95
23510 - Locksmith 21.34
23530 - Machinery Maintenance Mechanic 28.00
23550 - Machinist Maintenance 20.44
23580 - Maintenance Trades Helper 17.32
23591 - Metrology Technician I 23.59
23592 - Metrology Technician II 24.67
23593 - Metrology Technician III 25.63
23640 - Millwright 30.17
23710 - Office Appliance Repairer 21.18
23760 - Painter Maintenance 21.18
23790 - Pipefitter Maintenance 23.97
23810 - Plumber Maintenance 23.17
23820 - Pneudraulic Systems Mechanic 23.59
23850 - Rigger 23.59
23870 - Scale Mechanic 21.25
23890 - Sheet-Metal Worker Maintenance 24.04
23910 - Small Engine Mechanic 18.61
23931 - Telecommunications Mechanic I 22.00

23932 - Telecommunications Mechanic II 22.76
23950 - Telephone Lineman 24.59
23960 - Welder Combination Maintenance 20.02
23965 - Well Driller 23.59
23970 - Woodcraft Worker 23.59
23980 - Woodworker 18.66
24000 - Personal Needs Occupations
24550 - Case Manager 15.14
24570 - Child Care Attendant 10.51
24580 - Child Care Center Clerk 13.12
24610 - Chore Aide 11.24
24620 - Family Readiness And Support Services Coordinator 15.14
24630 - Homemaker 15.14
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.83
25040 - Sewage Plant Operator 22.88
25070 - Stationary Engineer 23.83
25190 - Ventilation Equipment Tender 17.54
25210 - Water Treatment Plant Operator 22.88
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.36
27007 - Baggage Inspector 16.04
27008 - Corrections Officer 21.89
27010 - Court Security Officer 20.76
27030 - Detection Dog Handler 17.95
27040 - Detention Officer 21.89
27070 - Firefighter 19.73
27101 - Guard I 16.04
27102 - Guard II 17.95
27131 - Police Officer I 22.82
27132 - Police Officer II 25.36
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.20
28042 - Carnival Equipment Repairer 13.11
28043 - Carnival Worker 9.39
28210 - Gate Attendant/Gate Tender 13.67
28310 - Lifeguard 12.03
28350 - Park Attendant (Aide) 15.29
28510 - Recreation Aide/Health Facility Attendant 11.16
28515 - Recreation Specialist 18.94
28630 - Sports Official 12.18
28690 - Swimming Pool Operator 15.75
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.28
29020 - Hatch Tender 22.28
29030 - Line Handler 22.28
29041 - Stevedore I 21.12
29042 - Stevedore II 24.17
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.35
30021 - Archeological Technician I 18.48
30022 - Archeological Technician II 20.68
30023 - Archeological Technician III 25.61
30030 - Cartographic Technician 25.61
30040 - Civil Engineering Technician 27.63
30051 - Cryogenic Technician I 28.36
30052 - Cryogenic Technician II 31.32
30061 - Drafter/CAD Operator I 18.48
30062 - Drafter/CAD Operator II 20.68
30063 - Drafter/CAD Operator III 23.04
30064 - Drafter/CAD Operator IV 28.36
30081 - Engineering Technician I 15.02
30082 - Engineering Technician II 16.86
30083 - Engineering Technician III 18.86
30084 - Engineering Technician IV 23.36
30085 - Engineering Technician V 28.58
30086 - Engineering Technician VI 34.57
30090 - Environmental Technician 24.18
30095 - Evidence Control Specialist 25.61
30210 - Laboratory Technician 22.89
30221 - Latent Fingerprint Technician I 28.36
30222 - Latent Fingerprint Technician II 31.32
30240 - Mathematical Technician 25.61
30361 - Paralegal/Legal Assistant I 18.44
30362 - Paralegal/Legal Assistant II 22.84
30363 - Paralegal/Legal Assistant III 27.94
30364 - Paralegal/Legal Assistant IV 33.80
30375 - Petroleum Supply Specialist 31.32
30390 - Photo-Optics Technician 21.39
30395 - Radiation Control Technician 31.32
30461 - Technical Writer I 25.61
30462 - Technical Writer II 31.32
30463 - Technical Writer III 37.90
30491 - Unexploded Ordnance (UXO) Technician I 26.24
30492 - Unexploded Ordnance (UXO) Technician II 31.75
30493 - Unexploded Ordnance (UXO) Technician III 38.05
30494 - Unexploded (UXO) Safety Escort 26.24
30495 - Unexploded (UXO) Sweep Personnel 26.24
30501 - Weather Forecaster I 28.36
30502 - Weather Forecaster II 34.50
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.04
30621 - Weather Observer Senior (see 2) 25.61
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.75
31020 - Bus Aide 15.20
31030 - Bus Driver 20.60

31043 - Driver Courier	13.29
31260 - Parking and Lot Attendant	12.54
31290 - Shuttle Bus Driver	14.28
31310 - Taxi Driver	13.88
31361 - Truckdriver Light	14.28
31362 - Truckdriver Medium	15.25
31363 - Truckdriver Heavy	20.94
31364 - Truckdriver Tractor-Trailer	20.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	10.20
99050 - Desk Clerk	9.73
99095 - Embalmer	26.18
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	17.58
99252 - Laboratory Animal Caretaker II	18.92
99260 - Marketing Analyst	24.56
99310 - Mortician	27.51
99410 - Pest Controller	21.76
99510 - Photofinishing Worker	14.19
99710 - Recycling Laborer	19.18
99711 - Recycling Specialist	22.85
99730 - Refuse Collector	17.58
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	14.53
99830 - Survey Party Chief	27.16
99831 - Surveying Aide	14.32
99832 - Surveying Technician	19.63
99840 - Vending Machine Attendant	17.53
99841 - Vending Machine Repairer	23.52
99842 - Vending Machine Repairer Helper	17.53

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4757
Revision No.: 15
Date Of Last Revision: 05/05/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Ottawa Sandusky Seneca

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.21
01012 - Accounting Clerk II		17.08
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		24.09
01035 - Court Reporter		22.78
01041 - Customer Service Representative I		13.07
01042 - Customer Service Representative II		14.69
01043 - Customer Service Representative III		16.03
01051 - Data Entry Operator I		13.52
01052 - Data Entry Operator II		14.75
01060 - Dispatcher Motor Vehicle		20.79
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		13.43
01112 - General Clerk II		14.66

01113 - General Clerk III 16.47
01120 - Housing Referral Assistant 19.43
01141 - Messenger Courier 12.61
01191 - Order Clerk I 13.75
01192 - Order Clerk II 15.00
01261 - Personnel Assistant (Employment) I 16.68
01262 - Personnel Assistant (Employment) II 18.66
01263 - Personnel Assistant (Employment) III 20.81
01270 - Production Control Clerk 24.48
01290 - Rental Clerk 13.66
01300 - Scheduler Maintenance 15.59
01311 - Secretary I 15.59
01312 - Secretary II 17.43
01313 - Secretary III 19.43
01320 - Service Order Dispatcher 18.59
01410 - Supply Technician 24.09
01420 - Survey Worker 14.69
01460 - Switchboard Operator/Receptionist 12.96
01531 - Travel Clerk I 14.40
01532 - Travel Clerk II 15.35
01533 - Travel Clerk III 16.38
01611 - Word Processor I 13.88
01612 - Word Processor II 15.59
01613 - Word Processor III 17.43
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.15
05010 - Automotive Electrician 18.56
05040 - Automotive Glass Installer 17.96
05070 - Automotive Worker 17.96
05110 - Mobile Equipment Servicer 16.78
05130 - Motor Equipment Metal Mechanic 21.00
05160 - Motor Equipment Metal Worker 19.75
05190 - Motor Vehicle Mechanic 18.61
05220 - Motor Vehicle Mechanic Helper 16.19
05250 - Motor Vehicle Upholstery Worker 19.09
05280 - Motor Vehicle Wrecker 20.36
05310 - Painter Automotive 18.56
05340 - Radiator Repair Specialist 19.75
05370 - Tire Repairer 15.52
05400 - Transmission Repair Specialist 19.15
07000 - Food Preparation And Service Occupations
07010 - Baker 13.47
07041 - Cook I 13.00
07042 - Cook II 14.81
07070 - Dishwasher 9.44
07130 - Food Service Worker 9.76
07210 - Meat Cutter 17.19
07260 - Waiter/Waitress 9.48
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.45

09040 - Furniture Handler 15.55
09080 - Furniture Refinisher 19.45
09090 - Furniture Refinisher Helper 16.96
09110 - Furniture Repairer Minor 18.18
09130 - Upholsterer 19.45
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.58
11060 - Elevator Operator 13.31
11090 - Gardener 17.90
11122 - Housekeeping Aide 13.31
11150 - Janitor 13.31
11210 - Laborer Grounds Maintenance 14.10
11240 - Maid or Houseman 10.51
11260 - Pruner 12.82
11270 - Tractor Operator 16.65
11330 - Trail Maintenance Worker 14.10
11360 - Window Cleaner 14.63
12000 - Health Occupations
12010 - Ambulance Driver 15.81
12011 - Breath Alcohol Technician 18.97
12012 - Certified Occupational Therapist Assistant 28.36
12015 - Certified Physical Therapist Assistant 27.78
12020 - Dental Assistant 19.96
12025 - Dental Hygienist 36.14
12030 - EKG Technician 28.58
12035 - Electroneurodiagnostic Technologist 28.58
12040 - Emergency Medical Technician 15.81
12071 - Licensed Practical Nurse I 16.96
12072 - Licensed Practical Nurse II 18.97
12073 - Licensed Practical Nurse III 21.14
12100 - Medical Assistant 15.22
12130 - Medical Laboratory Technician 27.01
12160 - Medical Record Clerk 15.70
12190 - Medical Record Technician 18.48
12195 - Medical Transcriptionist 18.26
12210 - Nuclear Medicine Technologist 35.13
12221 - Nursing Assistant I 12.68
12222 - Nursing Assistant II 14.25
12223 - Nursing Assistant III 15.55
12224 - Nursing Assistant IV 17.47
12235 - Optical Dispenser 18.52
12236 - Optical Technician 16.96
12250 - Pharmacy Technician 14.27
12280 - Phlebotomist 15.87
12305 - Radiologic Technologist 26.74
12311 - Registered Nurse I 24.93
12312 - Registered Nurse II 30.49
12313 - Registered Nurse II Specialist 30.49
12314 - Registered Nurse III 36.90
12315 - Registered Nurse III Anesthetist 36.90

12316 - Registered Nurse IV		44.22
12317 - Scheduler (Drug and Alcohol Testing)		23.50
12320 - Substance Abuse Treatment Counselor		24.33
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.52
13012 - Exhibits Specialist II		24.20
13013 - Exhibits Specialist III		29.60
13041 - Illustrator I		19.52
13042 - Illustrator II		24.20
13043 - Illustrator III		29.60
13047 - Librarian		26.79
13050 - Library Aide/Clerk		10.84
13054 - Library Information Technology Systems Administrator		24.20
13058 - Library Technician		16.32
13061 - Media Specialist I		17.46
13062 - Media Specialist II		19.52
13063 - Media Specialist III		21.78
13071 - Photographer I		15.35
13072 - Photographer II		17.78
13073 - Photographer III		22.08
13074 - Photographer IV		26.08
13075 - Photographer V		31.54
13090 - Technical Order Library Clerk		15.90
13110 - Video Teleconference Technician		19.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.33
14042 - Computer Operator II		18.27
14043 - Computer Operator III		20.36
14044 - Computer Operator IV		22.63
14045 - Computer Operator V		25.06
14071 - Computer Programmer I	(see 1)	19.94
14072 - Computer Programmer II	(see 1)	26.06
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.33
14160 - Personal Computer Support Technician		27.66
14170 - System Support Specialist		25.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.19
15020 - Aircrew Training Devices Instructor (Rated)		35.33
15030 - Air Crew Training Devices Instructor (Pilot)		42.34
15050 - Computer Based Training Specialist / Instructor		29.19
15060 - Educational Technologist		31.76
15070 - Flight Instructor (Pilot)		42.34
15080 - Graphic Artist		21.19
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.34

15086 - Maintenance Test Pilot Rotary Wing 42.34
15088 - Non-Maintenance Test/Co-Pilot 42.34
15090 - Technical Instructor 21.22
15095 - Technical Instructor/Course Developer 25.95
15110 - Test Proctor 17.13
15120 - Tutor 17.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.60
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.81
16220 - Tailor 15.96
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.85
19040 - Tool And Die Maker 25.12
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.59
21030 - Material Coordinator 24.48
21040 - Material Expediter 24.48
21050 - Material Handling Laborer 17.63
21071 - Order Filler 13.86
21080 - Production Line Worker (Food Processing) 18.59
21110 - Shipping Packer 17.07
21130 - Shipping/Receiving Clerk 17.07
21140 - Store Worker I 14.97
21150 - Stock Clerk 19.91
21210 - Tools And Parts Attendant 18.59
21410 - Warehouse Specialist 18.59
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.33
23019 - Aircraft Logs and Records Technician 22.24
23021 - Aircraft Mechanic I 25.28
23022 - Aircraft Mechanic II 26.33
23023 - Aircraft Mechanic III 27.42
23040 - Aircraft Mechanic Helper 20.78
23050 - Aircraft Painter 23.74
23060 - Aircraft Servicer 22.24
23070 - Aircraft Survival Flight Equipment Technician 23.74
23080 - Aircraft Worker 23.02
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.02
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.28
23110 - Appliance Mechanic 23.55

23120 - Bicycle Repairer	19.57
23125 - Cable Splicer	37.15
23130 - Carpenter Maintenance	21.82
23140 - Carpet Layer	22.14
23160 - Electrician Maintenance	26.11
23181 - Electronics Technician Maintenance I	26.95
23182 - Electronics Technician Maintenance II	28.48
23183 - Electronics Technician Maintenance III	29.91
23260 - Fabric Worker	20.89
23290 - Fire Alarm System Mechanic	23.61
23310 - Fire Extinguisher Repairer	19.57
23311 - Fuel Distribution System Mechanic	34.61
23312 - Fuel Distribution System Operator	27.65
23370 - General Maintenance Worker	19.98
23380 - Ground Support Equipment Mechanic	25.28
23381 - Ground Support Equipment Servicer	22.24
23382 - Ground Support Equipment Worker	23.02
23391 - Gunsmith I	19.90
23392 - Gunsmith II	22.42
23393 - Gunsmith III	24.73
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.61
23430 - Heavy Equipment Mechanic	25.65
23440 - Heavy Equipment Operator	28.09
23460 - Instrument Mechanic	24.73
23465 - Laboratory/Shelter Mechanic	23.55
23470 - Laborer	18.30
23510 - Locksmith	22.83
23530 - Machinery Maintenance Mechanic	27.29
23550 - Machinist Maintenance	20.55
23580 - Maintenance Trades Helper	17.32
23591 - Metrology Technician I	24.73
23592 - Metrology Technician II	25.88
23593 - Metrology Technician III	26.92
23640 - Millwright	32.76
23710 - Office Appliance Repairer	21.65
23760 - Painter Maintenance	22.17
23790 - Pipefitter Maintenance	28.90
23810 - Plumber Maintenance	23.62
23820 - Pneudraulic Systems Mechanic	24.73
23850 - Rigger	24.73
23870 - Scale Mechanic	22.29
23890 - Sheet-Metal Worker Maintenance	26.68
23910 - Small Engine Mechanic	18.81
23931 - Telecommunications Mechanic I	23.78
23932 - Telecommunications Mechanic II	24.65
23950 - Telephone Lineman	25.52
23960 - Welder Combination Maintenance	20.70

23965 - Well Driller	24.73
23970 - Woodcraft Worker	24.73
23980 - Woodworker	19.57
24000 - Personal Needs Occupations	
24550 - Case Manager	16.34
24570 - Child Care Attendant	10.16
24580 - Child Care Center Clerk	12.68
24610 - Chore Aide	11.61
24620 - Family Readiness And Support Services Coordinator	16.34
24630 - Homemaker	16.34
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.52
25040 - Sewage Plant Operator	23.71
25070 - Stationary Engineer	26.52
25190 - Ventilation Equipment Tender	19.89
25210 - Water Treatment Plant Operator	23.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.36
27007 - Baggage Inspector	16.98
27008 - Corrections Officer	21.90
27010 - Court Security Officer	21.46
27030 - Detection Dog Handler	18.99
27040 - Detention Officer	21.90
27070 - Firefighter	21.02
27101 - Guard I	16.98
27102 - Guard II	18.99
27131 - Police Officer I	23.63
27132 - Police Officer II	26.26
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.60
28042 - Carnival Equipment Repairer	13.54
28043 - Carnival Worker	10.08
28210 - Gate Attendant/Gate Tender	13.67
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.29
28510 - Recreation Aide/Health Facility Attendant	11.16
28515 - Recreation Specialist	18.94
28630 - Sports Official	12.18
28690 - Swimming Pool Operator	16.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.87
29020 - Hatch Tender	22.87
29030 - Line Handler	22.87
29041 - Stevedore I	21.44
29042 - Stevedore II	24.17
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.70
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.75
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.67

30021 - Archeological Technician I		18.48
30022 - Archeological Technician II		20.68
30023 - Archeological Technician III		25.61
30030 - Cartographic Technician		25.61
30040 - Civil Engineering Technician		27.78
30051 - Cryogenic Technician I		28.36
30052 - Cryogenic Technician II		31.32
30061 - Drafter/CAD Operator I		18.48
30062 - Drafter/CAD Operator II		20.68
30063 - Drafter/CAD Operator III		23.04
30064 - Drafter/CAD Operator IV		28.36
30081 - Engineering Technician I		16.55
30082 - Engineering Technician II		18.58
30083 - Engineering Technician III		20.79
30084 - Engineering Technician IV		25.75
30085 - Engineering Technician V		31.50
30086 - Engineering Technician VI		38.12
30090 - Environmental Technician		22.32
30095 - Evidence Control Specialist		25.61
30210 - Laboratory Technician		23.42
30221 - Latent Fingerprint Technician I		28.36
30222 - Latent Fingerprint Technician II		31.32
30240 - Mathematical Technician		28.17
30361 - Paralegal/Legal Assistant I		18.44
30362 - Paralegal/Legal Assistant II		22.84
30363 - Paralegal/Legal Assistant III		27.94
30364 - Paralegal/Legal Assistant IV		33.80
30375 - Petroleum Supply Specialist		31.32
30390 - Photo-Optics Technician		23.77
30395 - Radiation Control Technician		31.32
30461 - Technical Writer I		25.61
30462 - Technical Writer II		31.32
30463 - Technical Writer III		37.90
30491 - Unexploded Ordnance (UXO) Technician I		26.50
30492 - Unexploded Ordnance (UXO) Technician II		32.06
30493 - Unexploded Ordnance (UXO) Technician III		38.43
30494 - Unexploded (UXO) Safety Escort		26.50
30495 - Unexploded (UXO) Sweep Personnel		26.50
30501 - Weather Forecaster I		28.36
30502 - Weather Forecaster II		34.50
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.04
30621 - Weather Observer Senior	(see 2)	25.61
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.06
31020 - Bus Aide		15.20
31030 - Bus Driver		20.60
31043 - Driver Courier		14.04
31260 - Parking and Lot Attendant		11.72
31290 - Shuttle Bus Driver		14.73

31310 - Taxi Driver	11.67
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	18.98
31363 - Truckdriver Heavy	22.08
31364 - Truckdriver Tractor-Trailer	22.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	10.87
99050 - Desk Clerk	9.87
99095 - Embalmer	28.92
99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker I	13.98
99252 - Laboratory Animal Caretaker II	15.03
99260 - Marketing Analyst	26.54
99310 - Mortician	28.92
99410 - Pest Controller	17.09
99510 - Photofinishing Worker	14.27
99710 - Recycling Laborer	19.44
99711 - Recycling Specialist	23.11
99730 - Refuse Collector	17.43
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	12.15
99830 - Survey Party Chief	20.61
99831 - Surveying Aide	14.00
99832 - Surveying Technician	20.13
99840 - Vending Machine Attendant	18.14
99841 - Vending Machine Repairer	20.11
99842 - Vending Machine Repairer Helper	18.14

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4758
Revision No.: 14
Date Of Last Revision: 05/07/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Ottawa Sandusky Seneca

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.42
01012 - Accounting Clerk II		16.20
01013 - Accounting Clerk III		18.11
01020 - Administrative Assistant		23.08
01035 - Court Reporter		22.78
01041 - Customer Service Representative I		11.88
01042 - Customer Service Representative II		13.35
01043 - Customer Service Representative III		14.57
01051 - Data Entry Operator I		13.51
01052 - Data Entry Operator II		14.75
01060 - Dispatcher Motor Vehicle		20.37
01070 - Document Preparation Clerk		14.34

01090 - Duplicating Machine Operator 14.34
01111 - General Clerk I 12.93
01112 - General Clerk II 14.11
01113 - General Clerk III 15.84
01120 - Housing Referral Assistant 19.41
01141 - Messenger Courier 12.61
01191 - Order Clerk I 13.75
01192 - Order Clerk II 15.00
01261 - Personnel Assistant (Employment) I 16.68
01262 - Personnel Assistant (Employment) II 18.66
01263 - Personnel Assistant (Employment) III 20.81
01270 - Production Control Clerk 22.25
01290 - Rental Clerk 12.42
01300 - Scheduler Maintenance 15.57
01311 - Secretary I 15.57
01312 - Secretary II 17.42
01313 - Secretary III 19.41
01320 - Service Order Dispatcher 18.21
01410 - Supply Technician 23.08
01420 - Survey Worker 14.69
01460 - Switchboard Operator/Receptionist 12.96
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.79
01533 - Travel Clerk III 15.69
01611 - Word Processor I 13.87
01612 - Word Processor II 15.57
01613 - Word Processor III 17.42
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.15
05010 - Automotive Electrician 18.56
05040 - Automotive Glass Installer 17.96
05070 - Automotive Worker 17.96
05110 - Mobile Equipment Servicer 16.78
05130 - Motor Equipment Metal Mechanic 21.00
05160 - Motor Equipment Metal Worker 19.75
05190 - Motor Vehicle Mechanic 18.61
05220 - Motor Vehicle Mechanic Helper 16.19
05250 - Motor Vehicle Upholstery Worker 19.09
05280 - Motor Vehicle Wrecker 20.36
05310 - Painter Automotive 18.56
05340 - Radiator Repair Specialist 19.75
05370 - Tire Repairer 15.44
05400 - Transmission Repair Specialist 19.15
07000 - Food Preparation And Service Occupations
07010 - Baker 13.47
07041 - Cook I 11.82
07042 - Cook II 13.46
07070 - Dishwasher 9.37
07130 - Food Service Worker 9.76
07210 - Meat Cutter 16.53

07260 - Waiter/Waitress	9.44
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.45
09040 - Furniture Handler	15.55
09080 - Furniture Refinisher	19.45
09090 - Furniture Refinisher Helper	16.96
09110 - Furniture Repairer Minor	18.18
09130 - Upholsterer	19.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.46
11060 - Elevator Operator	12.46
11090 - Gardener	16.46
11122 - Housekeeping Aide	12.71
11150 - Janitor	12.71
11210 - Laborer Grounds Maintenance	12.96
11240 - Maid or Houseman	10.04
11260 - Pruner	12.00
11270 - Tractor Operator	15.31
11330 - Trail Maintenance Worker	12.96
11360 - Window Cleaner	13.98
12000 - Health Occupations	
12010 - Ambulance Driver	15.81
12011 - Breath Alcohol Technician	18.48
12012 - Certified Occupational Therapist Assistant	28.36
12015 - Certified Physical Therapist Assistant	27.61
12020 - Dental Assistant	19.25
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.58
12035 - Electroneurodiagnostic Technologist	28.58
12040 - Emergency Medical Technician	15.81
12071 - Licensed Practical Nurse I	16.51
12072 - Licensed Practical Nurse II	18.48
12073 - Licensed Practical Nurse III	20.59
12100 - Medical Assistant	14.82
12130 - Medical Laboratory Technician	26.65
12160 - Medical Record Clerk	15.51
12190 - Medical Record Technician	18.48
12195 - Medical Transcriptionist	18.26
12210 - Nuclear Medicine Technologist	31.94
12221 - Nursing Assistant I	12.10
12222 - Nursing Assistant II	13.61
12223 - Nursing Assistant III	14.85
12224 - Nursing Assistant IV	16.67
12235 - Optical Dispenser	18.10
12236 - Optical Technician	16.51
12250 - Pharmacy Technician	13.32
12280 - Phlebotomist	15.87
12305 - Radiologic Technologist	26.10
12311 - Registered Nurse I	24.24
12312 - Registered Nurse II	29.65

12313 - Registered Nurse II Specialist		29.65
12314 - Registered Nurse III		35.88
12315 - Registered Nurse III Anesthetist		35.88
12316 - Registered Nurse IV		42.99
12317 - Scheduler (Drug and Alcohol Testing)		22.88
12320 - Substance Abuse Treatment Counselor		22.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.52
13012 - Exhibits Specialist II		24.20
13013 - Exhibits Specialist III		29.60
13041 - Illustrator I		19.52
13042 - Illustrator II		24.20
13043 - Illustrator III		29.60
13047 - Librarian		26.79
13050 - Library Aide/Clerk		10.84
13054 - Library Information Technology Systems Administrator		24.20
13058 - Library Technician		16.32
13061 - Media Specialist I		17.46
13062 - Media Specialist II		19.52
13063 - Media Specialist III		21.78
13071 - Photographer I		13.95
13072 - Photographer II		17.39
13073 - Photographer III		22.08
13074 - Photographer IV		23.71
13075 - Photographer V		28.67
13090 - Technical Order Library Clerk		15.90
13110 - Video Teleconference Technician		19.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.84
14042 - Computer Operator II		17.72
14043 - Computer Operator III		19.75
14044 - Computer Operator IV		21.95
14045 - Computer Operator V		24.30
14071 - Computer Programmer I	(see 1)	19.94
14072 - Computer Programmer II	(see 1)	26.06
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.84
14160 - Personal Computer Support Technician		27.66
14170 - System Support Specialist		24.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.32
15020 - Aircrew Training Devices Instructor (Rated)		34.26
15030 - Air Crew Training Devices Instructor (Pilot)		41.07
15050 - Computer Based Training Specialist / Instructor		28.32
15060 - Educational Technologist		29.35

15070 - Flight Instructor (Pilot) 41.07
15080 - Graphic Artist 21.19
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.07
15086 - Maintenance Test Pilot Rotary Wing 41.07
15088 - Non-Maintenance Test/Co-Pilot 41.07
15090 - Technical Instructor 21.22
15095 - Technical Instructor/Course Developer 25.95
15110 - Test Proctor 17.13
15120 - Tutor 17.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.26
16030 - Counter Attendant 10.26
16040 - Dry Cleaner 13.60
16070 - Finisher Flatwork Machine 10.26
16090 - Presser Hand 10.26
16110 - Presser Machine Drycleaning 10.26
16130 - Presser Machine Shirts 10.26
16160 - Presser Machine Wearing Apparel Laundry 10.26
16190 - Sewing Machine Operator 14.81
16220 - Tailor 15.96
16250 - Washer Machine 11.23
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.85
19040 - Tool And Die Maker 25.12
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.82
21030 - Material Coordinator 22.25
21040 - Material Expediter 22.25
21050 - Material Handling Laborer 17.63
21071 - Order Filler 13.86
21080 - Production Line Worker (Food Processing) 17.82
21110 - Shipping Packer 16.32
21130 - Shipping/Receiving Clerk 16.32
21140 - Store Worker I 14.68
21150 - Stock Clerk 19.51
21210 - Tools And Parts Attendant 17.82
21410 - Warehouse Specialist 17.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.33
23019 - Aircraft Logs and Records Technician 22.24
23021 - Aircraft Mechanic I 25.28
23022 - Aircraft Mechanic II 26.33
23023 - Aircraft Mechanic III 27.42
23040 - Aircraft Mechanic Helper 20.78
23050 - Aircraft Painter 23.74
23060 - Aircraft Servicer 22.24
23070 - Aircraft Survival Flight Equipment Technician 23.74
23080 - Aircraft Worker 23.02
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.02

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.28
23110 - Appliance Mechanic 22.46
23120 - Bicycle Repairer 18.66
23125 - Cable Splicer 35.33
23130 - Carpenter Maintenance 21.82
23140 - Carpet Layer 22.14
23160 - Electrician Maintenance 26.11
23181 - Electronics Technician Maintenance I 26.95
23182 - Electronics Technician Maintenance II 28.48
23183 - Electronics Technician Maintenance III 29.91
23260 - Fabric Worker 20.63
23290 - Fire Alarm System Mechanic 23.61
23310 - Fire Extinguisher Repairer 19.38
23311 - Fuel Distribution System Mechanic 32.70
23312 - Fuel Distribution System Operator 27.65
23370 - General Maintenance Worker 19.72
23380 - Ground Support Equipment Mechanic 25.28
23381 - Ground Support Equipment Servicer 22.24
23382 - Ground Support Equipment Worker 23.02
23391 - Gunsmith I 19.90
23392 - Gunsmith II 22.42
23393 - Gunsmith III 24.23
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.61
23430 - Heavy Equipment Mechanic 25.65
23440 - Heavy Equipment Operator 28.09
23460 - Instrument Mechanic 23.61
23465 - Laboratory/Shelter Mechanic 23.43
23470 - Laborer 18.30
23510 - Locksmith 22.83
23530 - Machinery Maintenance Mechanic 25.62
23550 - Machinist Maintenance 20.55
23580 - Maintenance Trades Helper 17.32
23591 - Metrology Technician I 23.61
23592 - Metrology Technician II 24.67
23593 - Metrology Technician III 25.63
23640 - Millwright 31.34
23710 - Office Appliance Repairer 21.65
23760 - Painter Maintenance 22.17
23790 - Pipefitter Maintenance 28.90
23810 - Plumber Maintenance 23.62
23820 - Pneudraulic Systems Mechanic 23.61
23850 - Rigger 23.61
23870 - Scale Mechanic 21.85
23890 - Sheet-Metal Worker Maintenance 26.68
23910 - Small Engine Mechanic 18.81
23931 - Telecommunications Mechanic I 23.78

23932 - Telecommunications Mechanic II 24.65
23950 - Telephone Lineman 24.59
23960 - Welder Combination Maintenance 20.02
23965 - Well Driller 23.59
23970 - Woodcraft Worker 23.61
23980 - Woodworker 18.66
24000 - Personal Needs Occupations
24550 - Case Manager 15.14
24570 - Child Care Attendant 10.16
24580 - Child Care Center Clerk 12.68
24610 - Chore Aide 11.24
24620 - Family Readiness And Support Services Coordinator 15.14
24630 - Homemaker 15.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.11
25040 - Sewage Plant Operator 22.88
25070 - Stationary Engineer 24.11
25190 - Ventilation Equipment Tender 18.08
25210 - Water Treatment Plant Operator 22.88
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.36
27007 - Baggage Inspector 16.04
27008 - Corrections Officer 21.50
27010 - Court Security Officer 20.76
27030 - Detection Dog Handler 17.95
27040 - Detention Officer 21.50
27070 - Firefighter 19.73
27101 - Guard I 16.04
27102 - Guard II 17.95
27131 - Police Officer I 22.82
27132 - Police Officer II 25.36
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.20
28042 - Carnival Equipment Repairer 13.11
28043 - Carnival Worker 10.08
28210 - Gate Attendant/Gate Tender 13.67
28310 - Lifeguard 11.90
28350 - Park Attendant (Aide) 15.29
28510 - Recreation Aide/Health Facility Attendant 11.16
28515 - Recreation Specialist 18.94
28630 - Sports Official 12.18
28690 - Swimming Pool Operator 16.62
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.87
29020 - Hatch Tender 22.87
29030 - Line Handler 22.87
29041 - Stevedore I 21.44
29042 - Stevedore II 24.17
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.35
30021 - Archeological Technician I 18.48
30022 - Archeological Technician II 20.68
30023 - Archeological Technician III 25.61
30030 - Cartographic Technician 25.61
30040 - Civil Engineering Technician 27.63
30051 - Cryogenic Technician I 28.36
30052 - Cryogenic Technician II 31.32
30061 - Drafter/CAD Operator I 18.48
30062 - Drafter/CAD Operator II 20.68
30063 - Drafter/CAD Operator III 23.04
30064 - Drafter/CAD Operator IV 28.36
30081 - Engineering Technician I 16.55
30082 - Engineering Technician II 18.58
30083 - Engineering Technician III 20.79
30084 - Engineering Technician IV 25.75
30085 - Engineering Technician V 31.50
30086 - Engineering Technician VI 38.12
30090 - Environmental Technician 22.32
30095 - Evidence Control Specialist 25.61
30210 - Laboratory Technician 22.37
30221 - Latent Fingerprint Technician I 28.36
30222 - Latent Fingerprint Technician II 31.32
30240 - Mathematical Technician 25.61
30361 - Paralegal/Legal Assistant I 18.44
30362 - Paralegal/Legal Assistant II 22.84
30363 - Paralegal/Legal Assistant III 27.94
30364 - Paralegal/Legal Assistant IV 33.80
30375 - Petroleum Supply Specialist 31.32
30390 - Photo-Optics Technician 23.77
30395 - Radiation Control Technician 31.32
30461 - Technical Writer I 25.61
30462 - Technical Writer II 31.32
30463 - Technical Writer III 37.90
30491 - Unexploded Ordnance (UXO) Technician I 26.24
30492 - Unexploded Ordnance (UXO) Technician II 31.75
30493 - Unexploded Ordnance (UXO) Technician III 38.05
30494 - Unexploded (UXO) Safety Escort 26.24
30495 - Unexploded (UXO) Sweep Personnel 26.24
30501 - Weather Forecaster I 28.36
30502 - Weather Forecaster II 34.50
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.04
30621 - Weather Observer Senior (see 2) 25.61
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.75
31020 - Bus Aide 15.20
31030 - Bus Driver 20.60

31043 - Driver Courier	13.63
31260 - Parking and Lot Attendant	11.72
31290 - Shuttle Bus Driver	14.73
31310 - Taxi Driver	11.57
31361 - Truckdriver Light	14.73
31362 - Truckdriver Medium	18.98
31363 - Truckdriver Heavy	20.94
31364 - Truckdriver Tractor-Trailer	20.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	10.20
99050 - Desk Clerk	9.87
99095 - Embalmer	28.49
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	13.32
99252 - Laboratory Animal Caretaker II	14.32
99260 - Marketing Analyst	24.56
99310 - Mortician	28.49
99410 - Pest Controller	16.20
99510 - Photofinishing Worker	14.27
99710 - Recycling Laborer	19.44
99711 - Recycling Specialist	23.11
99730 - Refuse Collector	17.43
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	11.91
99830 - Survey Party Chief	20.61
99831 - Surveying Aide	14.00
99832 - Surveying Technician	20.13
99840 - Vending Machine Attendant	18.14
99841 - Vending Machine Repairer	20.11
99842 - Vending Machine Repairer Helper	18.14

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4759
Revision No.: 15
Date Of Last Revision: 05/05/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Columbiana

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.21
01012 - Accounting Clerk II		17.08
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		24.09
01035 - Court Reporter		19.57
01041 - Customer Service Representative I		13.07
01042 - Customer Service Representative II		14.69
01043 - Customer Service Representative III		16.03
01051 - Data Entry Operator I		13.52
01052 - Data Entry Operator II		15.04
01060 - Dispatcher Motor Vehicle		20.79
01070 - Document Preparation Clerk		12.93
01090 - Duplicating Machine Operator		12.93
01111 - General Clerk I		13.43
01112 - General Clerk II		14.66

01113 - General Clerk III 16.47
01120 - Housing Referral Assistant 19.94
01141 - Messenger Courier 12.44
01191 - Order Clerk I 13.75
01192 - Order Clerk II 15.00
01261 - Personnel Assistant (Employment) I 17.06
01262 - Personnel Assistant (Employment) II 19.16
01263 - Personnel Assistant (Employment) III 22.37
01270 - Production Control Clerk 24.48
01290 - Rental Clerk 15.39
01300 - Scheduler Maintenance 15.66
01311 - Secretary I 15.66
01312 - Secretary II 17.51
01313 - Secretary III 19.46
01320 - Service Order Dispatcher 18.59
01410 - Supply Technician 24.09
01420 - Survey Worker 19.16
01460 - Switchboard Operator/Receptionist 12.96
01531 - Travel Clerk I 14.40
01532 - Travel Clerk II 15.35
01533 - Travel Clerk III 16.38
01611 - Word Processor I 14.38
01612 - Word Processor II 16.91
01613 - Word Processor III 19.16
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.33
05010 - Automotive Electrician 19.67
05040 - Automotive Glass Installer 18.92
05070 - Automotive Worker 18.92
05110 - Mobile Equipment Servicer 17.27
05130 - Motor Equipment Metal Mechanic 20.33
05160 - Motor Equipment Metal Worker 18.92
05190 - Motor Vehicle Mechanic 20.33
05220 - Motor Vehicle Mechanic Helper 16.50
05250 - Motor Vehicle Upholstery Worker 18.07
05280 - Motor Vehicle Wrecker 18.92
05310 - Painter Automotive 19.67
05340 - Radiator Repair Specialist 18.92
05370 - Tire Repairer 15.89
05400 - Transmission Repair Specialist 20.33
07000 - Food Preparation And Service Occupations
07010 - Baker 13.47
07041 - Cook I 13.00
07042 - Cook II 14.81
07070 - Dishwasher 9.44
07130 - Food Service Worker 9.76
07210 - Meat Cutter 17.19
07260 - Waiter/Waitress 9.72
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.73

09040 - Furniture Handler 13.89
09080 - Furniture Refinisher 18.73
09090 - Furniture Refinisher Helper 15.71
09110 - Furniture Repairer Minor 17.22
09130 - Upholsterer 18.73
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.58
11060 - Elevator Operator 13.31
11090 - Gardener 17.90
11122 - Housekeeping Aide 13.31
11150 - Janitor 13.31
11210 - Laborer Grounds Maintenance 14.10
11240 - Maid or Houseman 10.51
11260 - Pruner 12.82
11270 - Tractor Operator 16.65
11330 - Trail Maintenance Worker 14.10
11360 - Window Cleaner 14.63
12000 - Health Occupations
12010 - Ambulance Driver 15.81
12011 - Breath Alcohol Technician 18.97
12012 - Certified Occupational Therapist Assistant 28.36
12015 - Certified Physical Therapist Assistant 27.78
12020 - Dental Assistant 19.96
12025 - Dental Hygienist 36.14
12030 - EKG Technician 28.58
12035 - Electroneurodiagnostic Technologist 28.58
12040 - Emergency Medical Technician 15.81
12071 - Licensed Practical Nurse I 16.96
12072 - Licensed Practical Nurse II 18.97
12073 - Licensed Practical Nurse III 21.14
12100 - Medical Assistant 15.22
12130 - Medical Laboratory Technician 27.01
12160 - Medical Record Clerk 15.70
12190 - Medical Record Technician 18.48
12195 - Medical Transcriptionist 18.24
12210 - Nuclear Medicine Technologist 35.13
12221 - Nursing Assistant I 12.68
12222 - Nursing Assistant II 14.25
12223 - Nursing Assistant III 15.55
12224 - Nursing Assistant IV 17.47
12235 - Optical Dispenser 18.52
12236 - Optical Technician 16.96
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 15.87
12305 - Radiologic Technologist 26.74
12311 - Registered Nurse I 24.93
12312 - Registered Nurse II 30.49
12313 - Registered Nurse II Specialist 30.49
12314 - Registered Nurse III 36.90
12315 - Registered Nurse III Anesthetist 36.90

12316 - Registered Nurse IV		44.22
12317 - Scheduler (Drug and Alcohol Testing)		23.50
12320 - Substance Abuse Treatment Counselor		24.33
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.87
13012 - Exhibits Specialist II		22.15
13013 - Exhibits Specialist III		27.09
13041 - Illustrator I		17.87
13042 - Illustrator II		22.15
13043 - Illustrator III		27.09
13047 - Librarian		24.52
13050 - Library Aide/Clerk		12.65
13054 - Library Information Technology Systems Administrator		22.15
13058 - Library Technician		16.42
13061 - Media Specialist I		15.98
13062 - Media Specialist II		17.87
13063 - Media Specialist III		19.93
13071 - Photographer I		14.83
13072 - Photographer II		17.78
13073 - Photographer III		21.80
13074 - Photographer IV		25.12
13075 - Photographer V		29.27
13090 - Technical Order Library Clerk		15.90
13110 - Video Teleconference Technician		16.60
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.33
14042 - Computer Operator II		18.27
14043 - Computer Operator III		20.36
14044 - Computer Operator IV		22.63
14045 - Computer Operator V		25.06
14071 - Computer Programmer I	(see 1)	22.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.33
14160 - Personal Computer Support Technician		22.63
14170 - System Support Specialist		25.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.19
15020 - Aircrew Training Devices Instructor (Rated)		35.33
15030 - Air Crew Training Devices Instructor (Pilot)		42.34
15050 - Computer Based Training Specialist / Instructor		29.19
15060 - Educational Technologist		31.76
15070 - Flight Instructor (Pilot)		42.34
15080 - Graphic Artist		22.27
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.34

15086 - Maintenance Test Pilot Rotary Wing 42.34
15088 - Non-Maintenance Test/Co-Pilot 42.34
15090 - Technical Instructor 21.22
15095 - Technical Instructor/Course Developer 25.95
15110 - Test Proctor 17.57
15120 - Tutor 17.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.09
16220 - Tailor 15.02
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.51
19040 - Tool And Die Maker 25.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 24.48
21040 - Material Expediter 24.48
21050 - Material Handling Laborer 14.95
21071 - Order Filler 15.96
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 17.07
21130 - Shipping/Receiving Clerk 17.07
21140 - Store Worker I 14.97
21150 - Stock Clerk 19.91
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.84
23019 - Aircraft Logs and Records Technician 23.16
23021 - Aircraft Mechanic I 25.74
23022 - Aircraft Mechanic II 26.84
23023 - Aircraft Mechanic III 27.81
23040 - Aircraft Mechanic Helper 20.56
23050 - Aircraft Painter 24.69
23060 - Aircraft Servicer 23.16
23070 - Aircraft Survival Flight Equipment Technician 24.69
23080 - Aircraft Worker 24.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.74
23110 - Appliance Mechanic 23.55

23120 - Bicycle Repairer	19.57
23125 - Cable Splicer	37.15
23130 - Carpenter Maintenance	21.47
23140 - Carpet Layer	22.43
23160 - Electrician Maintenance	25.81
23181 - Electronics Technician Maintenance I	26.95
23182 - Electronics Technician Maintenance II	28.48
23183 - Electronics Technician Maintenance III	29.91
23260 - Fabric Worker	20.89
23290 - Fire Alarm System Mechanic	21.56
23310 - Fire Extinguisher Repairer	19.57
23311 - Fuel Distribution System Mechanic	34.61
23312 - Fuel Distribution System Operator	27.38
23370 - General Maintenance Worker	19.98
23380 - Ground Support Equipment Mechanic	25.74
23381 - Ground Support Equipment Servicer	23.16
23382 - Ground Support Equipment Worker	24.27
23391 - Gunsmith I	19.57
23392 - Gunsmith II	22.29
23393 - Gunsmith III	24.73
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.73
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.71
23430 - Heavy Equipment Mechanic	22.84
23440 - Heavy Equipment Operator	26.87
23460 - Instrument Mechanic	24.73
23465 - Laboratory/Shelter Mechanic	23.55
23470 - Laborer	14.95
23510 - Locksmith	21.34
23530 - Machinery Maintenance Mechanic	29.40
23550 - Machinist Maintenance	21.37
23580 - Maintenance Trades Helper	17.32
23591 - Metrology Technician I	24.73
23592 - Metrology Technician II	25.88
23593 - Metrology Technician III	26.92
23640 - Millwright	32.76
23710 - Office Appliance Repairer	20.72
23760 - Painter Maintenance	23.89
23790 - Pipefitter Maintenance	27.15
23810 - Plumber Maintenance	24.36
23820 - Pneudraulic Systems Mechanic	24.73
23850 - Rigger	24.73
23870 - Scale Mechanic	22.29
23890 - Sheet-Metal Worker Maintenance	28.12
23910 - Small Engine Mechanic	19.52
23931 - Telecommunications Mechanic I	25.28
23932 - Telecommunications Mechanic II	26.36
23950 - Telephone Lineman	25.52
23960 - Welder Combination Maintenance	21.30

23965 - Well Driller	24.73
23970 - Woodcraft Worker	24.73
23980 - Woodworker	19.57
24000 - Personal Needs Occupations	
24550 - Case Manager	16.34
24570 - Child Care Attendant	10.13
24580 - Child Care Center Clerk	13.90
24610 - Chore Aide	11.61
24620 - Family Readiness And Support Services Coordinator	16.34
24630 - Homemaker	16.34
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.21
25040 - Sewage Plant Operator	23.71
25070 - Stationary Engineer	26.21
25190 - Ventilation Equipment Tender	19.29
25210 - Water Treatment Plant Operator	23.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.36
27007 - Baggage Inspector	16.98
27008 - Corrections Officer	21.90
27010 - Court Security Officer	21.46
27030 - Detection Dog Handler	18.99
27040 - Detention Officer	21.90
27070 - Firefighter	21.02
27101 - Guard I	16.98
27102 - Guard II	18.99
27131 - Police Officer I	23.63
27132 - Police Officer II	26.26
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.60
28042 - Carnival Equipment Repairer	13.54
28043 - Carnival Worker	9.70
28210 - Gate Attendant/Gate Tender	14.38
28310 - Lifeguard	10.92
28350 - Park Attendant (Aide)	16.08
28510 - Recreation Aide/Health Facility Attendant	11.74
28515 - Recreation Specialist	18.94
28630 - Sports Official	12.81
28690 - Swimming Pool Operator	16.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.13
29020 - Hatch Tender	22.13
29030 - Line Handler	22.13
29041 - Stevedore I	20.45
29042 - Stevedore II	23.05
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.70
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.75
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.67

30021 - Archeological Technician I		19.30
30022 - Archeological Technician II		21.59
30023 - Archeological Technician III		25.61
30030 - Cartographic Technician		26.76
30040 - Civil Engineering Technician		27.78
30051 - Cryogenic Technician I		28.36
30052 - Cryogenic Technician II		31.32
30061 - Drafter/CAD Operator I		19.30
30062 - Drafter/CAD Operator II		21.59
30063 - Drafter/CAD Operator III		24.08
30064 - Drafter/CAD Operator IV		29.62
30081 - Engineering Technician I		18.89
30082 - Engineering Technician II		21.20
30083 - Engineering Technician III		23.71
30084 - Engineering Technician IV		29.38
30085 - Engineering Technician V		35.94
30086 - Engineering Technician VI		43.48
30090 - Environmental Technician		23.90
30095 - Evidence Control Specialist		25.61
30210 - Laboratory Technician		23.42
30221 - Latent Fingerprint Technician I		28.36
30222 - Latent Fingerprint Technician II		31.32
30240 - Mathematical Technician		29.10
30361 - Paralegal/Legal Assistant I		18.44
30362 - Paralegal/Legal Assistant II		22.84
30363 - Paralegal/Legal Assistant III		27.94
30364 - Paralegal/Legal Assistant IV		33.80
30375 - Petroleum Supply Specialist		31.32
30390 - Photo-Optics Technician		26.27
30395 - Radiation Control Technician		31.32
30461 - Technical Writer I		25.61
30462 - Technical Writer II		31.32
30463 - Technical Writer III		37.90
30491 - Unexploded Ordnance (UXO) Technician I		26.50
30492 - Unexploded Ordnance (UXO) Technician II		32.06
30493 - Unexploded Ordnance (UXO) Technician III		38.43
30494 - Unexploded (UXO) Safety Escort		26.50
30495 - Unexploded (UXO) Sweep Personnel		26.50
30501 - Weather Forecaster I		28.56
30502 - Weather Forecaster II		34.74
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.08
30621 - Weather Observer Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.06
31020 - Bus Aide		15.20
31030 - Bus Driver		20.60
31043 - Driver Courier		14.81
31260 - Parking and Lot Attendant		12.56
31290 - Shuttle Bus Driver		14.81

31310 - Taxi Driver	11.67
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	17.78
31363 - Truckdriver Heavy	22.08
31364 - Truckdriver Tractor-Trailer	22.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	10.87
99050 - Desk Clerk	12.25
99095 - Embalmer	29.78
99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker I	13.98
99252 - Laboratory Animal Caretaker II	15.03
99260 - Marketing Analyst	26.54
99310 - Mortician	29.78
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	14.39
99710 - Recycling Laborer	19.73
99711 - Recycling Specialist	23.11
99730 - Refuse Collector	18.02
99810 - Sales Clerk	12.70
99820 - School Crossing Guard	12.15
99830 - Survey Party Chief	22.43
99831 - Surveying Aide	12.77
99832 - Surveying Technician	20.13
99840 - Vending Machine Attendant	15.65
99841 - Vending Machine Repairer	19.64
99842 - Vending Machine Repairer Helper	15.65

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4760
Revision No.: 14
Date Of Last Revision: 05/07/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Columbiana

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.56
01012 - Accounting Clerk II		16.34
01013 - Accounting Clerk III		18.29
01020 - Administrative Assistant		23.08
01035 - Court Reporter		19.57
01041 - Customer Service Representative I		11.88
01042 - Customer Service Representative II		13.35
01043 - Customer Service Representative III		14.57
01051 - Data Entry Operator I		13.51
01052 - Data Entry Operator II		15.04
01060 - Dispatcher Motor Vehicle		20.37
01070 - Document Preparation Clerk		12.93

01090 - Duplicating Machine Operator 12.93
01111 - General Clerk I 12.93
01112 - General Clerk II 14.11
01113 - General Clerk III 15.84
01120 - Housing Referral Assistant 19.94
01141 - Messenger Courier 11.79
01191 - Order Clerk I 13.75
01192 - Order Clerk II 15.00
01261 - Personnel Assistant (Employment) I 17.06
01262 - Personnel Assistant (Employment) II 19.16
01263 - Personnel Assistant (Employment) III 22.37
01270 - Production Control Clerk 22.25
01290 - Rental Clerk 14.54
01300 - Scheduler Maintenance 15.66
01311 - Secretary I 15.66
01312 - Secretary II 17.51
01313 - Secretary III 19.46
01320 - Service Order Dispatcher 18.21
01410 - Supply Technician 23.08
01420 - Survey Worker 19.16
01460 - Switchboard Operator/Receptionist 12.96
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.79
01533 - Travel Clerk III 15.69
01611 - Word Processor I 14.38
01612 - Word Processor II 16.91
01613 - Word Processor III 19.16
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.33
05010 - Automotive Electrician 19.67
05040 - Automotive Glass Installer 18.92
05070 - Automotive Worker 18.92
05110 - Mobile Equipment Servicer 17.27
05130 - Motor Equipment Metal Mechanic 20.33
05160 - Motor Equipment Metal Worker 18.92
05190 - Motor Vehicle Mechanic 20.33
05220 - Motor Vehicle Mechanic Helper 16.50
05250 - Motor Vehicle Upholstery Worker 18.07
05280 - Motor Vehicle Wrecker 18.92
05310 - Painter Automotive 19.67
05340 - Radiator Repair Specialist 18.92
05370 - Tire Repairer 15.89
05400 - Transmission Repair Specialist 20.33
07000 - Food Preparation And Service Occupations
07010 - Baker 13.47
07041 - Cook I 11.82
07042 - Cook II 13.46
07070 - Dishwasher 9.37
07130 - Food Service Worker 9.76
07210 - Meat Cutter 16.53

07260 - Waiter/Waitress	9.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.73
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	18.73
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer Minor	17.22
09130 - Upholsterer	18.73
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.46
11060 - Elevator Operator	12.46
11090 - Gardener	16.46
11122 - Housekeeping Aide	12.71
11150 - Janitor	12.71
11210 - Laborer Grounds Maintenance	12.96
11240 - Maid or Houseman	10.04
11260 - Pruner	11.79
11270 - Tractor Operator	15.31
11330 - Trail Maintenance Worker	12.96
11360 - Window Cleaner	13.98
12000 - Health Occupations	
12010 - Ambulance Driver	15.81
12011 - Breath Alcohol Technician	18.48
12012 - Certified Occupational Therapist Assistant	28.36
12015 - Certified Physical Therapist Assistant	27.61
12020 - Dental Assistant	19.25
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.58
12035 - Electroneurodiagnostic Technologist	28.58
12040 - Emergency Medical Technician	15.81
12071 - Licensed Practical Nurse I	16.51
12072 - Licensed Practical Nurse II	18.48
12073 - Licensed Practical Nurse III	20.59
12100 - Medical Assistant	14.82
12130 - Medical Laboratory Technician	26.29
12160 - Medical Record Clerk	15.51
12190 - Medical Record Technician	18.48
12195 - Medical Transcriptionist	18.24
12210 - Nuclear Medicine Technologist	31.94
12221 - Nursing Assistant I	12.10
12222 - Nursing Assistant II	13.61
12223 - Nursing Assistant III	14.85
12224 - Nursing Assistant IV	16.67
12235 - Optical Dispenser	18.10
12236 - Optical Technician	16.51
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	15.87
12305 - Radiologic Technologist	26.10
12311 - Registered Nurse I	24.24
12312 - Registered Nurse II	29.65

12313 - Registered Nurse II Specialist		29.65
12314 - Registered Nurse III		35.88
12315 - Registered Nurse III Anesthetist		35.88
12316 - Registered Nurse IV		42.99
12317 - Scheduler (Drug and Alcohol Testing)		22.88
12320 - Substance Abuse Treatment Counselor		22.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.87
13012 - Exhibits Specialist II		22.15
13013 - Exhibits Specialist III		27.09
13041 - Illustrator I		17.87
13042 - Illustrator II		22.15
13043 - Illustrator III		27.09
13047 - Librarian		24.52
13050 - Library Aide/Clerk		12.65
13054 - Library Information Technology Systems Administrator		22.15
13058 - Library Technician		16.42
13061 - Media Specialist I		15.98
13062 - Media Specialist II		17.87
13063 - Media Specialist III		19.93
13071 - Photographer I		13.48
13072 - Photographer II		17.03
13073 - Photographer III		19.82
13074 - Photographer IV		22.84
13075 - Photographer V		26.61
13090 - Technical Order Library Clerk		15.90
13110 - Video Teleconference Technician		16.60
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.96
14042 - Computer Operator II		17.84
14043 - Computer Operator III		19.90
14044 - Computer Operator IV		22.10
14045 - Computer Operator V		24.48
14071 - Computer Programmer I	(see 1)	22.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.96
14160 - Personal Computer Support Technician		22.10
14170 - System Support Specialist		24.48
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.85
15020 - Aircrew Training Devices Instructor (Rated)		34.88
15030 - Air Crew Training Devices Instructor (Pilot)		41.83
15050 - Computer Based Training Specialist / Instructor		28.85
15060 - Educational Technologist		29.35

15070 - Flight Instructor (Pilot) 41.83
15080 - Graphic Artist 22.27
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.07
15086 - Maintenance Test Pilot Rotary Wing 41.07
15088 - Non-Maintenance Test/Co-Pilot 41.07
15090 - Technical Instructor 21.22
15095 - Technical Instructor/Course Developer 25.95
15110 - Test Proctor 17.57
15120 - Tutor 17.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.26
16030 - Counter Attendant 10.26
16040 - Dry Cleaner 12.76
16070 - Finisher Flatwork Machine 10.26
16090 - Presser Hand 10.26
16110 - Presser Machine Drycleaning 10.26
16130 - Presser Machine Shirts 10.26
16160 - Presser Machine Wearing Apparel Laundry 10.26
16190 - Sewing Machine Operator 13.65
16220 - Tailor 14.55
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.51
19040 - Tool And Die Maker 25.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 22.25
21040 - Material Expediter 22.25
21050 - Material Handling Laborer 14.95
21071 - Order Filler 15.96
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 16.32
21130 - Shipping/Receiving Clerk 16.32
21140 - Store Worker I 14.68
21150 - Stock Clerk 19.51
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.84
23019 - Aircraft Logs and Records Technician 23.16
23021 - Aircraft Mechanic I 25.74
23022 - Aircraft Mechanic II 26.84
23023 - Aircraft Mechanic III 27.81
23040 - Aircraft Mechanic Helper 20.56
23050 - Aircraft Painter 24.69
23060 - Aircraft Servicer 23.16
23070 - Aircraft Survival Flight Equipment Technician 24.69
23080 - Aircraft Worker 24.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.27

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.74
23110 - Appliance Mechanic 22.46
23120 - Bicycle Repairer 18.66
23125 - Cable Splicer 35.33
23130 - Carpenter Maintenance 20.54
23140 - Carpet Layer 22.43
23160 - Electrician Maintenance 24.84
23181 - Electronics Technician Maintenance I 26.95
23182 - Electronics Technician Maintenance II 28.48
23183 - Electronics Technician Maintenance III 29.91
23260 - Fabric Worker 19.92
23290 - Fire Alarm System Mechanic 21.56
23310 - Fire Extinguisher Repairer 18.66
23311 - Fuel Distribution System Mechanic 32.74
23312 - Fuel Distribution System Operator 26.51
23370 - General Maintenance Worker 19.72
23380 - Ground Support Equipment Mechanic 25.74
23381 - Ground Support Equipment Servicer 23.16
23382 - Ground Support Equipment Worker 24.27
23391 - Gunsmith I 18.66
23392 - Gunsmith II 21.25
23393 - Gunsmith III 23.59
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.73
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.71
23430 - Heavy Equipment Mechanic 22.28
23440 - Heavy Equipment Operator 26.86
23460 - Instrument Mechanic 23.59
23465 - Laboratory/Shelter Mechanic 22.46
23470 - Laborer 14.95
23510 - Locksmith 21.34
23530 - Machinery Maintenance Mechanic 29.40
23550 - Machinist Maintenance 21.37
23580 - Maintenance Trades Helper 17.32
23591 - Metrology Technician I 23.59
23592 - Metrology Technician II 24.67
23593 - Metrology Technician III 25.63
23640 - Millwright 30.28
23710 - Office Appliance Repairer 20.72
23760 - Painter Maintenance 23.89
23790 - Pipefitter Maintenance 27.15
23810 - Plumber Maintenance 24.36
23820 - Pneudraulic Systems Mechanic 23.59
23850 - Rigger 23.59
23870 - Scale Mechanic 21.25
23890 - Sheet-Metal Worker Maintenance 28.12
23910 - Small Engine Mechanic 19.52
23931 - Telecommunications Mechanic I 25.28

23932 - Telecommunications Mechanic II 26.36
23950 - Telephone Lineman 24.59
23960 - Welder Combination Maintenance 21.30
23965 - Well Driller 23.59
23970 - Woodcraft Worker 23.59
23980 - Woodworker 18.66
24000 - Personal Needs Occupations
24550 - Case Manager 15.14
24570 - Child Care Attendant 10.13
24580 - Child Care Center Clerk 13.90
24610 - Chore Aide 11.24
24620 - Family Readiness And Support Services Coordinator 15.14
24630 - Homemaker 15.44
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.83
25040 - Sewage Plant Operator 22.88
25070 - Stationary Engineer 23.83
25190 - Ventilation Equipment Tender 17.54
25210 - Water Treatment Plant Operator 22.88
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.36
27007 - Baggage Inspector 16.04
27008 - Corrections Officer 21.89
27010 - Court Security Officer 20.76
27030 - Detection Dog Handler 17.95
27040 - Detention Officer 21.89
27070 - Firefighter 19.73
27101 - Guard I 16.04
27102 - Guard II 17.95
27131 - Police Officer I 22.82
27132 - Police Officer II 25.36
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.20
28042 - Carnival Equipment Repairer 13.11
28043 - Carnival Worker 9.39
28210 - Gate Attendant/Gate Tender 14.38
28310 - Lifeguard 10.92
28350 - Park Attendant (Aide) 16.08
28510 - Recreation Aide/Health Facility Attendant 11.74
28515 - Recreation Specialist 18.94
28630 - Sports Official 12.81
28690 - Swimming Pool Operator 16.22
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.13
29020 - Hatch Tender 22.13
29030 - Line Handler 22.13
29041 - Stevedore I 20.45
29042 - Stevedore II 23.05
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.35
30021 - Archeological Technician I 19.30
30022 - Archeological Technician II 21.59
30023 - Archeological Technician III 25.61
30030 - Cartographic Technician 26.76
30040 - Civil Engineering Technician 27.63
30051 - Cryogenic Technician I 28.36
30052 - Cryogenic Technician II 31.32
30061 - Drafter/CAD Operator I 19.30
30062 - Drafter/CAD Operator II 21.59
30063 - Drafter/CAD Operator III 24.08
30064 - Drafter/CAD Operator IV 29.62
30081 - Engineering Technician I 18.89
30082 - Engineering Technician II 21.20
30083 - Engineering Technician III 23.71
30084 - Engineering Technician IV 29.38
30085 - Engineering Technician V 35.94
30086 - Engineering Technician VI 43.48
30090 - Environmental Technician 23.90
30095 - Evidence Control Specialist 25.61
30210 - Laboratory Technician 22.37
30221 - Latent Fingerprint Technician I 28.36
30222 - Latent Fingerprint Technician II 31.32
30240 - Mathematical Technician 26.45
30361 - Paralegal/Legal Assistant I 18.44
30362 - Paralegal/Legal Assistant II 22.84
30363 - Paralegal/Legal Assistant III 27.94
30364 - Paralegal/Legal Assistant IV 33.80
30375 - Petroleum Supply Specialist 31.32
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 31.32
30461 - Technical Writer I 25.61
30462 - Technical Writer II 31.32
30463 - Technical Writer III 37.90
30491 - Unexploded Ordnance (UXO) Technician I 26.24
30492 - Unexploded Ordnance (UXO) Technician II 31.75
30493 - Unexploded Ordnance (UXO) Technician III 38.05
30494 - Unexploded (UXO) Safety Escort 26.24
30495 - Unexploded (UXO) Sweep Personnel 26.24
30501 - Weather Forecaster I 28.56
30502 - Weather Forecaster II 34.74
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.08
30621 - Weather Observer Senior (see 2) 26.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.75
31020 - Bus Aide 15.20
31030 - Bus Driver 20.60

31043 - Driver Courier	14.81
31260 - Parking and Lot Attendant	12.56
31290 - Shuttle Bus Driver	14.81
31310 - Taxi Driver	11.57
31361 - Truckdriver Light	14.81
31362 - Truckdriver Medium	17.78
31363 - Truckdriver Heavy	20.94
31364 - Truckdriver Tractor-Trailer	20.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	10.20
99050 - Desk Clerk	12.25
99095 - Embalmer	29.78
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	13.32
99252 - Laboratory Animal Caretaker II	14.32
99260 - Marketing Analyst	24.56
99310 - Mortician	29.78
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	14.39
99710 - Recycling Laborer	19.73
99711 - Recycling Specialist	23.11
99730 - Refuse Collector	18.02
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	11.91
99830 - Survey Party Chief	22.43
99831 - Surveying Aide	12.77
99832 - Surveying Technician	20.13
99840 - Vending Machine Attendant	14.23
99841 - Vending Machine Repairer	17.85
99842 - Vending Machine Repairer Helper	14.23

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4761
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Coshocton Guernsey Muskingum

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.59
01012 - Accounting Clerk II		16.39
01013 - Accounting Clerk III		18.33
01020 - Administrative Assistant		22.91
01035 - Court Reporter		17.96
01041 - Customer Service Representative I		12.58
01042 - Customer Service Representative II		14.15
01043 - Customer Service Representative III		15.44
01051 - Data Entry Operator I		13.77
01052 - Data Entry Operator II		15.03
01060 - Dispatcher Motor Vehicle		19.52
01070 - Document Preparation Clerk		13.55
01090 - Duplicating Machine Operator		13.55
01111 - General Clerk I		14.11
01112 - General Clerk II		15.40

01113 - General Clerk III	17.30
01120 - Housing Referral Assistant	21.46
01141 - Messenger Courier	12.68
01191 - Order Clerk I	14.58
01192 - Order Clerk II	15.91
01261 - Personnel Assistant (Employment) I	17.06
01262 - Personnel Assistant (Employment) II	19.08
01263 - Personnel Assistant (Employment) III	21.26
01270 - Production Control Clerk	23.44
01290 - Rental Clerk	16.66
01300 - Scheduler Maintenance	17.20
01311 - Secretary I	17.20
01312 - Secretary II	19.24
01313 - Secretary III	21.46
01320 - Service Order Dispatcher	17.20
01410 - Supply Technician	23.84
01420 - Survey Worker	16.70
01460 - Switchboard Operator/Receptionist	13.35
01531 - Travel Clerk I	13.34
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.23
01611 - Word Processor I	13.56
01612 - Word Processor II	15.23
01613 - Word Processor III	17.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.84
05010 - Automotive Electrician	19.56
05040 - Automotive Glass Installer	18.71
05070 - Automotive Worker	19.26
05110 - Mobile Equipment Servicer	17.02
05130 - Motor Equipment Metal Mechanic	22.25
05160 - Motor Equipment Metal Worker	18.89
05190 - Motor Vehicle Mechanic	20.39
05220 - Motor Vehicle Mechanic Helper	16.18
05250 - Motor Vehicle Upholstery Worker	18.39
05280 - Motor Vehicle Wrecker	19.26
05310 - Painter Automotive	20.38
05340 - Radiator Repair Specialist	19.26
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	20.39
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.50
07041 - Cook I	13.31
07042 - Cook II	15.24
07070 - Dishwasher	10.05
07130 - Food Service Worker	10.13
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	9.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.32

09040 - Furniture Handler 11.93
09080 - Furniture Refinisher 17.51
09090 - Furniture Refinisher Helper 13.49
09110 - Furniture Repairer Minor 15.50
09130 - Upholsterer 16.32
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.15
11060 - Elevator Operator 13.45
11090 - Gardener 15.02
11122 - Housekeeping Aide 13.45
11150 - Janitor 13.45
11210 - Laborer Grounds Maintenance 12.01
11240 - Maid or Houseman 10.73
11260 - Pruner 10.89
11270 - Tractor Operator 13.94
11330 - Trail Maintenance Worker 12.01
11360 - Window Cleaner 14.76
12000 - Health Occupations
12010 - Ambulance Driver 18.70
12011 - Breath Alcohol Technician 19.39
12012 - Certified Occupational Therapist Assistant 28.02
12015 - Certified Physical Therapist Assistant 26.82
12020 - Dental Assistant 17.16
12025 - Dental Hygienist 36.62
12030 - EKG Technician 29.38
12035 - Electroneurodiagnostic Technologist 29.38
12040 - Emergency Medical Technician 18.70
12071 - Licensed Practical Nurse I 17.34
12072 - Licensed Practical Nurse II 19.39
12073 - Licensed Practical Nurse III 21.61
12100 - Medical Assistant 14.19
12130 - Medical Laboratory Technician 24.99
12160 - Medical Record Clerk 15.72
12190 - Medical Record Technician 18.80
12195 - Medical Transcriptionist 16.98
12210 - Nuclear Medicine Technologist 42.61
12221 - Nursing Assistant I 11.90
12222 - Nursing Assistant II 13.37
12223 - Nursing Assistant III 14.59
12224 - Nursing Assistant IV 16.39
12235 - Optical Dispenser 20.57
12236 - Optical Technician 17.34
12250 - Pharmacy Technician 16.49
12280 - Phlebotomist 15.34
12305 - Radiologic Technologist 25.74
12311 - Registered Nurse I 24.15
12312 - Registered Nurse II 29.54
12313 - Registered Nurse II Specialist 29.54
12314 - Registered Nurse III 35.75
12315 - Registered Nurse III Anesthetist 35.75

12316 - Registered Nurse IV		42.84
12317 - Scheduler (Drug and Alcohol Testing)		24.02
12320 - Substance Abuse Treatment Counselor		21.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.60
13012 - Exhibits Specialist II		24.33
13013 - Exhibits Specialist III		29.76
13041 - Illustrator I		19.78
13042 - Illustrator II		24.52
13043 - Illustrator III		29.99
13047 - Librarian		29.19
13050 - Library Aide/Clerk		11.59
13054 - Library Information Technology Systems Administrator		24.84
13058 - Library Technician		18.05
13061 - Media Specialist I		17.91
13062 - Media Specialist II		20.02
13063 - Media Specialist III		22.33
13071 - Photographer I		15.60
13072 - Photographer II		18.10
13073 - Photographer III		26.06
13074 - Photographer IV		27.75
13075 - Photographer V		33.59
13090 - Technical Order Library Clerk		15.90
13110 - Video Teleconference Technician		19.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.11
14042 - Computer Operator II		19.14
14043 - Computer Operator III		21.35
14044 - Computer Operator IV		23.71
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.11
14160 - Personal Computer Support Technician		23.71
14170 - System Support Specialist		28.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.20
15020 - Aircrew Training Devices Instructor (Rated)		37.74
15030 - Air Crew Training Devices Instructor (Pilot)		45.23
15050 - Computer Based Training Specialist / Instructor		31.20
15060 - Educational Technologist		33.00
15070 - Flight Instructor (Pilot)		45.23
15080 - Graphic Artist		25.33
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.91

15086 - Maintenance Test Pilot Rotary Wing 42.91
15088 - Non-Maintenance Test/Co-Pilot 42.91
15090 - Technical Instructor 22.83
15095 - Technical Instructor/Course Developer 27.93
15110 - Test Proctor 18.43
15120 - Tutor 18.43
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.09
16220 - Tailor 15.02
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.05
19040 - Tool And Die Maker 22.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.58
21030 - Material Coordinator 23.44
21040 - Material Expediter 23.44
21050 - Material Handling Laborer 14.49
21071 - Order Filler 15.47
21080 - Production Line Worker (Food Processing) 18.58
21110 - Shipping Packer 16.12
21130 - Shipping/Receiving Clerk 16.12
21140 - Store Worker I 14.10
21150 - Stock Clerk 18.60
21210 - Tools And Parts Attendant 18.58
21410 - Warehouse Specialist 18.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.66
23019 - Aircraft Logs and Records Technician 20.26
23021 - Aircraft Mechanic I 23.54
23022 - Aircraft Mechanic II 24.66
23023 - Aircraft Mechanic III 25.77
23040 - Aircraft Mechanic Helper 18.34
23050 - Aircraft Painter 22.45
23060 - Aircraft Servicer 20.26
23070 - Aircraft Survival Flight Equipment Technician 22.45
23080 - Aircraft Worker 21.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.16
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.54
23110 - Appliance Mechanic 22.45

23120 - Bicycle Repairer 18.53
23125 - Cable Splicer 34.38
23130 - Carpenter Maintenance 21.04
23140 - Carpet Layer 19.90
23160 - Electrician Maintenance 23.77
23181 - Electronics Technician Maintenance I 30.02
23182 - Electronics Technician Maintenance II 31.85
23183 - Electronics Technician Maintenance III 33.39
23260 - Fabric Worker 19.87
23290 - Fire Alarm System Mechanic 23.54
23310 - Fire Extinguisher Repairer 18.53
23311 - Fuel Distribution System Mechanic 29.57
23312 - Fuel Distribution System Operator 22.96
23370 - General Maintenance Worker 20.64
23380 - Ground Support Equipment Mechanic 23.54
23381 - Ground Support Equipment Servicer 20.26
23382 - Ground Support Equipment Worker 21.16
23391 - Gunsmith I 18.53
23392 - Gunsmith II 21.16
23393 - Gunsmith III 23.54
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.16
23430 - Heavy Equipment Mechanic 25.78
23440 - Heavy Equipment Operator 21.42
23460 - Instrument Mechanic 23.78
23465 - Laboratory/Shelter Mechanic 22.45
23470 - Laborer 14.49
23510 - Locksmith 22.45
23530 - Machinery Maintenance Mechanic 26.59
23550 - Machinist Maintenance 19.94
23580 - Maintenance Trades Helper 19.73
23591 - Metrology Technician I 23.78
23592 - Metrology Technician II 24.77
23593 - Metrology Technician III 25.80
23640 - Millwright 28.80
23710 - Office Appliance Repairer 22.45
23760 - Painter Maintenance 19.75
23790 - Pipefitter Maintenance 27.72
23810 - Plumber Maintenance 24.81
23820 - Pneudraulic Systems Mechanic 23.54
23850 - Rigger 25.11
23870 - Scale Mechanic 21.16
23890 - Sheet-Metal Worker Maintenance 24.56
23910 - Small Engine Mechanic 17.17
23931 - Telecommunications Mechanic I 25.47
23932 - Telecommunications Mechanic II 26.69
23950 - Telephone Lineman 23.52
23960 - Welder Combination Maintenance 19.19

23965 - Well Driller		23.54
23970 - Woodcraft Worker		23.54
23980 - Woodworker		18.53
24000 - Personal Needs Occupations		
24550 - Case Manager		16.83
24570 - Child Care Attendant		12.72
24580 - Child Care Center Clerk		15.85
24610 - Chore Aide		11.24
24620 - Family Readiness And Support Services Coordinator		16.83
24630 - Homemaker		16.83
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.54
25040 - Sewage Plant Operator		22.40
25070 - Stationary Engineer		23.54
25190 - Ventilation Equipment Tender		17.20
25210 - Water Treatment Plant Operator		22.40
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.09
27007 - Baggage Inspector		16.17
27008 - Corrections Officer		22.37
27010 - Court Security Officer		22.95
27030 - Detection Dog Handler		18.09
27040 - Detention Officer		22.37
27070 - Firefighter		22.50
27101 - Guard I		16.17
27102 - Guard II		18.09
27131 - Police Officer I		24.41
27132 - Police Officer II		27.12
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.72
28042 - Carnival Equipment Repairer		13.73
28043 - Carnival Worker		9.81
28210 - Gate Attendant/Gate Tender		14.63
28310 - Lifeguard		10.82
28350 - Park Attendant (Aide)		16.36
28510 - Recreation Aide/Health Facility Attendant		11.94
28515 - Recreation Specialist		20.27
28630 - Sports Official		13.03
28690 - Swimming Pool Operator		17.08
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.46
29020 - Hatch Tender		29.46
29030 - Line Handler		29.46
29041 - Stevedore I		27.60
29042 - Stevedore II		31.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.70
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.75
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.67

30021 - Archeological Technician I		17.11
30022 - Archeological Technician II		19.14
30023 - Archeological Technician III		23.71
30030 - Cartographic Technician		23.71
30040 - Civil Engineering Technician		23.79
30051 - Cryogenic Technician I		26.26
30052 - Cryogenic Technician II		29.00
30061 - Drafter/CAD Operator I		17.11
30062 - Drafter/CAD Operator II		19.14
30063 - Drafter/CAD Operator III		21.33
30064 - Drafter/CAD Operator IV		26.26
30081 - Engineering Technician I		15.81
30082 - Engineering Technician II		17.74
30083 - Engineering Technician III		19.84
30084 - Engineering Technician IV		24.59
30085 - Engineering Technician V		30.08
30086 - Engineering Technician VI		36.39
30090 - Environmental Technician		21.79
30095 - Evidence Control Specialist		23.71
30210 - Laboratory Technician		25.16
30221 - Latent Fingerprint Technician I		26.26
30222 - Latent Fingerprint Technician II		29.00
30240 - Mathematical Technician		23.71
30361 - Paralegal/Legal Assistant I		19.24
30362 - Paralegal/Legal Assistant II		23.84
30363 - Paralegal/Legal Assistant III		29.16
30364 - Paralegal/Legal Assistant IV		35.28
30375 - Petroleum Supply Specialist		29.00
30390 - Photo-Optics Technician		23.71
30395 - Radiation Control Technician		29.00
30461 - Technical Writer I		23.71
30462 - Technical Writer II		29.00
30463 - Technical Writer III		35.09
30491 - Unexploded Ordnance (UXO) Technician I		26.50
30492 - Unexploded Ordnance (UXO) Technician II		32.06
30493 - Unexploded Ordnance (UXO) Technician III		38.43
30494 - Unexploded (UXO) Safety Escort		26.50
30495 - Unexploded (UXO) Sweep Personnel		26.50
30501 - Weather Forecaster I		26.26
30502 - Weather Forecaster II		31.94
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.33
30621 - Weather Observer Senior	(see 2)	23.71
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.06
31020 - Bus Aide		15.90
31030 - Bus Driver		22.08
31043 - Driver Courier		17.01
31260 - Parking and Lot Attendant		14.50
31290 - Shuttle Bus Driver		19.36

31310 - Taxi Driver	13.13
31361 - Truckdriver Light	19.36
31362 - Truckdriver Medium	19.70
31363 - Truckdriver Heavy	25.13
31364 - Truckdriver Tractor-Trailer	25.13
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	9.83
99050 - Desk Clerk	11.10
99095 - Embalmer	32.32
99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker I	11.12
99252 - Laboratory Animal Caretaker II	11.98
99260 - Marketing Analyst	26.46
99310 - Mortician	32.32
99410 - Pest Controller	23.37
99510 - Photofinishing Worker	14.34
99710 - Recycling Laborer	20.12
99711 - Recycling Specialist	23.78
99730 - Refuse Collector	18.34
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	15.57
99830 - Survey Party Chief	22.82
99831 - Surveying Aide	13.55
99832 - Surveying Technician	20.74
99840 - Vending Machine Attendant	13.70
99841 - Vending Machine Repairer	16.39
99842 - Vending Machine Repairer Helper	13.70

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4762
Revision No.: 14
Date Of Last Revision: 05/07/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Coshocton Guernsey Muskingum

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.40
01012 - Accounting Clerk II		15.87
01013 - Accounting Clerk III		17.87
01020 - Administrative Assistant		22.63
01035 - Court Reporter		17.96
01041 - Customer Service Representative I		11.44
01042 - Customer Service Representative II		12.86
01043 - Customer Service Representative III		14.04
01051 - Data Entry Operator I		13.48
01052 - Data Entry Operator II		14.71
01060 - Dispatcher Motor Vehicle		19.52
01070 - Document Preparation Clerk		13.01

01090 - Duplicating Machine Operator 13.01
01111 - General Clerk I 13.02
01112 - General Clerk II 14.22
01113 - General Clerk III 16.77
01120 - Housing Referral Assistant 21.46
01141 - Messenger Courier 12.68
01191 - Order Clerk I 14.32
01192 - Order Clerk II 15.62
01261 - Personnel Assistant (Employment) I 16.56
01262 - Personnel Assistant (Employment) II 17.57
01263 - Personnel Assistant (Employment) III 19.60
01270 - Production Control Clerk 23.44
01290 - Rental Clerk 16.66
01300 - Scheduler Maintenance 17.20
01311 - Secretary I 17.20
01312 - Secretary II 19.24
01313 - Secretary III 21.46
01320 - Service Order Dispatcher 17.20
01410 - Supply Technician 23.84
01420 - Survey Worker 16.70
01460 - Switchboard Operator/Receptionist 13.11
01531 - Travel Clerk I 13.23
01532 - Travel Clerk II 14.12
01533 - Travel Clerk III 14.97
01611 - Word Processor I 13.56
01612 - Word Processor II 15.23
01613 - Word Processor III 17.96
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.84
05010 - Automotive Electrician 19.56
05040 - Automotive Glass Installer 18.71
05070 - Automotive Worker 19.26
05110 - Mobile Equipment Servicer 17.02
05130 - Motor Equipment Metal Mechanic 22.25
05160 - Motor Equipment Metal Worker 18.89
05190 - Motor Vehicle Mechanic 20.39
05220 - Motor Vehicle Mechanic Helper 16.18
05250 - Motor Vehicle Upholstery Worker 18.39
05280 - Motor Vehicle Wrecker 19.26
05310 - Painter Automotive 20.38
05340 - Radiator Repair Specialist 19.26
05370 - Tire Repairer 14.63
05400 - Transmission Repair Specialist 20.39
07000 - Food Preparation And Service Occupations
07010 - Baker 12.50
07041 - Cook I 12.57
07042 - Cook II 14.37
07070 - Dishwasher 9.69
07130 - Food Service Worker 9.86
07210 - Meat Cutter 16.26

07260 - Waiter/Waitress	9.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.32
09040 - Furniture Handler	11.93
09080 - Furniture Refinisher	17.51
09090 - Furniture Refinisher Helper	13.49
09110 - Furniture Repairer Minor	15.50
09130 - Upholsterer	16.32
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.15
11060 - Elevator Operator	12.69
11090 - Gardener	15.02
11122 - Housekeeping Aide	12.69
11150 - Janitor	12.69
11210 - Laborer Grounds Maintenance	12.01
11240 - Maid or Houseman	10.42
11260 - Pruner	10.89
11270 - Tractor Operator	13.94
11330 - Trail Maintenance Worker	12.01
11360 - Window Cleaner	13.92
12000 - Health Occupations	
12010 - Ambulance Driver	18.70
12011 - Breath Alcohol Technician	19.29
12012 - Certified Occupational Therapist Assistant	26.48
12015 - Certified Physical Therapist Assistant	26.35
12020 - Dental Assistant	17.16
12025 - Dental Hygienist	36.62
12030 - EKG Technician	29.22
12035 - Electroneurodiagnostic Technologist	29.22
12040 - Emergency Medical Technician	18.70
12071 - Licensed Practical Nurse I	17.24
12072 - Licensed Practical Nurse II	19.29
12073 - Licensed Practical Nurse III	21.50
12100 - Medical Assistant	13.78
12130 - Medical Laboratory Technician	24.99
12160 - Medical Record Clerk	15.28
12190 - Medical Record Technician	18.80
12195 - Medical Transcriptionist	16.42
12210 - Nuclear Medicine Technologist	42.38
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	19.86
12236 - Optical Technician	17.24
12250 - Pharmacy Technician	16.49
12280 - Phlebotomist	15.10
12305 - Radiologic Technologist	25.66
12311 - Registered Nurse I	24.06
12312 - Registered Nurse II	29.44

12313 - Registered Nurse II Specialist		29.44
12314 - Registered Nurse III		35.61
12315 - Registered Nurse III Anesthetist		35.61
12316 - Registered Nurse IV		42.69
12317 - Scheduler (Drug and Alcohol Testing)		23.89
12320 - Substance Abuse Treatment Counselor		21.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.60
13012 - Exhibits Specialist II		24.33
13013 - Exhibits Specialist III		29.76
13041 - Illustrator I		19.78
13042 - Illustrator II		24.52
13043 - Illustrator III		29.99
13047 - Librarian		29.19
13050 - Library Aide/Clerk		11.59
13054 - Library Information Technology Systems Administrator		24.84
13058 - Library Technician		18.05
13061 - Media Specialist I		17.91
13062 - Media Specialist II		20.02
13063 - Media Specialist III		22.33
13071 - Photographer I		15.60
13072 - Photographer II		18.10
13073 - Photographer III		26.06
13074 - Photographer IV		27.75
13075 - Photographer V		33.59
13090 - Technical Order Library Clerk		15.90
13110 - Video Teleconference Technician		19.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.11
14042 - Computer Operator II		19.14
14043 - Computer Operator III		21.35
14044 - Computer Operator IV		23.71
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.11
14160 - Personal Computer Support Technician		23.71
14170 - System Support Specialist		28.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.20
15020 - Aircrew Training Devices Instructor (Rated)		37.74
15030 - Air Crew Training Devices Instructor (Pilot)		45.23
15050 - Computer Based Training Specialist / Instructor		31.20
15060 - Educational Technologist		33.00

15070 - Flight Instructor (Pilot) 45.23
15080 - Graphic Artist 25.33
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.91
15086 - Maintenance Test Pilot Rotary Wing 42.91
15088 - Non-Maintenance Test/Co-Pilot 42.91
15090 - Technical Instructor 21.48
15095 - Technical Instructor/Course Developer 26.28
15110 - Test Proctor 17.35
15120 - Tutor 17.35
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.26
16030 - Counter Attendant 10.26
16040 - Dry Cleaner 12.76
16070 - Finisher Flatwork Machine 10.26
16090 - Presser Hand 10.26
16110 - Presser Machine Drycleaning 10.26
16130 - Presser Machine Shirts 10.26
16160 - Presser Machine Wearing Apparel Laundry 10.26
16190 - Sewing Machine Operator 13.65
16220 - Tailor 14.55
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.45
19040 - Tool And Die Maker 22.27
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.75
21030 - Material Coordinator 23.44
21040 - Material Expediter 23.44
21050 - Material Handling Laborer 14.19
21071 - Order Filler 15.47
21080 - Production Line Worker (Food Processing) 17.75
21110 - Shipping Packer 15.99
21130 - Shipping/Receiving Clerk 15.99
21140 - Store Worker I 13.88
21150 - Stock Clerk 18.31
21210 - Tools And Parts Attendant 17.75
21410 - Warehouse Specialist 17.75
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.66
23019 - Aircraft Logs and Records Technician 20.26
23021 - Aircraft Mechanic I 23.54
23022 - Aircraft Mechanic II 24.66
23023 - Aircraft Mechanic III 25.77
23040 - Aircraft Mechanic Helper 18.34
23050 - Aircraft Painter 22.45
23060 - Aircraft Servicer 20.26
23070 - Aircraft Survival Flight Equipment Technician 22.45
23080 - Aircraft Worker 21.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.16

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.54
23110 - Appliance Mechanic 22.45
23120 - Bicycle Repairer 18.53
23125 - Cable Splicer 33.69
23130 - Carpenter Maintenance 21.04
23140 - Carpet Layer 19.90
23160 - Electrician Maintenance 23.77
23181 - Electronics Technician Maintenance I 28.02
23182 - Electronics Technician Maintenance II 29.72
23183 - Electronics Technician Maintenance III 31.16
23260 - Fabric Worker 19.87
23290 - Fire Alarm System Mechanic 23.54
23310 - Fire Extinguisher Repairer 18.53
23311 - Fuel Distribution System Mechanic 29.57
23312 - Fuel Distribution System Operator 22.96
23370 - General Maintenance Worker 18.76
23380 - Ground Support Equipment Mechanic 23.54
23381 - Ground Support Equipment Servicer 20.26
23382 - Ground Support Equipment Worker 21.16
23391 - Gunsmith I 18.53
23392 - Gunsmith II 21.16
23393 - Gunsmith III 23.54
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.16
23430 - Heavy Equipment Mechanic 24.83
23440 - Heavy Equipment Operator 21.41
23460 - Instrument Mechanic 23.78
23465 - Laboratory/Shelter Mechanic 22.45
23470 - Laborer 14.19
23510 - Locksmith 22.45
23530 - Machinery Maintenance Mechanic 25.37
23550 - Machinist Maintenance 19.94
23580 - Maintenance Trades Helper 17.94
23591 - Metrology Technician I 23.78
23592 - Metrology Technician II 24.77
23593 - Metrology Technician III 25.80
23640 - Millwright 28.80
23710 - Office Appliance Repairer 22.45
23760 - Painter Maintenance 19.75
23790 - Pipefitter Maintenance 27.72
23810 - Plumber Maintenance 24.81
23820 - Pneudraulic Systems Mechanic 23.54
23850 - Rigger 25.11
23870 - Scale Mechanic 21.16
23890 - Sheet-Metal Worker Maintenance 24.56
23910 - Small Engine Mechanic 17.17
23931 - Telecommunications Mechanic I 25.16

23932 - Telecommunications Mechanic II 26.21
23950 - Telephone Lineman 23.03
23960 - Welder Combination Maintenance 18.90
23965 - Well Driller 23.54
23970 - Woodcraft Worker 23.54
23980 - Woodworker 18.53
24000 - Personal Needs Occupations
24550 - Case Manager 16.61
24570 - Child Care Attendant 11.85
24580 - Child Care Center Clerk 14.77
24610 - Chore Aide 11.24
24620 - Family Readiness And Support Services Coordinator 16.61
24630 - Homemaker 16.61
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.54
25040 - Sewage Plant Operator 21.08
25070 - Stationary Engineer 23.54
25190 - Ventilation Equipment Tender 17.20
25210 - Water Treatment Plant Operator 21.08
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.09
27007 - Baggage Inspector 16.17
27008 - Corrections Officer 21.80
27010 - Court Security Officer 22.95
27030 - Detection Dog Handler 18.09
27040 - Detention Officer 21.80
27070 - Firefighter 22.50
27101 - Guard I 16.17
27102 - Guard II 18.09
27131 - Police Officer I 24.41
27132 - Police Officer II 27.12
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.24
28042 - Carnival Equipment Repairer 13.21
28043 - Carnival Worker 9.44
28210 - Gate Attendant/Gate Tender 14.63
28310 - Lifeguard 10.82
28350 - Park Attendant (Aide) 16.36
28510 - Recreation Aide/Health Facility Attendant 11.94
28515 - Recreation Specialist 20.27
28630 - Sports Official 13.03
28690 - Swimming Pool Operator 17.08
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.56
29020 - Hatch Tender 28.56
29030 - Line Handler 28.56
29041 - Stevedore I 26.81
29042 - Stevedore II 30.29
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.35
30021 - Archeological Technician I 16.70
30022 - Archeological Technician II 18.68
30023 - Archeological Technician III 23.15
30030 - Cartographic Technician 23.15
30040 - Civil Engineering Technician 23.79
30051 - Cryogenic Technician I 25.34
30052 - Cryogenic Technician II 27.98
30061 - Drafter/CAD Operator I 16.70
30062 - Drafter/CAD Operator II 18.68
30063 - Drafter/CAD Operator III 20.83
30064 - Drafter/CAD Operator IV 25.62
30081 - Engineering Technician I 15.81
30082 - Engineering Technician II 17.74
30083 - Engineering Technician III 19.84
30084 - Engineering Technician IV 24.59
30085 - Engineering Technician V 30.08
30086 - Engineering Technician VI 36.39
30090 - Environmental Technician 21.79
30095 - Evidence Control Specialist 22.87
30210 - Laboratory Technician 22.87
30221 - Latent Fingerprint Technician I 25.34
30222 - Latent Fingerprint Technician II 27.98
30240 - Mathematical Technician 23.15
30361 - Paralegal/Legal Assistant I 17.63
30362 - Paralegal/Legal Assistant II 21.84
30363 - Paralegal/Legal Assistant III 26.71
30364 - Paralegal/Legal Assistant IV 32.31
30375 - Petroleum Supply Specialist 27.98
30390 - Photo-Optics Technician 23.15
30395 - Radiation Control Technician 27.98
30461 - Technical Writer I 22.87
30462 - Technical Writer II 27.98
30463 - Technical Writer III 33.86
30491 - Unexploded Ordnance (UXO) Technician I 26.24
30492 - Unexploded Ordnance (UXO) Technician II 31.75
30493 - Unexploded Ordnance (UXO) Technician III 38.05
30494 - Unexploded (UXO) Safety Escort 26.24
30495 - Unexploded (UXO) Sweep Personnel 26.24
30501 - Weather Forecaster I 25.34
30502 - Weather Forecaster II 30.82
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.83
30621 - Weather Observer Senior (see 2) 23.15
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.75
31020 - Bus Aide 15.90
31030 - Bus Driver 22.08

31043 - Driver Courier	17.01
31260 - Parking and Lot Attendant	14.50
31290 - Shuttle Bus Driver	19.36
31310 - Taxi Driver	12.00
31361 - Truckdriver Light	19.36
31362 - Truckdriver Medium	19.70
31363 - Truckdriver Heavy	24.02
31364 - Truckdriver Tractor-Trailer	24.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	9.78
99050 - Desk Clerk	10.66
99095 - Embalmer	32.32
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	11.12
99252 - Laboratory Animal Caretaker II	11.98
99260 - Marketing Analyst	26.46
99310 - Mortician	32.32
99410 - Pest Controller	21.42
99510 - Photofinishing Worker	14.34
99710 - Recycling Laborer	19.07
99711 - Recycling Specialist	22.54
99730 - Refuse Collector	17.38
99810 - Sales Clerk	11.39
99820 - School Crossing Guard	15.32
99830 - Survey Party Chief	21.30
99831 - Surveying Aide	12.65
99832 - Surveying Technician	19.36
99840 - Vending Machine Attendant	12.45
99841 - Vending Machine Repairer	14.90
99842 - Vending Machine Repairer Helper	12.45

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4763
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Harrison Tuscarawas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		22.91
01035 - Court Reporter		17.78
01041 - Customer Service Representative I		12.58
01042 - Customer Service Representative II		14.15
01043 - Customer Service Representative III		15.44
01051 - Data Entry Operator I		13.77
01052 - Data Entry Operator II		15.03
01060 - Dispatcher Motor Vehicle		19.18
01070 - Document Preparation Clerk		13.55
01090 - Duplicating Machine Operator		13.55
01111 - General Clerk I		13.65
01112 - General Clerk II		15.40

01113 - General Clerk III 17.30
01120 - Housing Referral Assistant 19.31
01141 - Messenger Courier 11.21
01191 - Order Clerk I 14.58
01192 - Order Clerk II 15.91
01261 - Personnel Assistant (Employment) I 17.06
01262 - Personnel Assistant (Employment) II 19.08
01263 - Personnel Assistant (Employment) III 21.26
01270 - Production Control Clerk 23.44
01290 - Rental Clerk 16.66
01300 - Scheduler Maintenance 15.48
01311 - Secretary I 15.48
01312 - Secretary II 17.32
01313 - Secretary III 19.31
01320 - Service Order Dispatcher 17.45
01410 - Supply Technician 22.91
01420 - Survey Worker 15.04
01460 - Switchboard Operator/Receptionist 13.35
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 13.56
01612 - Word Processor II 15.53
01613 - Word Processor III 17.37
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.66
05010 - Automotive Electrician 19.20
05040 - Automotive Glass Installer 18.10
05070 - Automotive Worker 18.10
05110 - Mobile Equipment Servicer 15.85
05130 - Motor Equipment Metal Mechanic 20.13
05160 - Motor Equipment Metal Worker 18.10
05190 - Motor Vehicle Mechanic 20.13
05220 - Motor Vehicle Mechanic Helper 15.23
05250 - Motor Vehicle Upholstery Worker 16.96
05280 - Motor Vehicle Wrecker 18.10
05310 - Painter Automotive 19.20
05340 - Radiator Repair Specialist 18.10
05370 - Tire Repairer 16.09
05400 - Transmission Repair Specialist 20.13
07000 - Food Preparation And Service Occupations
07010 - Baker 12.08
07041 - Cook I 13.31
07042 - Cook II 15.24
07070 - Dishwasher 10.05
07130 - Food Service Worker 10.13
07210 - Meat Cutter 16.26
07260 - Waiter/Waitress 9.51
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.22

09040 - Furniture Handler 12.62
09080 - Furniture Refinisher 17.51
09090 - Furniture Refinisher Helper 13.89
09110 - Furniture Repairer Minor 15.50
09130 - Upholsterer 16.32
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.15
11060 - Elevator Operator 13.45
11090 - Gardener 15.02
11122 - Housekeeping Aide 13.61
11150 - Janitor 13.61
11210 - Laborer Grounds Maintenance 12.35
11240 - Maid or Houseman 11.50
11260 - Pruner 12.96
11270 - Tractor Operator 13.94
11330 - Trail Maintenance Worker 12.35
11360 - Window Cleaner 14.76
12000 - Health Occupations
12010 - Ambulance Driver 16.98
12011 - Breath Alcohol Technician 19.39
12012 - Certified Occupational Therapist Assistant 28.02
12015 - Certified Physical Therapist Assistant 26.82
12020 - Dental Assistant 17.16
12025 - Dental Hygienist 32.56
12030 - EKG Technician 29.38
12035 - Electroneurodiagnostic Technologist 29.38
12040 - Emergency Medical Technician 16.98
12071 - Licensed Practical Nurse I 17.34
12072 - Licensed Practical Nurse II 19.39
12073 - Licensed Practical Nurse III 21.61
12100 - Medical Assistant 14.19
12130 - Medical Laboratory Technician 24.99
12160 - Medical Record Clerk 15.72
12190 - Medical Record Technician 18.80
12195 - Medical Transcriptionist 16.98
12210 - Nuclear Medicine Technologist 42.61
12221 - Nursing Assistant I 11.90
12222 - Nursing Assistant II 13.37
12223 - Nursing Assistant III 14.59
12224 - Nursing Assistant IV 16.39
12235 - Optical Dispenser 18.49
12236 - Optical Technician 17.34
12250 - Pharmacy Technician 13.27
12280 - Phlebotomist 15.34
12305 - Radiologic Technologist 25.74
12311 - Registered Nurse I 24.15
12312 - Registered Nurse II 29.54
12313 - Registered Nurse II Specialist 29.54
12314 - Registered Nurse III 35.75
12315 - Registered Nurse III Anesthetist 35.75

12316 - Registered Nurse IV		42.84
12317 - Scheduler (Drug and Alcohol Testing)		24.02
12320 - Substance Abuse Treatment Counselor		21.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		26.32
13047 - Librarian		24.59
13050 - Library Aide/Clerk		11.37
13054 - Library Information Technology Systems Administrator		21.07
13058 - Library Technician		16.06
13061 - Media Specialist I		16.02
13062 - Media Specialist II		17.92
13063 - Media Specialist III		19.99
13071 - Photographer I		15.48
13072 - Photographer II		18.25
13073 - Photographer III		21.51
13074 - Photographer IV		26.24
13075 - Photographer V		31.75
13090 - Technical Order Library Clerk		15.90
13110 - Video Teleconference Technician		16.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.35
14042 - Computer Operator II		18.28
14043 - Computer Operator III		20.38
14044 - Computer Operator IV		22.65
14045 - Computer Operator V		25.08
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.35
14160 - Personal Computer Support Technician		22.65
14170 - System Support Specialist		28.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.59
15020 - Aircrew Training Devices Instructor (Rated)		35.80
15030 - Air Crew Training Devices Instructor (Pilot)		42.91
15050 - Computer Based Training Specialist / Instructor		29.59
15060 - Educational Technologist		33.00
15070 - Flight Instructor (Pilot)		42.91
15080 - Graphic Artist		20.56
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.91

15086 - Maintenance Test Pilot Rotary Wing 42.91
15088 - Non-Maintenance Test/Co-Pilot 42.91
15090 - Technical Instructor 22.83
15095 - Technical Instructor/Course Developer 27.93
15110 - Test Proctor 18.43
15120 - Tutor 18.43
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.09
16220 - Tailor 15.02
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.05
19040 - Tool And Die Maker 22.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.58
21030 - Material Coordinator 23.44
21040 - Material Expediter 23.44
21050 - Material Handling Laborer 18.10
21071 - Order Filler 15.28
21080 - Production Line Worker (Food Processing) 18.58
21110 - Shipping Packer 16.12
21130 - Shipping/Receiving Clerk 16.12
21140 - Store Worker I 14.10
21150 - Stock Clerk 18.60
21210 - Tools And Parts Attendant 18.58
21410 - Warehouse Specialist 18.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.66
23019 - Aircraft Logs and Records Technician 19.87
23021 - Aircraft Mechanic I 23.54
23022 - Aircraft Mechanic II 24.66
23023 - Aircraft Mechanic III 25.77
23040 - Aircraft Mechanic Helper 17.82
23050 - Aircraft Painter 22.45
23060 - Aircraft Servicer 19.87
23070 - Aircraft Survival Flight Equipment Technician 22.45
23080 - Aircraft Worker 21.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.16
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.54
23110 - Appliance Mechanic 22.45

23120 - Bicycle Repairer 18.53
23125 - Cable Splicer 34.38
23130 - Carpenter Maintenance 21.04
23140 - Carpet Layer 19.73
23160 - Electrician Maintenance 24.24
23181 - Electronics Technician Maintenance I 30.02
23182 - Electronics Technician Maintenance II 31.85
23183 - Electronics Technician Maintenance III 33.39
23260 - Fabric Worker 19.87
23290 - Fire Alarm System Mechanic 23.54
23310 - Fire Extinguisher Repairer 18.53
23311 - Fuel Distribution System Mechanic 29.60
23312 - Fuel Distribution System Operator 23.31
23370 - General Maintenance Worker 20.64
23380 - Ground Support Equipment Mechanic 23.54
23381 - Ground Support Equipment Servicer 19.87
23382 - Ground Support Equipment Worker 21.16
23391 - Gunsmith I 18.53
23392 - Gunsmith II 21.16
23393 - Gunsmith III 23.54
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.85
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.66
23430 - Heavy Equipment Mechanic 25.78
23440 - Heavy Equipment Operator 22.45
23460 - Instrument Mechanic 23.54
23465 - Laboratory/Shelter Mechanic 22.45
23470 - Laborer 14.78
23510 - Locksmith 22.45
23530 - Machinery Maintenance Mechanic 26.59
23550 - Machinist Maintenance 20.25
23580 - Maintenance Trades Helper 19.88
23591 - Metrology Technician I 23.54
23592 - Metrology Technician II 24.66
23593 - Metrology Technician III 25.77
23640 - Millwright 25.25
23710 - Office Appliance Repairer 22.45
23760 - Painter Maintenance 19.35
23790 - Pipefitter Maintenance 27.98
23810 - Plumber Maintenance 25.25
23820 - Pneudraulic Systems Mechanic 23.54
23850 - Rigger 25.11
23870 - Scale Mechanic 21.16
23890 - Sheet-Metal Worker Maintenance 25.78
23910 - Small Engine Mechanic 18.82
23931 - Telecommunications Mechanic I 25.47
23932 - Telecommunications Mechanic II 26.69
23950 - Telephone Lineman 23.55
23960 - Welder Combination Maintenance 19.19

23965 - Well Driller		23.54
23970 - Woodcraft Worker		23.54
23980 - Woodworker		18.53
24000 - Personal Needs Occupations		
24550 - Case Manager		16.83
24570 - Child Care Attendant		11.78
24580 - Child Care Center Clerk		14.66
24610 - Chore Aide		11.24
24620 - Family Readiness And Support Services Coordinator		16.83
24630 - Homemaker		16.83
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.99
25040 - Sewage Plant Operator		22.40
25070 - Stationary Engineer		24.99
25190 - Ventilation Equipment Tender		17.79
25210 - Water Treatment Plant Operator		22.40
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.50
27007 - Baggage Inspector		15.70
27008 - Corrections Officer		22.37
27010 - Court Security Officer		22.91
27030 - Detection Dog Handler		18.09
27040 - Detention Officer		22.37
27070 - Firefighter		22.94
27101 - Guard I		15.70
27102 - Guard II		18.09
27131 - Police Officer I		24.82
27132 - Police Officer II		26.93
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.72
28042 - Carnival Equipment Repairer		13.73
28043 - Carnival Worker		9.81
28210 - Gate Attendant/Gate Tender		14.63
28310 - Lifeguard		10.94
28350 - Park Attendant (Aide)		16.36
28510 - Recreation Aide/Health Facility Attendant		11.94
28515 - Recreation Specialist		20.27
28630 - Sports Official		13.03
28690 - Swimming Pool Operator		18.27
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.46
29020 - Hatch Tender		29.46
29030 - Line Handler		29.46
29041 - Stevedore I		27.60
29042 - Stevedore II		31.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.70
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.75
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.67

30021 - Archeological Technician I 18.25
30022 - Archeological Technician II 20.41
30023 - Archeological Technician III 24.87
30030 - Cartographic Technician 25.30
30040 - Civil Engineering Technician 23.79
30051 - Cryogenic Technician I 26.26
30052 - Cryogenic Technician II 29.00
30061 - Drafter/CAD Operator I 18.25
30062 - Drafter/CAD Operator II 20.41
30063 - Drafter/CAD Operator III 22.77
30064 - Drafter/CAD Operator IV 28.00
30081 - Engineering Technician I 16.06
30082 - Engineering Technician II 18.06
30083 - Engineering Technician III 20.98
30084 - Engineering Technician IV 24.78
30085 - Engineering Technician V 30.31
30086 - Engineering Technician VI 36.67
30090 - Environmental Technician 22.87
30095 - Evidence Control Specialist 23.71
30210 - Laboratory Technician 25.16
30221 - Latent Fingerprint Technician I 26.26
30222 - Latent Fingerprint Technician II 29.00
30240 - Mathematical Technician 25.30
30361 - Paralegal/Legal Assistant I 19.93
30362 - Paralegal/Legal Assistant II 24.70
30363 - Paralegal/Legal Assistant III 30.21
30364 - Paralegal/Legal Assistant IV 35.28
30375 - Petroleum Supply Specialist 29.00
30390 - Photo-Optics Technician 26.70
30395 - Radiation Control Technician 29.00
30461 - Technical Writer I 23.71
30462 - Technical Writer II 29.00
30463 - Technical Writer III 35.09
30491 - Unexploded Ordnance (UXO) Technician I 26.50
30492 - Unexploded Ordnance (UXO) Technician II 32.06
30493 - Unexploded Ordnance (UXO) Technician III 38.43
30494 - Unexploded (UXO) Safety Escort 26.50
30495 - Unexploded (UXO) Sweep Personnel 26.50
30501 - Weather Forecaster I 27.31
30502 - Weather Forecaster II 33.22
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.77
30621 - Weather Observer Senior (see 2) 25.30
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.06
31020 - Bus Aide 16.18
31030 - Bus Driver 22.08
31043 - Driver Courier 13.74
31260 - Parking and Lot Attendant 14.14
31290 - Shuttle Bus Driver 14.65

31310 - Taxi Driver	13.13
31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	25.13
31364 - Truckdriver Tractor-Trailer	25.13
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	9.83
99050 - Desk Clerk	11.10
99095 - Embalmer	32.32
99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker I	12.22
99252 - Laboratory Animal Caretaker II	13.02
99260 - Marketing Analyst	26.46
99310 - Mortician	32.32
99410 - Pest Controller	23.37
99510 - Photofinishing Worker	13.93
99710 - Recycling Laborer	20.12
99711 - Recycling Specialist	23.78
99730 - Refuse Collector	18.34
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	15.02
99830 - Survey Party Chief	20.96
99831 - Surveying Aide	12.48
99832 - Surveying Technician	19.05
99840 - Vending Machine Attendant	15.41
99841 - Vending Machine Repairer	18.46
99842 - Vending Machine Repairer Helper	15.41

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4764
Revision No.: 14
Date Of Last Revision: 05/07/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Harrison Tuscarawas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		22.63
01035 - Court Reporter		17.78
01041 - Customer Service Representative I		11.44
01042 - Customer Service Representative II		12.86
01043 - Customer Service Representative III		14.04
01051 - Data Entry Operator I		13.48
01052 - Data Entry Operator II		14.71
01060 - Dispatcher Motor Vehicle		19.18
01070 - Document Preparation Clerk		12.44

01090 - Duplicating Machine Operator 12.44
01111 - General Clerk I 12.41
01112 - General Clerk II 14.59
01113 - General Clerk III 16.37
01120 - Housing Referral Assistant 19.31
01141 - Messenger Courier 10.95
01191 - Order Clerk I 14.32
01192 - Order Clerk II 15.74
01261 - Personnel Assistant (Employment) I 16.18
01262 - Personnel Assistant (Employment) II 18.09
01263 - Personnel Assistant (Employment) III 20.18
01270 - Production Control Clerk 23.44
01290 - Rental Clerk 16.66
01300 - Scheduler Maintenance 15.48
01311 - Secretary I 15.48
01312 - Secretary II 17.32
01313 - Secretary III 19.31
01320 - Service Order Dispatcher 17.45
01410 - Supply Technician 22.63
01420 - Survey Worker 15.04
01460 - Switchboard Operator/Receptionist 13.11
01531 - Travel Clerk I 13.23
01532 - Travel Clerk II 14.12
01533 - Travel Clerk III 14.97
01611 - Word Processor I 13.56
01612 - Word Processor II 15.53
01613 - Word Processor III 17.37
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.66
05010 - Automotive Electrician 18.45
05040 - Automotive Glass Installer 17.39
05070 - Automotive Worker 17.39
05110 - Mobile Equipment Servicer 15.85
05130 - Motor Equipment Metal Mechanic 19.35
05160 - Motor Equipment Metal Worker 17.39
05190 - Motor Vehicle Mechanic 19.35
05220 - Motor Vehicle Mechanic Helper 15.23
05250 - Motor Vehicle Upholstery Worker 16.47
05280 - Motor Vehicle Wrecker 17.39
05310 - Painter Automotive 19.03
05340 - Radiator Repair Specialist 17.39
05370 - Tire Repairer 14.63
05400 - Transmission Repair Specialist 19.35
07000 - Food Preparation And Service Occupations
07010 - Baker 12.08
07041 - Cook I 12.57
07042 - Cook II 14.37
07070 - Dishwasher 9.69
07130 - Food Service Worker 9.86
07210 - Meat Cutter 16.26

07260 - Waiter/Waitress	9.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.22
09040 - Furniture Handler	12.62
09080 - Furniture Refinisher	17.51
09090 - Furniture Refinisher Helper	13.89
09110 - Furniture Repairer Minor	15.50
09130 - Upholsterer	16.22
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.15
11060 - Elevator Operator	12.69
11090 - Gardener	15.02
11122 - Housekeeping Aide	13.61
11150 - Janitor	13.61
11210 - Laborer Grounds Maintenance	12.35
11240 - Maid or Houseman	11.50
11260 - Pruner	12.96
11270 - Tractor Operator	13.94
11330 - Trail Maintenance Worker	12.35
11360 - Window Cleaner	13.92
12000 - Health Occupations	
12010 - Ambulance Driver	16.98
12011 - Breath Alcohol Technician	19.29
12012 - Certified Occupational Therapist Assistant	26.48
12015 - Certified Physical Therapist Assistant	26.35
12020 - Dental Assistant	17.16
12025 - Dental Hygienist	32.56
12030 - EKG Technician	29.22
12035 - Electroneurodiagnostic Technologist	29.22
12040 - Emergency Medical Technician	16.98
12071 - Licensed Practical Nurse I	17.24
12072 - Licensed Practical Nurse II	19.29
12073 - Licensed Practical Nurse III	21.50
12100 - Medical Assistant	13.78
12130 - Medical Laboratory Technician	24.99
12160 - Medical Record Clerk	15.28
12190 - Medical Record Technician	18.80
12195 - Medical Transcriptionist	16.42
12210 - Nuclear Medicine Technologist	40.05
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	16.81
12236 - Optical Technician	17.24
12250 - Pharmacy Technician	13.09
12280 - Phlebotomist	15.10
12305 - Radiologic Technologist	25.66
12311 - Registered Nurse I	24.06
12312 - Registered Nurse II	29.44

12313 - Registered Nurse II Specialist		29.44
12314 - Registered Nurse III		35.61
12315 - Registered Nurse III Anesthetist		35.61
12316 - Registered Nurse IV		42.69
12317 - Scheduler (Drug and Alcohol Testing)		23.89
12320 - Substance Abuse Treatment Counselor		21.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		26.32
13047 - Librarian		24.59
13050 - Library Aide/Clerk		11.37
13054 - Library Information Technology Systems Administrator		20.34
13058 - Library Technician		16.06
13061 - Media Specialist I		16.02
13062 - Media Specialist II		17.92
13063 - Media Specialist III		19.99
13071 - Photographer I		15.48
13072 - Photographer II		18.25
13073 - Photographer III		21.51
13074 - Photographer IV		26.24
13075 - Photographer V		31.75
13090 - Technical Order Library Clerk		15.90
13110 - Video Teleconference Technician		16.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		28.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.59
15020 - Aircrew Training Devices Instructor (Rated)		35.80
15030 - Air Crew Training Devices Instructor (Pilot)		42.91
15050 - Computer Based Training Specialist / Instructor		29.59
15060 - Educational Technologist		33.00

15070 - Flight Instructor (Pilot) 42.91
15080 - Graphic Artist 20.56
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.91
15086 - Maintenance Test Pilot Rotary Wing 42.91
15088 - Non-Maintenance Test/Co-Pilot 42.91
15090 - Technical Instructor 21.48
15095 - Technical Instructor/Course Developer 26.28
15110 - Test Proctor 17.35
15120 - Tutor 17.35
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.26
16030 - Counter Attendant 10.26
16040 - Dry Cleaner 12.76
16070 - Finisher Flatwork Machine 10.26
16090 - Presser Hand 10.26
16110 - Presser Machine Drycleaning 10.26
16130 - Presser Machine Shirts 10.26
16160 - Presser Machine Wearing Apparel Laundry 10.26
16190 - Sewing Machine Operator 13.65
16220 - Tailor 14.55
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.17
19040 - Tool And Die Maker 22.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.75
21030 - Material Coordinator 23.44
21040 - Material Expediter 23.44
21050 - Material Handling Laborer 18.10
21071 - Order Filler 15.28
21080 - Production Line Worker (Food Processing) 17.75
21110 - Shipping Packer 15.99
21130 - Shipping/Receiving Clerk 15.99
21140 - Store Worker I 13.88
21150 - Stock Clerk 18.31
21210 - Tools And Parts Attendant 17.75
21410 - Warehouse Specialist 17.75
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.66
23019 - Aircraft Logs and Records Technician 19.87
23021 - Aircraft Mechanic I 23.54
23022 - Aircraft Mechanic II 24.66
23023 - Aircraft Mechanic III 25.77
23040 - Aircraft Mechanic Helper 17.82
23050 - Aircraft Painter 22.45
23060 - Aircraft Servicer 19.87
23070 - Aircraft Survival Flight Equipment Technician 22.45
23080 - Aircraft Worker 21.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.16

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.54
23110 - Appliance Mechanic 22.45
23120 - Bicycle Repairer 18.53
23125 - Cable Splicer 33.69
23130 - Carpenter Maintenance 21.04
23140 - Carpet Layer 19.73
23160 - Electrician Maintenance 24.24
23181 - Electronics Technician Maintenance I 28.02
23182 - Electronics Technician Maintenance II 29.72
23183 - Electronics Technician Maintenance III 31.16
23260 - Fabric Worker 19.87
23290 - Fire Alarm System Mechanic 23.54
23310 - Fire Extinguisher Repairer 18.53
23311 - Fuel Distribution System Mechanic 29.60
23312 - Fuel Distribution System Operator 23.31
23370 - General Maintenance Worker 18.76
23380 - Ground Support Equipment Mechanic 23.54
23381 - Ground Support Equipment Servicer 19.87
23382 - Ground Support Equipment Worker 21.16
23391 - Gunsmith I 18.53
23392 - Gunsmith II 21.16
23393 - Gunsmith III 23.54
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.85
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.66
23430 - Heavy Equipment Mechanic 24.83
23440 - Heavy Equipment Operator 22.45
23460 - Instrument Mechanic 23.54
23465 - Laboratory/Shelter Mechanic 22.45
23470 - Laborer 14.78
23510 - Locksmith 22.45
23530 - Machinery Maintenance Mechanic 25.37
23550 - Machinist Maintenance 20.25
23580 - Maintenance Trades Helper 18.07
23591 - Metrology Technician I 23.54
23592 - Metrology Technician II 24.66
23593 - Metrology Technician III 25.77
23640 - Millwright 25.25
23710 - Office Appliance Repairer 22.45
23760 - Painter Maintenance 19.35
23790 - Pipefitter Maintenance 27.98
23810 - Plumber Maintenance 25.25
23820 - Pneudraulic Systems Mechanic 23.54
23850 - Rigger 25.11
23870 - Scale Mechanic 21.16
23890 - Sheet-Metal Worker Maintenance 25.78
23910 - Small Engine Mechanic 18.82
23931 - Telecommunications Mechanic I 24.45

23932 - Telecommunications Mechanic II 25.56
23950 - Telephone Lineman 23.55
23960 - Welder Combination Maintenance 18.90
23965 - Well Driller 23.54
23970 - Woodcraft Worker 23.54
23980 - Woodworker 18.53
24000 - Personal Needs Occupations
24550 - Case Manager 16.19
24570 - Child Care Attendant 10.71
24580 - Child Care Center Clerk 13.33
24610 - Chore Aide 11.24
24620 - Family Readiness And Support Services Coordinator 16.19
24630 - Homemaker 16.19
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.99
25040 - Sewage Plant Operator 21.08
25070 - Stationary Engineer 24.99
25190 - Ventilation Equipment Tender 17.79
25210 - Water Treatment Plant Operator 21.08
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.50
27007 - Baggage Inspector 15.70
27008 - Corrections Officer 21.80
27010 - Court Security Officer 22.91
27030 - Detection Dog Handler 18.09
27040 - Detention Officer 21.80
27070 - Firefighter 22.94
27101 - Guard I 15.70
27102 - Guard II 18.09
27131 - Police Officer I 24.82
27132 - Police Officer II 26.93
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.24
28042 - Carnival Equipment Repairer 13.21
28043 - Carnival Worker 9.44
28210 - Gate Attendant/Gate Tender 14.63
28310 - Lifeguard 10.94
28350 - Park Attendant (Aide) 16.36
28510 - Recreation Aide/Health Facility Attendant 11.94
28515 - Recreation Specialist 20.27
28630 - Sports Official 13.03
28690 - Swimming Pool Operator 18.27
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.56
29020 - Hatch Tender 28.56
29030 - Line Handler 28.56
29041 - Stevedore I 26.81
29042 - Stevedore II 30.29
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.35
30021 - Archeological Technician I 18.25
30022 - Archeological Technician II 20.41
30023 - Archeological Technician III 24.87
30030 - Cartographic Technician 25.30
30040 - Civil Engineering Technician 23.79
30051 - Cryogenic Technician I 25.34
30052 - Cryogenic Technician II 27.98
30061 - Drafter/CAD Operator I 18.25
30062 - Drafter/CAD Operator II 20.41
30063 - Drafter/CAD Operator III 22.77
30064 - Drafter/CAD Operator IV 28.00
30081 - Engineering Technician I 16.06
30082 - Engineering Technician II 18.06
30083 - Engineering Technician III 20.98
30084 - Engineering Technician IV 24.78
30085 - Engineering Technician V 30.31
30086 - Engineering Technician VI 36.67
30090 - Environmental Technician 22.87
30095 - Evidence Control Specialist 22.87
30210 - Laboratory Technician 22.87
30221 - Latent Fingerprint Technician I 25.34
30222 - Latent Fingerprint Technician II 27.98
30240 - Mathematical Technician 25.30
30361 - Paralegal/Legal Assistant I 19.93
30362 - Paralegal/Legal Assistant II 24.70
30363 - Paralegal/Legal Assistant III 30.21
30364 - Paralegal/Legal Assistant IV 33.56
30375 - Petroleum Supply Specialist 27.98
30390 - Photo-Optics Technician 26.70
30395 - Radiation Control Technician 27.98
30461 - Technical Writer I 22.87
30462 - Technical Writer II 27.98
30463 - Technical Writer III 33.86
30491 - Unexploded Ordnance (UXO) Technician I 26.24
30492 - Unexploded Ordnance (UXO) Technician II 31.75
30493 - Unexploded Ordnance (UXO) Technician III 38.05
30494 - Unexploded (UXO) Safety Escort 26.24
30495 - Unexploded (UXO) Sweep Personnel 26.24
30501 - Weather Forecaster I 27.31
30502 - Weather Forecaster II 33.22
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.77
30621 - Weather Observer Senior (see 2) 25.30
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.75
31020 - Bus Aide 16.18
31030 - Bus Driver 22.08

31043 - Driver Courier	13.74
31260 - Parking and Lot Attendant	14.14
31290 - Shuttle Bus Driver	14.65
31310 - Taxi Driver	12.01
31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	22.95
31364 - Truckdriver Tractor-Trailer	22.95
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	9.59
99050 - Desk Clerk	10.66
99095 - Embalmer	32.32
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	12.22
99252 - Laboratory Animal Caretaker II	13.02
99260 - Marketing Analyst	26.46
99310 - Mortician	32.32
99410 - Pest Controller	21.97
99510 - Photofinishing Worker	13.79
99710 - Recycling Laborer	19.07
99711 - Recycling Specialist	22.54
99730 - Refuse Collector	17.38
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	13.65
99830 - Survey Party Chief	19.06
99831 - Surveying Aide	11.35
99832 - Surveying Technician	17.32
99840 - Vending Machine Attendant	14.01
99841 - Vending Machine Repairer	16.78
99842 - Vending Machine Repairer Helper	14.01

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4765
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Monroe Morgan Noble Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.59
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		22.91
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		12.58
01042 - Customer Service Representative II		14.15
01043 - Customer Service Representative III		15.44
01051 - Data Entry Operator I		13.77
01052 - Data Entry Operator II		15.03
01060 - Dispatcher Motor Vehicle		18.36
01070 - Document Preparation Clerk		13.02
01090 - Duplicating Machine Operator		13.02
01111 - General Clerk I		13.65
01112 - General Clerk II		14.89

01113 - General Clerk III 16.72
01120 - Housing Referral Assistant 18.97
01141 - Messenger Courier 11.21
01191 - Order Clerk I 14.58
01192 - Order Clerk II 15.91
01261 - Personnel Assistant (Employment) I 17.06
01262 - Personnel Assistant (Employment) II 19.08
01263 - Personnel Assistant (Employment) III 21.26
01270 - Production Control Clerk 23.44
01290 - Rental Clerk 15.10
01300 - Scheduler Maintenance 15.22
01311 - Secretary I 15.22
01312 - Secretary II 17.02
01313 - Secretary III 18.97
01320 - Service Order Dispatcher 16.41
01410 - Supply Technician 22.91
01420 - Survey Worker 14.48
01460 - Switchboard Operator/Receptionist 13.35
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 13.64
01612 - Word Processor II 15.31
01613 - Word Processor III 17.03
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.66
05010 - Automotive Electrician 19.20
05040 - Automotive Glass Installer 18.10
05070 - Automotive Worker 18.10
05110 - Mobile Equipment Servicer 15.81
05130 - Motor Equipment Metal Mechanic 20.13
05160 - Motor Equipment Metal Worker 18.10
05190 - Motor Vehicle Mechanic 20.13
05220 - Motor Vehicle Mechanic Helper 14.65
05250 - Motor Vehicle Upholstery Worker 16.96
05280 - Motor Vehicle Wrecker 18.10
05310 - Painter Automotive 19.20
05340 - Radiator Repair Specialist 18.10
05370 - Tire Repairer 15.19
05400 - Transmission Repair Specialist 20.13
07000 - Food Preparation And Service Occupations
07010 - Baker 11.31
07041 - Cook I 13.31
07042 - Cook II 15.24
07070 - Dishwasher 10.05
07130 - Food Service Worker 10.13
07210 - Meat Cutter 16.26
07260 - Waiter/Waitress 9.51
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.02

09040 - Furniture Handler 11.58
09080 - Furniture Refinisher 16.98
09090 - Furniture Refinisher Helper 13.41
09110 - Furniture Repairer Minor 15.08
09130 - Upholsterer 16.32
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.99
11060 - Elevator Operator 13.45
11090 - Gardener 14.67
11122 - Housekeeping Aide 13.45
11150 - Janitor 13.45
11210 - Laborer Grounds Maintenance 11.54
11240 - Maid or Houseman 10.73
11260 - Pruner 10.52
11270 - Tractor Operator 13.62
11330 - Trail Maintenance Worker 11.54
11360 - Window Cleaner 14.76
12000 - Health Occupations
12010 - Ambulance Driver 14.54
12011 - Breath Alcohol Technician 19.39
12012 - Certified Occupational Therapist Assistant 28.02
12015 - Certified Physical Therapist Assistant 26.82
12020 - Dental Assistant 17.16
12025 - Dental Hygienist 32.56
12030 - EKG Technician 29.38
12035 - Electroneurodiagnostic Technologist 29.38
12040 - Emergency Medical Technician 14.54
12071 - Licensed Practical Nurse I 17.34
12072 - Licensed Practical Nurse II 19.39
12073 - Licensed Practical Nurse III 21.61
12100 - Medical Assistant 14.19
12130 - Medical Laboratory Technician 24.99
12160 - Medical Record Clerk 15.72
12190 - Medical Record Technician 18.80
12195 - Medical Transcriptionist 16.98
12210 - Nuclear Medicine Technologist 42.61
12221 - Nursing Assistant I 11.90
12222 - Nursing Assistant II 13.37
12223 - Nursing Assistant III 14.59
12224 - Nursing Assistant IV 16.39
12235 - Optical Dispenser 19.88
12236 - Optical Technician 17.34
12250 - Pharmacy Technician 13.41
12280 - Phlebotomist 15.34
12305 - Radiologic Technologist 25.74
12311 - Registered Nurse I 24.15
12312 - Registered Nurse II 29.54
12313 - Registered Nurse II Specialist 29.54
12314 - Registered Nurse III 35.75
12315 - Registered Nurse III Anesthetist 35.75

12316 - Registered Nurse IV		42.84
12317 - Scheduler (Drug and Alcohol Testing)		24.02
12320 - Substance Abuse Treatment Counselor		21.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.96
13012 - Exhibits Specialist II		21.01
13013 - Exhibits Specialist III		25.71
13041 - Illustrator I		16.96
13042 - Illustrator II		21.01
13043 - Illustrator III		25.71
13047 - Librarian		23.28
13050 - Library Aide/Clerk		11.37
13054 - Library Information Technology Systems Administrator		21.01
13058 - Library Technician		14.75
13061 - Media Specialist I		15.17
13062 - Media Specialist II		16.96
13063 - Media Specialist III		18.91
13071 - Photographer I		15.21
13072 - Photographer II		17.00
13073 - Photographer III		21.07
13074 - Photographer IV		25.77
13075 - Photographer V		31.18
13090 - Technical Order Library Clerk		15.90
13110 - Video Teleconference Technician		15.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.09
14042 - Computer Operator II		18.01
14043 - Computer Operator III		20.08
14044 - Computer Operator IV		22.31
14045 - Computer Operator V		24.70
14071 - Computer Programmer I	(see 1)	19.20
14072 - Computer Programmer II	(see 1)	23.79
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.09
14160 - Personal Computer Support Technician		22.65
14170 - System Support Specialist		28.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.59
15020 - Aircrew Training Devices Instructor (Rated)		35.80
15030 - Air Crew Training Devices Instructor (Pilot)		42.91
15050 - Computer Based Training Specialist / Instructor		29.59
15060 - Educational Technologist		33.00
15070 - Flight Instructor (Pilot)		42.91
15080 - Graphic Artist		19.53
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.91

15086 - Maintenance Test Pilot Rotary Wing 42.91
15088 - Non-Maintenance Test/Co-Pilot 42.91
15090 - Technical Instructor 22.83
15095 - Technical Instructor/Course Developer 27.93
15110 - Test Proctor 18.43
15120 - Tutor 18.43
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.09
16220 - Tailor 15.02
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.05
19040 - Tool And Die Maker 22.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.58
21030 - Material Coordinator 23.44
21040 - Material Expediter 23.44
21050 - Material Handling Laborer 14.49
21071 - Order Filler 12.84
21080 - Production Line Worker (Food Processing) 18.58
21110 - Shipping Packer 16.12
21130 - Shipping/Receiving Clerk 16.12
21140 - Store Worker I 14.10
21150 - Stock Clerk 18.60
21210 - Tools And Parts Attendant 18.58
21410 - Warehouse Specialist 18.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.66
23019 - Aircraft Logs and Records Technician 19.87
23021 - Aircraft Mechanic I 23.54
23022 - Aircraft Mechanic II 24.66
23023 - Aircraft Mechanic III 25.77
23040 - Aircraft Mechanic Helper 17.81
23050 - Aircraft Painter 22.45
23060 - Aircraft Servicer 19.87
23070 - Aircraft Survival Flight Equipment Technician 22.45
23080 - Aircraft Worker 21.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.16
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.54
23110 - Appliance Mechanic 22.43

23120 - Bicycle Repairer 18.53
23125 - Cable Splicer 34.38
23130 - Carpenter Maintenance 21.04
23140 - Carpet Layer 18.47
23160 - Electrician Maintenance 23.77
23181 - Electronics Technician Maintenance I 27.51
23182 - Electronics Technician Maintenance II 31.85
23183 - Electronics Technician Maintenance III 33.39
23260 - Fabric Worker 19.87
23290 - Fire Alarm System Mechanic 23.54
23310 - Fire Extinguisher Repairer 18.53
23311 - Fuel Distribution System Mechanic 29.17
23312 - Fuel Distribution System Operator 22.70
23370 - General Maintenance Worker 20.64
23380 - Ground Support Equipment Mechanic 23.54
23381 - Ground Support Equipment Servicer 19.87
23382 - Ground Support Equipment Worker 21.16
23391 - Gunsmith I 18.53
23392 - Gunsmith II 21.16
23393 - Gunsmith III 23.54
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.48
23430 - Heavy Equipment Mechanic 25.78
23440 - Heavy Equipment Operator 21.42
23460 - Instrument Mechanic 23.54
23465 - Laboratory/Shelter Mechanic 22.45
23470 - Laborer 14.49
23510 - Locksmith 22.45
23530 - Machinery Maintenance Mechanic 26.59
23550 - Machinist Maintenance 19.94
23580 - Maintenance Trades Helper 19.73
23591 - Metrology Technician I 23.54
23592 - Metrology Technician II 24.66
23593 - Metrology Technician III 25.77
23640 - Millwright 23.54
23710 - Office Appliance Repairer 22.45
23760 - Painter Maintenance 17.65
23790 - Pipefitter Maintenance 26.02
23810 - Plumber Maintenance 24.81
23820 - Pneudraulic Systems Mechanic 23.54
23850 - Rigger 24.35
23870 - Scale Mechanic 21.16
23890 - Sheet-Metal Worker Maintenance 24.46
23910 - Small Engine Mechanic 17.85
23931 - Telecommunications Mechanic I 25.47
23932 - Telecommunications Mechanic II 26.69
23950 - Telephone Lineman 24.18
23960 - Welder Combination Maintenance 19.19

23965 - Well Driller	23.54
23970 - Woodcraft Worker	23.54
23980 - Woodworker	18.53
24000 - Personal Needs Occupations	
24550 - Case Manager	16.14
24570 - Child Care Attendant	11.54
24580 - Child Care Center Clerk	14.40
24610 - Chore Aide	11.24
24620 - Family Readiness And Support Services Coordinator	16.14
24630 - Homemaker	16.14
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.54
25040 - Sewage Plant Operator	22.40
25070 - Stationary Engineer	23.54
25190 - Ventilation Equipment Tender	17.20
25210 - Water Treatment Plant Operator	22.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.00
27007 - Baggage Inspector	15.70
27008 - Corrections Officer	22.37
27010 - Court Security Officer	21.04
27030 - Detection Dog Handler	17.56
27040 - Detention Officer	22.37
27070 - Firefighter	20.28
27101 - Guard I	15.70
27102 - Guard II	17.56
27131 - Police Officer I	23.01
27132 - Police Officer II	25.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.72
28042 - Carnival Equipment Repairer	13.73
28043 - Carnival Worker	9.81
28210 - Gate Attendant/Gate Tender	14.63
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.36
28510 - Recreation Aide/Health Facility Attendant	11.94
28515 - Recreation Specialist	19.56
28630 - Sports Official	13.03
28690 - Swimming Pool Operator	15.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.99
29020 - Hatch Tender	28.99
29030 - Line Handler	28.99
29041 - Stevedore I	27.17
29042 - Stevedore II	30.83
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.70
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.75
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.67

30021 - Archeological Technician I 18.95
30022 - Archeological Technician II 21.20
30023 - Archeological Technician III 26.27
30030 - Cartographic Technician 26.27
30040 - Civil Engineering Technician 23.79
30051 - Cryogenic Technician I 26.26
30052 - Cryogenic Technician II 29.00
30061 - Drafter/CAD Operator I 18.95
30062 - Drafter/CAD Operator II 21.20
30063 - Drafter/CAD Operator III 23.64
30064 - Drafter/CAD Operator IV 27.30
30081 - Engineering Technician I 15.68
30082 - Engineering Technician II 17.59
30083 - Engineering Technician III 22.90
30084 - Engineering Technician IV 25.79
30085 - Engineering Technician V 31.55
30086 - Engineering Technician VI 38.17
30090 - Environmental Technician 20.93
30095 - Evidence Control Specialist 23.71
30210 - Laboratory Technician 27.57
30221 - Latent Fingerprint Technician I 26.26
30222 - Latent Fingerprint Technician II 29.00
30240 - Mathematical Technician 26.27
30361 - Paralegal/Legal Assistant I 19.24
30362 - Paralegal/Legal Assistant II 23.84
30363 - Paralegal/Legal Assistant III 29.16
30364 - Paralegal/Legal Assistant IV 35.28
30375 - Petroleum Supply Specialist 29.00
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 29.00
30461 - Technical Writer I 23.71
30462 - Technical Writer II 29.00
30463 - Technical Writer III 35.09
30491 - Unexploded Ordnance (UXO) Technician I 26.50
30492 - Unexploded Ordnance (UXO) Technician II 32.06
30493 - Unexploded Ordnance (UXO) Technician III 38.43
30494 - Unexploded (UXO) Safety Escort 26.50
30495 - Unexploded (UXO) Sweep Personnel 26.50
30501 - Weather Forecaster I 27.13
30502 - Weather Forecaster II 33.22
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.64
30621 - Weather Observer Senior (see 2) 26.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.06
31020 - Bus Aide 13.95
31030 - Bus Driver 18.92
31043 - Driver Courier 12.97
31260 - Parking and Lot Attendant 13.88
31290 - Shuttle Bus Driver 14.00

31310 - Taxi Driver	13.13
31361 - Truckdriver Light	14.00
31362 - Truckdriver Medium	15.01
31363 - Truckdriver Heavy	24.60
31364 - Truckdriver Tractor-Trailer	24.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	9.83
99050 - Desk Clerk	11.10
99095 - Embalmer	32.32
99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker I	11.12
99252 - Laboratory Animal Caretaker II	11.98
99260 - Marketing Analyst	26.46
99310 - Mortician	32.32
99410 - Pest Controller	19.56
99510 - Photofinishing Worker	13.93
99710 - Recycling Laborer	20.12
99711 - Recycling Specialist	23.78
99730 - Refuse Collector	18.34
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	14.85
99830 - Survey Party Chief	22.43
99831 - Surveying Aide	13.88
99832 - Surveying Technician	19.05
99840 - Vending Machine Attendant	13.29
99841 - Vending Machine Repairer	16.39
99842 - Vending Machine Repairer Helper	13.29

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4766
Revision No.: 14
Date Of Last Revision: 05/07/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Monroe Morgan Noble Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		22.63
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.44
01042 - Customer Service Representative II		12.86
01043 - Customer Service Representative III		14.04
01051 - Data Entry Operator I		13.48
01052 - Data Entry Operator II		14.71
01060 - Dispatcher Motor Vehicle		18.36
01070 - Document Preparation Clerk		11.84

01090 - Duplicating Machine Operator 11.84
01111 - General Clerk I 12.41
01112 - General Clerk II 13.54
01113 - General Clerk III 15.20
01120 - Housing Referral Assistant 18.80
01141 - Messenger Courier 10.95
01191 - Order Clerk I 14.32
01192 - Order Clerk II 15.62
01261 - Personnel Assistant (Employment) I 16.55
01262 - Personnel Assistant (Employment) II 18.51
01263 - Personnel Assistant (Employment) III 20.65
01270 - Production Control Clerk 23.44
01290 - Rental Clerk 13.73
01300 - Scheduler Maintenance 15.08
01311 - Secretary I 15.08
01312 - Secretary II 16.87
01313 - Secretary III 18.80
01320 - Service Order Dispatcher 16.41
01410 - Supply Technician 22.63
01420 - Survey Worker 14.48
01460 - Switchboard Operator/Receptionist 13.11
01531 - Travel Clerk I 13.23
01532 - Travel Clerk II 14.12
01533 - Travel Clerk III 14.97
01611 - Word Processor I 13.64
01612 - Word Processor II 15.31
01613 - Word Processor III 17.03
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.66
05010 - Automotive Electrician 18.01
05040 - Automotive Glass Installer 17.20
05070 - Automotive Worker 17.20
05110 - Mobile Equipment Servicer 15.21
05130 - Motor Equipment Metal Mechanic 18.88
05160 - Motor Equipment Metal Worker 17.20
05190 - Motor Vehicle Mechanic 18.88
05220 - Motor Vehicle Mechanic Helper 14.10
05250 - Motor Vehicle Upholstery Worker 16.31
05280 - Motor Vehicle Wrecker 17.20
05310 - Painter Automotive 18.01
05340 - Radiator Repair Specialist 17.20
05370 - Tire Repairer 13.81
05400 - Transmission Repair Specialist 18.88
07000 - Food Preparation And Service Occupations
07010 - Baker 11.18
07041 - Cook I 12.57
07042 - Cook II 14.37
07070 - Dishwasher 9.69
07130 - Food Service Worker 9.86
07210 - Meat Cutter 16.26

07260 - Waiter/Waitress	9.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.44
09040 - Furniture Handler	11.58
09080 - Furniture Refinisher	16.98
09090 - Furniture Refinisher Helper	13.41
09110 - Furniture Repairer Minor	15.08
09130 - Upholsterer	16.10
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.99
11060 - Elevator Operator	12.69
11090 - Gardener	14.67
11122 - Housekeeping Aide	12.69
11150 - Janitor	12.69
11210 - Laborer Grounds Maintenance	11.54
11240 - Maid or Houseman	10.42
11260 - Pruner	10.52
11270 - Tractor Operator	13.62
11330 - Trail Maintenance Worker	11.54
11360 - Window Cleaner	13.92
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	19.29
12012 - Certified Occupational Therapist Assistant	26.48
12015 - Certified Physical Therapist Assistant	26.35
12020 - Dental Assistant	17.16
12025 - Dental Hygienist	32.56
12030 - EKG Technician	29.22
12035 - Electroneurodiagnostic Technologist	29.22
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	17.24
12072 - Licensed Practical Nurse II	19.29
12073 - Licensed Practical Nurse III	21.50
12100 - Medical Assistant	13.78
12130 - Medical Laboratory Technician	24.99
12160 - Medical Record Clerk	15.28
12190 - Medical Record Technician	18.80
12195 - Medical Transcriptionist	16.42
12210 - Nuclear Medicine Technologist	42.38
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	18.07
12236 - Optical Technician	17.24
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	15.00
12305 - Radiologic Technologist	25.66
12311 - Registered Nurse I	24.06
12312 - Registered Nurse II	29.44

12313 - Registered Nurse II Specialist		29.44
12314 - Registered Nurse III		35.61
12315 - Registered Nurse III Anesthetist		35.61
12316 - Registered Nurse IV		42.69
12317 - Scheduler (Drug and Alcohol Testing)		23.89
12320 - Substance Abuse Treatment Counselor		21.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.42
13012 - Exhibits Specialist II		19.10
13013 - Exhibits Specialist III		23.37
13041 - Illustrator I		15.42
13042 - Illustrator II		19.10
13043 - Illustrator III		23.37
13047 - Librarian		21.16
13050 - Library Aide/Clerk		11.37
13054 - Library Information Technology Systems Administrator		19.10
13058 - Library Technician		14.75
13061 - Media Specialist I		13.79
13062 - Media Specialist II		15.42
13063 - Media Specialist III		17.19
13071 - Photographer I		15.17
13072 - Photographer II		16.96
13073 - Photographer III		21.01
13074 - Photographer IV		25.71
13075 - Photographer V		31.10
13090 - Technical Order Library Clerk		15.90
13110 - Video Teleconference Technician		13.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.63
14042 - Computer Operator II		16.37
14043 - Computer Operator III		18.25
14044 - Computer Operator IV		20.28
14045 - Computer Operator V		22.45
14071 - Computer Programmer I	(see 1)	19.20
14072 - Computer Programmer II	(see 1)	23.79
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.63
14160 - Personal Computer Support Technician		20.61
14170 - System Support Specialist		28.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.59
15020 - Aircrew Training Devices Instructor (Rated)		35.80
15030 - Air Crew Training Devices Instructor (Pilot)		42.91
15050 - Computer Based Training Specialist / Instructor		29.59
15060 - Educational Technologist		33.00

15070 - Flight Instructor (Pilot) 42.91
15080 - Graphic Artist 19.53
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.91
15086 - Maintenance Test Pilot Rotary Wing 42.91
15088 - Non-Maintenance Test/Co-Pilot 42.91
15090 - Technical Instructor 21.48
15095 - Technical Instructor/Course Developer 26.28
15110 - Test Proctor 17.35
15120 - Tutor 17.35
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.26
16030 - Counter Attendant 10.26
16040 - Dry Cleaner 12.76
16070 - Finisher Flatwork Machine 10.26
16090 - Presser Hand 10.26
16110 - Presser Machine Drycleaning 10.26
16130 - Presser Machine Shirts 10.26
16160 - Presser Machine Wearing Apparel Laundry 10.26
16190 - Sewing Machine Operator 13.65
16220 - Tailor 14.55
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.17
19040 - Tool And Die Maker 21.73
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.75
21030 - Material Coordinator 23.44
21040 - Material Expediter 23.44
21050 - Material Handling Laborer 14.19
21071 - Order Filler 12.84
21080 - Production Line Worker (Food Processing) 17.75
21110 - Shipping Packer 15.99
21130 - Shipping/Receiving Clerk 15.99
21140 - Store Worker I 13.88
21150 - Stock Clerk 18.31
21210 - Tools And Parts Attendant 17.75
21410 - Warehouse Specialist 17.75
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.66
23019 - Aircraft Logs and Records Technician 19.87
23021 - Aircraft Mechanic I 23.54
23022 - Aircraft Mechanic II 24.66
23023 - Aircraft Mechanic III 25.77
23040 - Aircraft Mechanic Helper 17.81
23050 - Aircraft Painter 22.45
23060 - Aircraft Servicer 19.87
23070 - Aircraft Survival Flight Equipment Technician 22.45
23080 - Aircraft Worker 21.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.16

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.54
23110 - Appliance Mechanic 22.04
23120 - Bicycle Repairer 18.53
23125 - Cable Splicer 33.69
23130 - Carpenter Maintenance 21.04
23140 - Carpet Layer 18.47
23160 - Electrician Maintenance 23.77
23181 - Electronics Technician Maintenance I 25.01
23182 - Electronics Technician Maintenance II 29.72
23183 - Electronics Technician Maintenance III 31.16
23260 - Fabric Worker 19.87
23290 - Fire Alarm System Mechanic 23.54
23310 - Fire Extinguisher Repairer 18.53
23311 - Fuel Distribution System Mechanic 29.17
23312 - Fuel Distribution System Operator 22.70
23370 - General Maintenance Worker 18.76
23380 - Ground Support Equipment Mechanic 23.54
23381 - Ground Support Equipment Servicer 19.87
23382 - Ground Support Equipment Worker 21.16
23391 - Gunsmith I 18.53
23392 - Gunsmith II 21.16
23393 - Gunsmith III 23.54
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.48
23430 - Heavy Equipment Mechanic 24.83
23440 - Heavy Equipment Operator 21.41
23460 - Instrument Mechanic 23.54
23465 - Laboratory/Shelter Mechanic 22.45
23470 - Laborer 14.19
23510 - Locksmith 22.45
23530 - Machinery Maintenance Mechanic 25.26
23550 - Machinist Maintenance 19.94
23580 - Maintenance Trades Helper 17.94
23591 - Metrology Technician I 23.54
23592 - Metrology Technician II 24.66
23593 - Metrology Technician III 25.77
23640 - Millwright 23.54
23710 - Office Appliance Repairer 22.45
23760 - Painter Maintenance 17.29
23790 - Pipefitter Maintenance 26.02
23810 - Plumber Maintenance 24.81
23820 - Pneudraulic Systems Mechanic 23.54
23850 - Rigger 24.35
23870 - Scale Mechanic 21.16
23890 - Sheet-Metal Worker Maintenance 23.54
23910 - Small Engine Mechanic 17.85
23931 - Telecommunications Mechanic I 24.43

23932 - Telecommunications Mechanic II 25.56
23950 - Telephone Lineman 24.18
23960 - Welder Combination Maintenance 18.90
23965 - Well Driller 23.54
23970 - Woodcraft Worker 23.54
23980 - Woodworker 18.53
24000 - Personal Needs Occupations
24550 - Case Manager 14.67
24570 - Child Care Attendant 10.49
24580 - Child Care Center Clerk 13.09
24610 - Chore Aide 11.24
24620 - Family Readiness And Support Services Coordinator 14.67
24630 - Homemaker 14.67
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.54
25040 - Sewage Plant Operator 21.08
25070 - Stationary Engineer 23.54
25190 - Ventilation Equipment Tender 17.20
25210 - Water Treatment Plant Operator 21.08
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.27
27007 - Baggage Inspector 15.70
27008 - Corrections Officer 21.80
27010 - Court Security Officer 21.04
27030 - Detection Dog Handler 17.56
27040 - Detention Officer 21.80
27070 - Firefighter 20.28
27101 - Guard I 15.70
27102 - Guard II 17.56
27131 - Police Officer I 22.76
27132 - Police Officer II 25.30
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.24
28042 - Carnival Equipment Repairer 13.21
28043 - Carnival Worker 9.44
28210 - Gate Attendant/Gate Tender 14.63
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 16.36
28510 - Recreation Aide/Health Facility Attendant 11.94
28515 - Recreation Specialist 19.56
28630 - Sports Official 13.03
28690 - Swimming Pool Operator 15.10
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.35
29020 - Hatch Tender 26.35
29030 - Line Handler 26.35
29041 - Stevedore I 24.70
29042 - Stevedore II 28.03
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.35
30021 - Archeological Technician I 18.95
30022 - Archeological Technician II 21.20
30023 - Archeological Technician III 26.27
30030 - Cartographic Technician 26.27
30040 - Civil Engineering Technician 23.79
30051 - Cryogenic Technician I 25.34
30052 - Cryogenic Technician II 27.98
30061 - Drafter/CAD Operator I 18.95
30062 - Drafter/CAD Operator II 21.20
30063 - Drafter/CAD Operator III 23.64
30064 - Drafter/CAD Operator IV 27.30
30081 - Engineering Technician I 15.68
30082 - Engineering Technician II 17.59
30083 - Engineering Technician III 22.90
30084 - Engineering Technician IV 25.79
30085 - Engineering Technician V 31.55
30086 - Engineering Technician VI 38.17
30090 - Environmental Technician 19.03
30095 - Evidence Control Specialist 22.87
30210 - Laboratory Technician 25.55
30221 - Latent Fingerprint Technician I 25.34
30222 - Latent Fingerprint Technician II 27.98
30240 - Mathematical Technician 26.27
30361 - Paralegal/Legal Assistant I 17.63
30362 - Paralegal/Legal Assistant II 21.84
30363 - Paralegal/Legal Assistant III 26.71
30364 - Paralegal/Legal Assistant IV 32.31
30375 - Petroleum Supply Specialist 27.98
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 27.98
30461 - Technical Writer I 22.87
30462 - Technical Writer II 27.98
30463 - Technical Writer III 33.86
30491 - Unexploded Ordnance (UXO) Technician I 26.24
30492 - Unexploded Ordnance (UXO) Technician II 31.75
30493 - Unexploded Ordnance (UXO) Technician III 38.05
30494 - Unexploded (UXO) Safety Escort 26.24
30495 - Unexploded (UXO) Sweep Personnel 26.24
30501 - Weather Forecaster I 27.13
30502 - Weather Forecaster II 33.22
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.64
30621 - Weather Observer Senior (see 2) 26.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.75
31020 - Bus Aide 13.95
31030 - Bus Driver 18.92

31043 - Driver Courier	12.97
31260 - Parking and Lot Attendant	13.88
31290 - Shuttle Bus Driver	14.00
31310 - Taxi Driver	12.00
31361 - Truckdriver Light	14.00
31362 - Truckdriver Medium	15.01
31363 - Truckdriver Heavy	22.36
31364 - Truckdriver Tractor-Trailer	22.36
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	9.59
99050 - Desk Clerk	10.66
99095 - Embalmer	32.32
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	11.12
99252 - Laboratory Animal Caretaker II	11.98
99260 - Marketing Analyst	26.46
99310 - Mortician	32.32
99410 - Pest Controller	17.78
99510 - Photofinishing Worker	13.79
99710 - Recycling Laborer	18.82
99711 - Recycling Specialist	21.68
99730 - Refuse Collector	17.04
99810 - Sales Clerk	11.39
99820 - School Crossing Guard	13.50
99830 - Survey Party Chief	20.39
99831 - Surveying Aide	12.62
99832 - Surveying Technician	17.32
99840 - Vending Machine Attendant	12.08
99841 - Vending Machine Repairer	14.90
99842 - Vending Machine Repairer Helper	12.08

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4767
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Fayette

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.61
01012 - Accounting Clerk II		16.40
01013 - Accounting Clerk III		18.35
01020 - Administrative Assistant		27.12
01035 - Court Reporter		18.36
01041 - Customer Service Representative I		12.53
01042 - Customer Service Representative II		14.09
01043 - Customer Service Representative III		15.38
01051 - Data Entry Operator I		14.09
01052 - Data Entry Operator II		15.38
01060 - Dispatcher Motor Vehicle		19.22
01070 - Document Preparation Clerk		14.62
01090 - Duplicating Machine Operator		14.62
01111 - General Clerk I		13.65
01112 - General Clerk II		14.90

01113 - General Clerk III 16.77
01120 - Housing Referral Assistant 21.46
01141 - Messenger Courier 12.68
01191 - Order Clerk I 14.47
01192 - Order Clerk II 15.79
01261 - Personnel Assistant (Employment) I 16.56
01262 - Personnel Assistant (Employment) II 18.03
01263 - Personnel Assistant (Employment) III 20.09
01270 - Production Control Clerk 24.31
01290 - Rental Clerk 15.20
01300 - Scheduler Maintenance 17.20
01311 - Secretary I 17.20
01312 - Secretary II 19.24
01313 - Secretary III 21.46
01320 - Service Order Dispatcher 15.80
01410 - Supply Technician 27.12
01420 - Survey Worker 16.70
01460 - Switchboard Operator/Receptionist 12.90
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.82
01533 - Travel Clerk III 15.80
01611 - Word Processor I 14.62
01612 - Word Processor II 16.72
01613 - Word Processor III 19.76
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.84
05010 - Automotive Electrician 19.56
05040 - Automotive Glass Installer 18.71
05070 - Automotive Worker 19.26
05110 - Mobile Equipment Servicer 17.02
05130 - Motor Equipment Metal Mechanic 22.25
05160 - Motor Equipment Metal Worker 18.89
05190 - Motor Vehicle Mechanic 20.39
05220 - Motor Vehicle Mechanic Helper 16.18
05250 - Motor Vehicle Upholstery Worker 18.39
05280 - Motor Vehicle Wrecker 19.26
05310 - Painter Automotive 20.38
05340 - Radiator Repair Specialist 19.26
05370 - Tire Repairer 14.51
05400 - Transmission Repair Specialist 20.39
07000 - Food Preparation And Service Occupations
07010 - Baker 12.50
07041 - Cook I 12.71
07042 - Cook II 14.47
07070 - Dishwasher 9.57
07130 - Food Service Worker 9.80
07210 - Meat Cutter 15.99
07260 - Waiter/Waitress 9.56
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.09

09040 - Furniture Handler 14.43
09080 - Furniture Refinisher 21.09
09090 - Furniture Refinisher Helper 16.32
09110 - Furniture Repairer Minor 18.02
09130 - Upholsterer 21.09
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.92
11060 - Elevator Operator 15.26
11090 - Gardener 17.15
11122 - Housekeeping Aide 15.26
11150 - Janitor 15.26
11210 - Laborer Grounds Maintenance 13.39
11240 - Maid or Houseman 10.53
11260 - Pruner 12.17
11270 - Tractor Operator 15.88
11330 - Trail Maintenance Worker 13.39
11360 - Window Cleaner 16.79
12000 - Health Occupations
12010 - Ambulance Driver 18.25
12011 - Breath Alcohol Technician 19.23
12012 - Certified Occupational Therapist Assistant 33.23
12015 - Certified Physical Therapist Assistant 31.89
12020 - Dental Assistant 17.20
12025 - Dental Hygienist 36.62
12030 - EKG Technician 25.69
12035 - Electroneurodiagnostic Technologist 25.69
12040 - Emergency Medical Technician 18.25
12071 - Licensed Practical Nurse I 17.19
12072 - Licensed Practical Nurse II 19.23
12073 - Licensed Practical Nurse III 21.43
12100 - Medical Assistant 15.08
12130 - Medical Laboratory Technician 24.70
12160 - Medical Record Clerk 16.08
12190 - Medical Record Technician 18.73
12195 - Medical Transcriptionist 16.83
12210 - Nuclear Medicine Technologist 36.80
12221 - Nursing Assistant I 12.16
12222 - Nursing Assistant II 13.68
12223 - Nursing Assistant III 14.93
12224 - Nursing Assistant IV 16.76
12235 - Optical Dispenser 21.26
12236 - Optical Technician 17.19
12250 - Pharmacy Technician 16.49
12280 - Phlebotomist 14.37
12305 - Radiologic Technologist 26.17
12311 - Registered Nurse I 24.62
12312 - Registered Nurse II 30.12
12313 - Registered Nurse II Specialist 30.12
12314 - Registered Nurse III 36.45
12315 - Registered Nurse III Anesthetist 36.45

12316 - Registered Nurse IV		43.68
12317 - Scheduler (Drug and Alcohol Testing)		23.82
12320 - Substance Abuse Treatment Counselor		22.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.15
13012 - Exhibits Specialist II		26.20
13013 - Exhibits Specialist III		32.05
13041 - Illustrator I		21.15
13042 - Illustrator II		26.20
13043 - Illustrator III		32.05
13047 - Librarian		29.19
13050 - Library Aide/Clerk		14.03
13054 - Library Information Technology Systems Administrator		24.84
13058 - Library Technician		19.72
13061 - Media Specialist I		18.91
13062 - Media Specialist II		21.15
13063 - Media Specialist III		23.57
13071 - Photographer I		18.90
13072 - Photographer II		21.15
13073 - Photographer III		26.20
13074 - Photographer IV		32.05
13075 - Photographer V		38.78
13090 - Technical Order Library Clerk		18.26
13110 - Video Teleconference Technician		19.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.82
14042 - Computer Operator II		21.05
14043 - Computer Operator III		23.49
14044 - Computer Operator IV		26.08
14045 - Computer Operator V		28.90
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.82
14160 - Personal Computer Support Technician		26.08
14170 - System Support Specialist		29.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.20
15020 - Aircrew Training Devices Instructor (Rated)		37.74
15030 - Air Crew Training Devices Instructor (Pilot)		45.23
15050 - Computer Based Training Specialist / Instructor		31.20
15060 - Educational Technologist		39.25
15070 - Flight Instructor (Pilot)		45.23
15080 - Graphic Artist		25.33
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.98

15086 - Maintenance Test Pilot Rotary Wing 41.98
15088 - Non-Maintenance Test/Co-Pilot 41.98
15090 - Technical Instructor 23.41
15095 - Technical Instructor/Course Developer 28.63
15110 - Test Proctor 18.89
15120 - Tutor 18.89
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.09
16220 - Tailor 15.02
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.14
19040 - Tool And Die Maker 22.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.30
21030 - Material Coordinator 24.31
21040 - Material Expediter 24.31
21050 - Material Handling Laborer 13.86
21071 - Order Filler 15.47
21080 - Production Line Worker (Food Processing) 20.30
21110 - Shipping Packer 16.31
21130 - Shipping/Receiving Clerk 16.31
21140 - Store Worker I 14.28
21150 - Stock Clerk 19.04
21210 - Tools And Parts Attendant 20.30
21410 - Warehouse Specialist 20.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.50
23019 - Aircraft Logs and Records Technician 21.89
23021 - Aircraft Mechanic I 25.44
23022 - Aircraft Mechanic II 26.50
23023 - Aircraft Mechanic III 27.61
23040 - Aircraft Mechanic Helper 18.95
23050 - Aircraft Painter 23.95
23060 - Aircraft Servicer 21.89
23070 - Aircraft Survival Flight Equipment Technician 23.95
23080 - Aircraft Worker 22.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.44
23110 - Appliance Mechanic 22.65

23120 - Bicycle Repairer	20.31
23125 - Cable Splicer	34.04
23130 - Carpenter Maintenance	22.01
23140 - Carpet Layer	22.19
23160 - Electrician Maintenance	31.86
23181 - Electronics Technician Maintenance I	25.41
23182 - Electronics Technician Maintenance II	27.02
23183 - Electronics Technician Maintenance III	29.39
23260 - Fabric Worker	21.89
23290 - Fire Alarm System Mechanic	25.46
23310 - Fire Extinguisher Repairer	20.47
23311 - Fuel Distribution System Mechanic	35.78
23312 - Fuel Distribution System Operator	27.63
23370 - General Maintenance Worker	19.44
23380 - Ground Support Equipment Mechanic	25.44
23381 - Ground Support Equipment Servicer	21.89
23382 - Ground Support Equipment Worker	22.84
23391 - Gunsmith I	20.47
23392 - Gunsmith II	23.32
23393 - Gunsmith III	25.70
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.29
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.17
23430 - Heavy Equipment Mechanic	25.26
23440 - Heavy Equipment Operator	24.12
23460 - Instrument Mechanic	25.70
23465 - Laboratory/Shelter Mechanic	24.62
23470 - Laborer	13.86
23510 - Locksmith	22.65
23530 - Machinery Maintenance Mechanic	26.84
23550 - Machinist Maintenance	18.71
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	25.70
23592 - Metrology Technician II	26.84
23593 - Metrology Technician III	27.90
23640 - Millwright	28.80
23710 - Office Appliance Repairer	24.62
23760 - Painter Maintenance	22.99
23790 - Pipefitter Maintenance	26.32
23810 - Plumber Maintenance	24.94
23820 - Pneudraulic Systems Mechanic	25.70
23850 - Rigger	25.70
23870 - Scale Mechanic	23.32
23890 - Sheet-Metal Worker Maintenance	25.70
23910 - Small Engine Mechanic	22.69
23931 - Telecommunications Mechanic I	26.52
23932 - Telecommunications Mechanic II	27.66
23950 - Telephone Lineman	27.00
23960 - Welder Combination Maintenance	19.40

23965 - Well Driller	25.70
23970 - Woodcraft Worker	25.70
23980 - Woodworker	20.47
24000 - Personal Needs Occupations	
24550 - Case Manager	14.75
24570 - Child Care Attendant	11.85
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	11.27
24620 - Family Readiness And Support Services Coordinator	14.75
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.41
25040 - Sewage Plant Operator	20.88
25070 - Stationary Engineer	32.41
25190 - Ventilation Equipment Tender	23.91
25210 - Water Treatment Plant Operator	20.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.96
27007 - Baggage Inspector	16.21
27008 - Corrections Officer	23.71
27010 - Court Security Officer	23.09
27030 - Detection Dog Handler	18.19
27040 - Detention Officer	23.71
27070 - Firefighter	22.50
27101 - Guard I	16.21
27102 - Guard II	18.19
27131 - Police Officer I	24.41
27132 - Police Officer II	27.12
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.05
28042 - Carnival Equipment Repairer	14.09
28043 - Carnival Worker	10.00
28210 - Gate Attendant/Gate Tender	17.79
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	19.89
28510 - Recreation Aide/Health Facility Attendant	14.52
28515 - Recreation Specialist	24.33
28630 - Sports Official	15.84
28690 - Swimming Pool Operator	17.08
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.27
29020 - Hatch Tender	23.27
29030 - Line Handler	23.27
29041 - Stevedore I	21.86
29042 - Stevedore II	24.56
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.70
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.75
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.67

30021 - Archeological Technician I		17.53
30022 - Archeological Technician II		19.61
30023 - Archeological Technician III		24.30
30030 - Cartographic Technician		24.30
30040 - Civil Engineering Technician		24.87
30051 - Cryogenic Technician I		25.69
30052 - Cryogenic Technician II		28.38
30061 - Drafter/CAD Operator I		17.53
30062 - Drafter/CAD Operator II		19.61
30063 - Drafter/CAD Operator III		21.86
30064 - Drafter/CAD Operator IV		26.90
30081 - Engineering Technician I		15.81
30082 - Engineering Technician II		17.74
30083 - Engineering Technician III		19.84
30084 - Engineering Technician IV		24.59
30085 - Engineering Technician V		30.08
30086 - Engineering Technician VI		36.39
30090 - Environmental Technician		23.88
30095 - Evidence Control Specialist		23.20
30210 - Laboratory Technician		28.34
30221 - Latent Fingerprint Technician I		25.69
30222 - Latent Fingerprint Technician II		28.38
30240 - Mathematical Technician		24.30
30361 - Paralegal/Legal Assistant I		20.15
30362 - Paralegal/Legal Assistant II		24.96
30363 - Paralegal/Legal Assistant III		30.53
30364 - Paralegal/Legal Assistant IV		36.94
30375 - Petroleum Supply Specialist		28.38
30390 - Photo-Optics Technician		23.15
30395 - Radiation Control Technician		28.38
30461 - Technical Writer I		25.25
30462 - Technical Writer II		30.89
30463 - Technical Writer III		37.37
30491 - Unexploded Ordnance (UXO) Technician I		26.50
30492 - Unexploded Ordnance (UXO) Technician II		32.06
30493 - Unexploded Ordnance (UXO) Technician III		38.43
30494 - Unexploded (UXO) Safety Escort		26.50
30495 - Unexploded (UXO) Sweep Personnel		26.50
30501 - Weather Forecaster I		25.69
30502 - Weather Forecaster II		31.24
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.86
30621 - Weather Observer Senior	(see 2)	24.30
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.06
31020 - Bus Aide		18.38
31030 - Bus Driver		25.16
31043 - Driver Courier		19.26
31260 - Parking and Lot Attendant		14.76
31290 - Shuttle Bus Driver		19.36

31310 - Taxi Driver	13.07
31361 - Truckdriver Light	21.30
31362 - Truckdriver Medium	22.24
31363 - Truckdriver Heavy	24.02
31364 - Truckdriver Tractor-Trailer	24.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	9.91
99050 - Desk Clerk	10.30
99095 - Embalmer	27.10
99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker I	12.99
99252 - Laboratory Animal Caretaker II	14.05
99260 - Marketing Analyst	28.20
99310 - Mortician	27.10
99410 - Pest Controller	19.47
99510 - Photofinishing Worker	14.34
99710 - Recycling Laborer	18.87
99711 - Recycling Specialist	22.38
99730 - Refuse Collector	17.15
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	15.85
99830 - Survey Party Chief	23.66
99831 - Surveying Aide	14.06
99832 - Surveying Technician	21.50
99840 - Vending Machine Attendant	18.24
99841 - Vending Machine Repairer	21.12
99842 - Vending Machine Repairer Helper	18.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4769
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Clinton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.61
01012 - Accounting Clerk II		16.40
01013 - Accounting Clerk III		18.35
01020 - Administrative Assistant		27.12
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		12.53
01042 - Customer Service Representative II		14.09
01043 - Customer Service Representative III		15.38
01051 - Data Entry Operator I		14.09
01052 - Data Entry Operator II		15.38
01060 - Dispatcher Motor Vehicle		19.14
01070 - Document Preparation Clerk		14.62
01090 - Duplicating Machine Operator		14.62
01111 - General Clerk I		13.65
01112 - General Clerk II		14.90

01113 - General Clerk III 16.74
01120 - Housing Referral Assistant 20.69
01141 - Messenger Courier 11.94
01191 - Order Clerk I 14.47
01192 - Order Clerk II 15.79
01261 - Personnel Assistant (Employment) I 16.11
01262 - Personnel Assistant (Employment) II 18.03
01263 - Personnel Assistant (Employment) III 20.09
01270 - Production Control Clerk 24.31
01290 - Rental Clerk 14.69
01300 - Scheduler Maintenance 16.59
01311 - Secretary I 16.59
01312 - Secretary II 18.57
01313 - Secretary III 20.69
01320 - Service Order Dispatcher 17.18
01410 - Supply Technician 27.12
01420 - Survey Worker 17.54
01460 - Switchboard Operator/Receptionist 12.17
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.82
01533 - Travel Clerk III 15.80
01611 - Word Processor I 15.36
01612 - Word Processor II 17.25
01613 - Word Processor III 19.29
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.82
05010 - Automotive Electrician 18.81
05040 - Automotive Glass Installer 18.07
05070 - Automotive Worker 18.07
05110 - Mobile Equipment Servicer 16.64
05130 - Motor Equipment Metal Mechanic 19.53
05160 - Motor Equipment Metal Worker 18.07
05190 - Motor Vehicle Mechanic 18.33
05220 - Motor Vehicle Mechanic Helper 15.92
05250 - Motor Vehicle Upholstery Worker 17.36
05280 - Motor Vehicle Wrecker 18.07
05310 - Painter Automotive 18.81
05340 - Radiator Repair Specialist 18.07
05370 - Tire Repairer 15.24
05400 - Transmission Repair Specialist 19.53
07000 - Food Preparation And Service Occupations
07010 - Baker 12.54
07041 - Cook I 12.71
07042 - Cook II 14.47
07070 - Dishwasher 9.57
07130 - Food Service Worker 9.80
07210 - Meat Cutter 15.99
07260 - Waiter/Waitress 9.92
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.65

09040 - Furniture Handler 15.62
09080 - Furniture Refinisher 22.65
09090 - Furniture Refinisher Helper 17.91
09110 - Furniture Repairer Minor 20.16
09130 - Upholsterer 22.65
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 15.13
11060 - Elevator Operator 15.26
11090 - Gardener 17.15
11122 - Housekeeping Aide 15.26
11150 - Janitor 15.26
11210 - Laborer Grounds Maintenance 14.25
11240 - Maid or Houseman 10.53
11260 - Pruner 13.74
11270 - Tractor Operator 15.88
11330 - Trail Maintenance Worker 14.25
11360 - Window Cleaner 16.79
12000 - Health Occupations
12010 - Ambulance Driver 16.52
12011 - Breath Alcohol Technician 19.23
12012 - Certified Occupational Therapist Assistant 33.30
12015 - Certified Physical Therapist Assistant 31.89
12020 - Dental Assistant 17.20
12025 - Dental Hygienist 33.45
12030 - EKG Technician 25.69
12035 - Electroneurodiagnostic Technologist 25.69
12040 - Emergency Medical Technician 16.52
12071 - Licensed Practical Nurse I 18.88
12072 - Licensed Practical Nurse II 21.13
12073 - Licensed Practical Nurse III 23.56
12100 - Medical Assistant 15.08
12130 - Medical Laboratory Technician 24.70
12160 - Medical Record Clerk 16.10
12190 - Medical Record Technician 18.73
12195 - Medical Transcriptionist 16.83
12210 - Nuclear Medicine Technologist 36.80
12221 - Nursing Assistant I 12.16
12222 - Nursing Assistant II 13.68
12223 - Nursing Assistant III 14.93
12224 - Nursing Assistant IV 16.76
12235 - Optical Dispenser 21.26
12236 - Optical Technician 17.19
12250 - Pharmacy Technician 14.30
12280 - Phlebotomist 13.95
12305 - Radiologic Technologist 26.17
12311 - Registered Nurse I 24.62
12312 - Registered Nurse II 30.12
12313 - Registered Nurse II Specialist 30.12
12314 - Registered Nurse III 36.45
12315 - Registered Nurse III Anesthetist 36.45

12316 - Registered Nurse IV		43.68
12317 - Scheduler (Drug and Alcohol Testing)		23.82
12320 - Substance Abuse Treatment Counselor		22.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.15
13012 - Exhibits Specialist II		26.20
13013 - Exhibits Specialist III		32.05
13041 - Illustrator I		22.55
13042 - Illustrator II		27.93
13043 - Illustrator III		34.16
13047 - Librarian		29.01
13050 - Library Aide/Clerk		14.53
13054 - Library Information Technology Systems Administrator		26.20
13058 - Library Technician		17.62
13061 - Media Specialist I		18.91
13062 - Media Specialist II		21.15
13063 - Media Specialist III		23.57
13071 - Photographer I		18.91
13072 - Photographer II		21.15
13073 - Photographer III		26.20
13074 - Photographer IV		32.05
13075 - Photographer V		38.78
13090 - Technical Order Library Clerk		18.26
13110 - Video Teleconference Technician		18.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.47
14042 - Computer Operator II		20.67
14043 - Computer Operator III		23.05
14044 - Computer Operator IV		25.61
14045 - Computer Operator V		28.36
14071 - Computer Programmer I	(see 1)	25.51
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.47
14160 - Personal Computer Support Technician		25.61
14170 - System Support Specialist		29.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.08
15020 - Aircrew Training Devices Instructor (Rated)		36.39
15030 - Air Crew Training Devices Instructor (Pilot)		42.16
15050 - Computer Based Training Specialist / Instructor		30.08
15060 - Educational Technologist		36.73
15070 - Flight Instructor (Pilot)		42.16
15080 - Graphic Artist		22.43
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.98

15086 - Maintenance Test Pilot Rotary Wing 41.98
15088 - Non-Maintenance Test/Co-Pilot 41.98
15090 - Technical Instructor 22.58
15095 - Technical Instructor/Course Developer 27.61
15110 - Test Proctor 18.65
15120 - Tutor 18.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.09
16220 - Tailor 15.02
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.45
19040 - Tool And Die Maker 23.85
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.30
21030 - Material Coordinator 24.31
21040 - Material Expediter 24.31
21050 - Material Handling Laborer 17.65
21071 - Order Filler 14.50
21080 - Production Line Worker (Food Processing) 20.30
21110 - Shipping Packer 16.31
21130 - Shipping/Receiving Clerk 16.31
21140 - Store Worker I 14.85
21150 - Stock Clerk 19.04
21210 - Tools And Parts Attendant 20.30
21410 - Warehouse Specialist 20.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.48
23019 - Aircraft Logs and Records Technician 21.89
23021 - Aircraft Mechanic I 25.55
23022 - Aircraft Mechanic II 26.48
23023 - Aircraft Mechanic III 27.80
23040 - Aircraft Mechanic Helper 18.95
23050 - Aircraft Painter 24.62
23060 - Aircraft Servicer 21.89
23070 - Aircraft Survival Flight Equipment Technician 24.62
23080 - Aircraft Worker 23.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.32
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.55
23110 - Appliance Mechanic 22.17

23120 - Bicycle Repairer	20.47
23125 - Cable Splicer	34.04
23130 - Carpenter Maintenance	22.01
23140 - Carpet Layer	22.19
23160 - Electrician Maintenance	33.69
23181 - Electronics Technician Maintenance I	26.67
23182 - Electronics Technician Maintenance II	28.15
23183 - Electronics Technician Maintenance III	29.39
23260 - Fabric Worker	21.89
23290 - Fire Alarm System Mechanic	25.70
23310 - Fire Extinguisher Repairer	20.47
23311 - Fuel Distribution System Mechanic	36.59
23312 - Fuel Distribution System Operator	29.17
23370 - General Maintenance Worker	19.44
23380 - Ground Support Equipment Mechanic	25.55
23381 - Ground Support Equipment Servicer	21.89
23382 - Ground Support Equipment Worker	23.32
23391 - Gunsmith I	20.47
23392 - Gunsmith II	23.32
23393 - Gunsmith III	25.70
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.84
23430 - Heavy Equipment Mechanic	23.87
23440 - Heavy Equipment Operator	25.31
23460 - Instrument Mechanic	25.70
23465 - Laboratory/Shelter Mechanic	24.62
23470 - Laborer	15.39
23510 - Locksmith	23.43
23530 - Machinery Maintenance Mechanic	27.30
23550 - Machinist Maintenance	19.00
23580 - Maintenance Trades Helper	16.60
23591 - Metrology Technician I	25.70
23592 - Metrology Technician II	26.84
23593 - Metrology Technician III	27.90
23640 - Millwright	28.36
23710 - Office Appliance Repairer	24.62
23760 - Painter Maintenance	22.99
23790 - Pipefitter Maintenance	26.08
23810 - Plumber Maintenance	24.94
23820 - Pneudraulic Systems Mechanic	25.70
23850 - Rigger	25.70
23870 - Scale Mechanic	23.32
23890 - Sheet-Metal Worker Maintenance	25.70
23910 - Small Engine Mechanic	22.81
23931 - Telecommunications Mechanic I	26.52
23932 - Telecommunications Mechanic II	27.66
23950 - Telephone Lineman	27.50
23960 - Welder Combination Maintenance	19.40

23965 - Well Driller	25.70
23970 - Woodcraft Worker	25.46
23980 - Woodworker	20.47
24000 - Personal Needs Occupations	
24550 - Case Manager	14.75
24570 - Child Care Attendant	10.05
24580 - Child Care Center Clerk	14.92
24610 - Chore Aide	11.27
24620 - Family Readiness And Support Services Coordinator	14.75
24630 - Homemaker	15.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.41
25040 - Sewage Plant Operator	22.32
25070 - Stationary Engineer	32.41
25190 - Ventilation Equipment Tender	23.91
25210 - Water Treatment Plant Operator	22.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.96
27007 - Baggage Inspector	15.86
27008 - Corrections Officer	23.71
27010 - Court Security Officer	23.09
27030 - Detection Dog Handler	18.19
27040 - Detention Officer	23.71
27070 - Firefighter	22.55
27101 - Guard I	15.86
27102 - Guard II	18.19
27131 - Police Officer I	25.19
27132 - Police Officer II	27.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.05
28042 - Carnival Equipment Repairer	14.09
28043 - Carnival Worker	11.15
28210 - Gate Attendant/Gate Tender	17.79
28310 - Lifeguard	12.03
28350 - Park Attendant (Aide)	19.89
28510 - Recreation Aide/Health Facility Attendant	14.52
28515 - Recreation Specialist	24.65
28630 - Sports Official	15.84
28690 - Swimming Pool Operator	18.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.32
29020 - Hatch Tender	23.32
29030 - Line Handler	23.32
29041 - Stevedore I	22.18
29042 - Stevedore II	24.62
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.70
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.75
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.67

30021 - Archeological Technician I		18.39
30022 - Archeological Technician II		20.58
30023 - Archeological Technician III		25.49
30030 - Cartographic Technician		25.49
30040 - Civil Engineering Technician		24.45
30051 - Cryogenic Technician I		25.69
30052 - Cryogenic Technician II		28.38
30061 - Drafter/CAD Operator I		18.39
30062 - Drafter/CAD Operator II		20.58
30063 - Drafter/CAD Operator III		22.94
30064 - Drafter/CAD Operator IV		29.65
30081 - Engineering Technician I		15.75
30082 - Engineering Technician II		17.68
30083 - Engineering Technician III		20.55
30084 - Engineering Technician IV		24.50
30085 - Engineering Technician V		29.97
30086 - Engineering Technician VI		36.26
30090 - Environmental Technician		23.88
30095 - Evidence Control Specialist		23.20
30210 - Laboratory Technician		28.34
30221 - Latent Fingerprint Technician I		25.69
30222 - Latent Fingerprint Technician II		28.38
30240 - Mathematical Technician		25.49
30361 - Paralegal/Legal Assistant I		20.15
30362 - Paralegal/Legal Assistant II		24.96
30363 - Paralegal/Legal Assistant III		31.43
30364 - Paralegal/Legal Assistant IV		37.70
30375 - Petroleum Supply Specialist		28.38
30390 - Photo-Optics Technician		25.49
30395 - Radiation Control Technician		28.38
30461 - Technical Writer I		25.25
30462 - Technical Writer II		30.89
30463 - Technical Writer III		37.37
30491 - Unexploded Ordnance (UXO) Technician I		26.50
30492 - Unexploded Ordnance (UXO) Technician II		32.06
30493 - Unexploded Ordnance (UXO) Technician III		38.43
30494 - Unexploded (UXO) Safety Escort		26.50
30495 - Unexploded (UXO) Sweep Personnel		26.50
30501 - Weather Forecaster I		26.90
30502 - Weather Forecaster II		32.72
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.94
30621 - Weather Observer Senior	(see 2)	24.30
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.06
31020 - Bus Aide		18.05
31030 - Bus Driver		25.16
31043 - Driver Courier		19.26
31260 - Parking and Lot Attendant		13.74
31290 - Shuttle Bus Driver		18.91

31310 - Taxi Driver	13.21
31361 - Truckdriver Light	20.80
31362 - Truckdriver Medium	22.24
31363 - Truckdriver Heavy	21.29
31364 - Truckdriver Tractor-Trailer	21.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	9.91
99050 - Desk Clerk	10.29
99095 - Embalmer	34.47
99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker I	13.04
99252 - Laboratory Animal Caretaker II	13.87
99260 - Marketing Analyst	28.20
99310 - Mortician	34.47
99410 - Pest Controller	19.58
99510 - Photofinishing Worker	13.93
99710 - Recycling Laborer	18.87
99711 - Recycling Specialist	22.38
99730 - Refuse Collector	17.15
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	15.85
99830 - Survey Party Chief	27.34
99831 - Surveying Aide	14.05
99832 - Surveying Technician	21.50
99840 - Vending Machine Attendant	20.69
99841 - Vending Machine Repairer	24.35
99842 - Vending Machine Repairer Helper	20.69

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4770
Revision No.: 14
Date Of Last Revision: 05/07/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Clinton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.61
01012 - Accounting Clerk II		16.40
01013 - Accounting Clerk III		18.35
01020 - Administrative Assistant		25.72
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		11.39
01042 - Customer Service Representative II		12.81
01043 - Customer Service Representative III		13.98
01051 - Data Entry Operator I		12.93
01052 - Data Entry Operator II		14.11
01060 - Dispatcher Motor Vehicle		19.14
01070 - Document Preparation Clerk		14.58

01090 - Duplicating Machine Operator	14.58
01111 - General Clerk I	13.24
01112 - General Clerk II	14.44
01113 - General Clerk III	16.21
01120 - Housing Referral Assistant	20.69
01141 - Messenger Courier	11.94
01191 - Order Clerk I	14.47
01192 - Order Clerk II	15.79
01261 - Personnel Assistant (Employment) I	16.11
01262 - Personnel Assistant (Employment) II	18.03
01263 - Personnel Assistant (Employment) III	20.09
01270 - Production Control Clerk	23.00
01290 - Rental Clerk	14.69
01300 - Scheduler Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.57
01313 - Secretary III	20.69
01320 - Service Order Dispatcher	17.18
01410 - Supply Technician	25.72
01420 - Survey Worker	17.54
01460 - Switchboard Operator/Receptionist	12.06
01531 - Travel Clerk I	13.34
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.23
01611 - Word Processor I	15.36
01612 - Word Processor II	17.25
01613 - Word Processor III	19.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.82
05010 - Automotive Electrician	18.81
05040 - Automotive Glass Installer	18.07
05070 - Automotive Worker	18.07
05110 - Mobile Equipment Servicer	16.64
05130 - Motor Equipment Metal Mechanic	19.53
05160 - Motor Equipment Metal Worker	18.07
05190 - Motor Vehicle Mechanic	18.33
05220 - Motor Vehicle Mechanic Helper	15.92
05250 - Motor Vehicle Upholstery Worker	17.36
05280 - Motor Vehicle Wrecker	18.07
05310 - Painter Automotive	18.81
05340 - Radiator Repair Specialist	18.07
05370 - Tire Repairer	15.24
05400 - Transmission Repair Specialist	19.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.54
07041 - Cook I	12.71
07042 - Cook II	14.47
07070 - Dishwasher	9.38
07130 - Food Service Worker	9.71
07210 - Meat Cutter	15.99

07260 - Waiter/Waitress	9.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.65
09040 - Furniture Handler	15.62
09080 - Furniture Refinisher	22.65
09090 - Furniture Refinisher Helper	17.91
09110 - Furniture Repairer Minor	20.16
09130 - Upholsterer	22.65
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.13
11060 - Elevator Operator	14.76
11090 - Gardener	16.30
11122 - Housekeeping Aide	14.76
11150 - Janitor	14.76
11210 - Laborer Grounds Maintenance	14.25
11240 - Maid or Houseman	10.10
11260 - Pruner	13.74
11270 - Tractor Operator	15.71
11330 - Trail Maintenance Worker	14.25
11360 - Window Cleaner	15.74
12000 - Health Occupations	
12010 - Ambulance Driver	16.52
12011 - Breath Alcohol Technician	19.23
12012 - Certified Occupational Therapist Assistant	33.30
12015 - Certified Physical Therapist Assistant	30.51
12020 - Dental Assistant	17.20
12025 - Dental Hygienist	33.45
12030 - EKG Technician	25.69
12035 - Electroneurodiagnostic Technologist	25.69
12040 - Emergency Medical Technician	16.52
12071 - Licensed Practical Nurse I	18.88
12072 - Licensed Practical Nurse II	21.13
12073 - Licensed Practical Nurse III	23.56
12100 - Medical Assistant	14.72
12130 - Medical Laboratory Technician	24.58
12160 - Medical Record Clerk	14.64
12190 - Medical Record Technician	18.02
12195 - Medical Transcriptionist	16.83
12210 - Nuclear Medicine Technologist	33.45
12221 - Nursing Assistant I	12.16
12222 - Nursing Assistant II	13.68
12223 - Nursing Assistant III	14.93
12224 - Nursing Assistant IV	16.76
12235 - Optical Dispenser	20.27
12236 - Optical Technician	17.19
12250 - Pharmacy Technician	14.30
12280 - Phlebotomist	13.68
12305 - Radiologic Technologist	25.82
12311 - Registered Nurse I	24.11
12312 - Registered Nurse II	29.50

12313 - Registered Nurse II Specialist		29.50
12314 - Registered Nurse III		35.69
12315 - Registered Nurse III Anesthetist		35.69
12316 - Registered Nurse IV		42.78
12317 - Scheduler (Drug and Alcohol Testing)		23.82
12320 - Substance Abuse Treatment Counselor		20.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.15
13012 - Exhibits Specialist II		26.20
13013 - Exhibits Specialist III		32.05
13041 - Illustrator I		22.55
13042 - Illustrator II		27.93
13043 - Illustrator III		34.16
13047 - Librarian		29.01
13050 - Library Aide/Clerk		14.53
13054 - Library Information Technology Systems Administrator		26.20
13058 - Library Technician		17.62
13061 - Media Specialist I		18.91
13062 - Media Specialist II		21.15
13063 - Media Specialist III		23.57
13071 - Photographer I		18.91
13072 - Photographer II		21.15
13073 - Photographer III		26.20
13074 - Photographer IV		32.05
13075 - Photographer V		38.78
13090 - Technical Order Library Clerk		18.26
13110 - Video Teleconference Technician		18.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.79
14042 - Computer Operator II		18.79
14043 - Computer Operator III		20.95
14044 - Computer Operator IV		23.28
14045 - Computer Operator V		25.78
14071 - Computer Programmer I	(see 1)	25.51
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.79
14160 - Personal Computer Support Technician		23.28
14170 - System Support Specialist		26.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.08
15020 - Aircrew Training Devices Instructor (Rated)		36.39
15030 - Air Crew Training Devices Instructor (Pilot)		42.16
15050 - Computer Based Training Specialist / Instructor		30.08
15060 - Educational Technologist		36.73

15070 - Flight Instructor (Pilot) 42.16
15080 - Graphic Artist 22.43
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.92
15086 - Maintenance Test Pilot Rotary Wing 41.92
15088 - Non-Maintenance Test/Co-Pilot 41.92
15090 - Technical Instructor 22.58
15095 - Technical Instructor/Course Developer 27.61
15110 - Test Proctor 18.65
15120 - Tutor 18.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.26
16030 - Counter Attendant 10.26
16040 - Dry Cleaner 12.76
16070 - Finisher Flatwork Machine 10.26
16090 - Presser Hand 10.26
16110 - Presser Machine Drycleaning 10.26
16130 - Presser Machine Shirts 10.26
16160 - Presser Machine Wearing Apparel Laundry 10.26
16190 - Sewing Machine Operator 13.65
16220 - Tailor 14.55
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.45
19040 - Tool And Die Maker 23.85
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.08
21030 - Material Coordinator 23.00
21040 - Material Expediter 23.00
21050 - Material Handling Laborer 17.65
21071 - Order Filler 14.50
21080 - Production Line Worker (Food Processing) 20.08
21110 - Shipping Packer 15.91
21130 - Shipping/Receiving Clerk 15.91
21140 - Store Worker I 14.85
21150 - Stock Clerk 18.79
21210 - Tools And Parts Attendant 20.08
21410 - Warehouse Specialist 20.08
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.07
23019 - Aircraft Logs and Records Technician 20.70
23021 - Aircraft Mechanic I 23.23
23022 - Aircraft Mechanic II 24.07
23023 - Aircraft Mechanic III 25.27
23040 - Aircraft Mechanic Helper 18.62
23050 - Aircraft Painter 23.47
23060 - Aircraft Servicer 20.70
23070 - Aircraft Survival Flight Equipment Technician 23.47
23080 - Aircraft Worker 21.55
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.55

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.23
23110 - Appliance Mechanic 22.17
23120 - Bicycle Repairer 18.87
23125 - Cable Splicer 34.04
23130 - Carpenter Maintenance 22.01
23140 - Carpet Layer 22.19
23160 - Electrician Maintenance 33.69
23181 - Electronics Technician Maintenance I 26.67
23182 - Electronics Technician Maintenance II 28.15
23183 - Electronics Technician Maintenance III 29.39
23260 - Fabric Worker 20.85
23290 - Fire Alarm System Mechanic 24.45
23310 - Fire Extinguisher Repairer 19.53
23311 - Fuel Distribution System Mechanic 33.26
23312 - Fuel Distribution System Operator 26.52
23370 - General Maintenance Worker 19.44
23380 - Ground Support Equipment Mechanic 23.23
23381 - Ground Support Equipment Servicer 20.70
23382 - Ground Support Equipment Worker 21.55
23391 - Gunsmith I 19.53
23392 - Gunsmith II 22.19
23393 - Gunsmith III 24.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.85
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.72
23430 - Heavy Equipment Mechanic 22.94
23440 - Heavy Equipment Operator 25.31
23460 - Instrument Mechanic 24.45
23465 - Laboratory/Shelter Mechanic 23.43
23470 - Laborer 15.39
23510 - Locksmith 23.43
23530 - Machinery Maintenance Mechanic 24.82
23550 - Machinist Maintenance 19.00
23580 - Maintenance Trades Helper 16.60
23591 - Metrology Technician I 24.45
23592 - Metrology Technician II 25.50
23593 - Metrology Technician III 26.50
23640 - Millwright 28.07
23710 - Office Appliance Repairer 23.43
23760 - Painter Maintenance 22.99
23790 - Pipefitter Maintenance 23.71
23810 - Plumber Maintenance 22.67
23820 - Pneudraulic Systems Mechanic 24.45
23850 - Rigger 24.45
23870 - Scale Mechanic 22.19
23890 - Sheet-Metal Worker Maintenance 24.45
23910 - Small Engine Mechanic 20.74
23931 - Telecommunications Mechanic I 26.52

23932 - Telecommunications Mechanic II 27.66
23950 - Telephone Lineman 27.50
23960 - Welder Combination Maintenance 19.07
23965 - Well Driller 24.45
23970 - Woodcraft Worker 23.15
23980 - Woodworker 19.53
24000 - Personal Needs Occupations
24550 - Case Manager 14.75
24570 - Child Care Attendant 10.05
24580 - Child Care Center Clerk 14.92
24610 - Chore Aide 11.24
24620 - Family Readiness And Support Services Coordinator 14.75
24630 - Homemaker 15.80
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 32.41
25040 - Sewage Plant Operator 22.32
25070 - Stationary Engineer 32.41
25190 - Ventilation Equipment Tender 23.91
25210 - Water Treatment Plant Operator 22.32
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.96
27007 - Baggage Inspector 15.86
27008 - Corrections Officer 23.27
27010 - Court Security Officer 21.96
27030 - Detection Dog Handler 18.19
27040 - Detention Officer 23.27
27070 - Firefighter 22.55
27101 - Guard I 15.86
27102 - Guard II 18.19
27131 - Police Officer I 25.19
27132 - Police Officer II 27.99
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.98
28042 - Carnival Equipment Repairer 13.34
28043 - Carnival Worker 11.15
28210 - Gate Attendant/Gate Tender 17.79
28310 - Lifeguard 12.03
28350 - Park Attendant (Aide) 19.89
28510 - Recreation Aide/Health Facility Attendant 14.52
28515 - Recreation Specialist 24.65
28630 - Sports Official 15.84
28690 - Swimming Pool Operator 18.63
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.30
29020 - Hatch Tender 23.30
29030 - Line Handler 23.30
29041 - Stevedore I 22.18
29042 - Stevedore II 24.40
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.35
30021 - Archeological Technician I 18.39
30022 - Archeological Technician II 20.58
30023 - Archeological Technician III 25.49
30030 - Cartographic Technician 25.49
30040 - Civil Engineering Technician 24.45
30051 - Cryogenic Technician I 25.69
30052 - Cryogenic Technician II 28.38
30061 - Drafter/CAD Operator I 18.39
30062 - Drafter/CAD Operator II 20.58
30063 - Drafter/CAD Operator III 22.94
30064 - Drafter/CAD Operator IV 29.65
30081 - Engineering Technician I 15.75
30082 - Engineering Technician II 17.68
30083 - Engineering Technician III 20.55
30084 - Engineering Technician IV 24.50
30085 - Engineering Technician V 29.97
30086 - Engineering Technician VI 36.26
30090 - Environmental Technician 23.88
30095 - Evidence Control Specialist 23.20
30210 - Laboratory Technician 28.34
30221 - Latent Fingerprint Technician I 25.69
30222 - Latent Fingerprint Technician II 28.38
30240 - Mathematical Technician 25.49
30361 - Paralegal/Legal Assistant I 20.15
30362 - Paralegal/Legal Assistant II 24.96
30363 - Paralegal/Legal Assistant III 31.43
30364 - Paralegal/Legal Assistant IV 37.70
30375 - Petroleum Supply Specialist 28.38
30390 - Photo-Optics Technician 25.49
30395 - Radiation Control Technician 28.38
30461 - Technical Writer I 25.25
30462 - Technical Writer II 30.89
30463 - Technical Writer III 37.37
30491 - Unexploded Ordnance (UXO) Technician I 26.24
30492 - Unexploded Ordnance (UXO) Technician II 31.75
30493 - Unexploded Ordnance (UXO) Technician III 38.05
30494 - Unexploded (UXO) Safety Escort 26.24
30495 - Unexploded (UXO) Sweep Personnel 26.24
30501 - Weather Forecaster I 26.90
30502 - Weather Forecaster II 32.72
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.94
30621 - Weather Observer Senior (see 2) 24.30
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.75
31020 - Bus Aide 16.41
31030 - Bus Driver 22.87

31043 - Driver Courier	17.51
31260 - Parking and Lot Attendant	12.49
31290 - Shuttle Bus Driver	18.91
31310 - Taxi Driver	12.72
31361 - Truckdriver Light	18.91
31362 - Truckdriver Medium	20.22
31363 - Truckdriver Heavy	19.35
31364 - Truckdriver Tractor-Trailer	19.35
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	9.87
99050 - Desk Clerk	10.05
99095 - Embalmer	34.47
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	13.04
99252 - Laboratory Animal Caretaker II	13.87
99260 - Marketing Analyst	28.20
99310 - Mortician	34.47
99410 - Pest Controller	19.58
99510 - Photofinishing Worker	13.79
99710 - Recycling Laborer	18.82
99711 - Recycling Specialist	22.20
99730 - Refuse Collector	17.10
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	15.64
99830 - Survey Party Chief	27.34
99831 - Surveying Aide	14.05
99832 - Surveying Technician	21.50
99840 - Vending Machine Attendant	19.67
99841 - Vending Machine Repairer	22.14
99842 - Vending Machine Repairer Helper	19.67

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4771
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Adams Athens Gallia Highland Jackson Meigs Pike Ross Scioto Vinton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.29
01012 - Accounting Clerk II		16.05
01013 - Accounting Clerk III		17.95
01020 - Administrative Assistant		27.12
01035 - Court Reporter		18.49
01041 - Customer Service Representative I		12.53
01042 - Customer Service Representative II		14.09
01043 - Customer Service Representative III		15.38
01051 - Data Entry Operator I		14.09
01052 - Data Entry Operator II		15.38
01060 - Dispatcher Motor Vehicle		18.76
01070 - Document Preparation Clerk		14.62
01090 - Duplicating Machine Operator		14.62
01111 - General Clerk I		13.65

01112 - General Clerk II	14.90
01113 - General Clerk III	16.74
01120 - Housing Referral Assistant	20.47
01141 - Messenger Courier	11.94
01191 - Order Clerk I	13.92
01192 - Order Clerk II	15.71
01261 - Personnel Assistant (Employment) I	16.11
01262 - Personnel Assistant (Employment) II	18.03
01263 - Personnel Assistant (Employment) III	20.09
01270 - Production Control Clerk	24.31
01290 - Rental Clerk	10.78
01300 - Scheduler Maintenance	16.42
01311 - Secretary I	16.42
01312 - Secretary II	18.36
01313 - Secretary III	20.47
01320 - Service Order Dispatcher	16.68
01410 - Supply Technician	27.12
01420 - Survey Worker	13.64
01460 - Switchboard Operator/Receptionist	12.17
01531 - Travel Clerk I	13.87
01532 - Travel Clerk II	14.82
01533 - Travel Clerk III	15.80
01611 - Word Processor I	14.62
01612 - Word Processor II	16.42
01613 - Word Processor III	18.36
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.56
05010 - Automotive Electrician	16.60
05040 - Automotive Glass Installer	15.87
05070 - Automotive Worker	15.87
05110 - Mobile Equipment Servicer	14.42
05130 - Motor Equipment Metal Mechanic	17.26
05160 - Motor Equipment Metal Worker	15.87
05190 - Motor Vehicle Mechanic	16.77
05220 - Motor Vehicle Mechanic Helper	14.33
05250 - Motor Vehicle Upholstery Worker	15.13
05280 - Motor Vehicle Wrecker	15.87
05310 - Painter Automotive	16.60
05340 - Radiator Repair Specialist	15.87
05370 - Tire Repairer	14.51
05400 - Transmission Repair Specialist	17.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.06
07041 - Cook I	14.66
07042 - Cook II	16.06
07070 - Dishwasher	11.31
07130 - Food Service Worker	11.31
07210 - Meat Cutter	16.06
07260 - Waiter/Waitress	12.28
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 22.00
09040 - Furniture Handler 14.52
09080 - Furniture Refinisher 22.00
09090 - Furniture Refinisher Helper 17.02
09110 - Furniture Repairer Minor 19.72
09130 - Upholsterer 22.00
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.87
11060 - Elevator Operator 15.26
11090 - Gardener 17.15
11122 - Housekeeping Aide 15.26
11150 - Janitor 15.26
11210 - Laborer Grounds Maintenance 13.39
11240 - Maid or Houseman 10.53
11260 - Pruner 12.17
11270 - Tractor Operator 15.88
11330 - Trail Maintenance Worker 13.39
11360 - Window Cleaner 16.79
12000 - Health Occupations
12010 - Ambulance Driver 15.02
12011 - Breath Alcohol Technician 19.23
12012 - Certified Occupational Therapist Assistant 33.23
12015 - Certified Physical Therapist Assistant 31.89
12020 - Dental Assistant 17.20
12025 - Dental Hygienist 33.45
12030 - EKG Technician 25.69
12035 - Electroneurodiagnostic Technologist 25.69
12040 - Emergency Medical Technician 15.02
12071 - Licensed Practical Nurse I 17.19
12072 - Licensed Practical Nurse II 19.23
12073 - Licensed Practical Nurse III 21.43
12100 - Medical Assistant 15.08
12130 - Medical Laboratory Technician 24.70
12160 - Medical Record Clerk 15.80
12190 - Medical Record Technician 18.73
12195 - Medical Transcriptionist 16.83
12210 - Nuclear Medicine Technologist 36.80
12221 - Nursing Assistant I 12.16
12222 - Nursing Assistant II 13.68
12223 - Nursing Assistant III 14.93
12224 - Nursing Assistant IV 16.76
12235 - Optical Dispenser 21.26
12236 - Optical Technician 17.19
12250 - Pharmacy Technician 14.30
12280 - Phlebotomist 13.95
12305 - Radiologic Technologist 26.17
12311 - Registered Nurse I 24.62
12312 - Registered Nurse II 30.12
12313 - Registered Nurse II Specialist 30.12
12314 - Registered Nurse III 36.45

12315 - Registered Nurse III Anesthetist		36.45
12316 - Registered Nurse IV		43.68
12317 - Scheduler (Drug and Alcohol Testing)		23.82
12320 - Substance Abuse Treatment Counselor		22.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.15
13012 - Exhibits Specialist II		26.20
13013 - Exhibits Specialist III		32.05
13041 - Illustrator I		21.15
13042 - Illustrator II		26.20
13043 - Illustrator III		32.05
13047 - Librarian		29.01
13050 - Library Aide/Clerk		13.98
13054 - Library Information Technology Systems Administrator		26.20
13058 - Library Technician		17.49
13061 - Media Specialist I		18.91
13062 - Media Specialist II		21.15
13063 - Media Specialist III		23.57
13071 - Photographer I		18.38
13072 - Photographer II		20.57
13073 - Photographer III		25.48
13074 - Photographer IV		31.00
13075 - Photographer V		37.51
13090 - Technical Order Library Clerk		18.26
13110 - Video Teleconference Technician		18.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.07
14042 - Computer Operator II		20.59
14043 - Computer Operator III		23.27
14044 - Computer Operator IV		24.93
14045 - Computer Operator V		27.60
14071 - Computer Programmer I	(see 1)	21.74
14072 - Computer Programmer II	(see 1)	24.22
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.07
14160 - Personal Computer Support Technician		24.93
14170 - System Support Specialist		29.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.95
15020 - Aircrew Training Devices Instructor (Rated)		35.03
15030 - Air Crew Training Devices Instructor (Pilot)		41.98
15050 - Computer Based Training Specialist / Instructor		28.95
15060 - Educational Technologist		36.58
15070 - Flight Instructor (Pilot)		41.98
15080 - Graphic Artist		19.34

15085 - Maintenance Test Pilot Fixed Jet/Prop 41.98
15086 - Maintenance Test Pilot Rotary Wing 41.98
15088 - Non-Maintenance Test/Co-Pilot 41.98
15090 - Technical Instructor 22.34
15095 - Technical Instructor/Course Developer 27.33
15110 - Test Proctor 18.03
15120 - Tutor 18.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.09
16220 - Tailor 15.02
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.14
19040 - Tool And Die Maker 22.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.05
21030 - Material Coordinator 24.31
21040 - Material Expediter 24.31
21050 - Material Handling Laborer 13.86
21071 - Order Filler 13.70
21080 - Production Line Worker (Food Processing) 20.05
21110 - Shipping Packer 16.31
21130 - Shipping/Receiving Clerk 16.31
21140 - Store Worker I 14.28
21150 - Stock Clerk 19.04
21210 - Tools And Parts Attendant 20.05
21410 - Warehouse Specialist 20.05
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.11
23019 - Aircraft Logs and Records Technician 21.31
23021 - Aircraft Mechanic I 25.00
23022 - Aircraft Mechanic II 26.11
23023 - Aircraft Mechanic III 27.15
23040 - Aircraft Mechanic Helper 18.45
23050 - Aircraft Painter 23.95
23060 - Aircraft Servicer 21.31
23070 - Aircraft Survival Flight Equipment Technician 23.95
23080 - Aircraft Worker 22.69
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.69
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.00

23110 - Appliance Mechanic 22.17
23120 - Bicycle Repairer 20.32
23125 - Cable Splicer 35.17
23130 - Carpenter Maintenance 22.01
23140 - Carpet Layer 22.19
23160 - Electrician Maintenance 32.75
23181 - Electronics Technician Maintenance I 25.55
23182 - Electronics Technician Maintenance II 28.15
23183 - Electronics Technician Maintenance III 29.39
23260 - Fabric Worker 21.89
23290 - Fire Alarm System Mechanic 25.52
23310 - Fire Extinguisher Repairer 20.47
23311 - Fuel Distribution System Mechanic 33.68
23312 - Fuel Distribution System Operator 26.84
23370 - General Maintenance Worker 19.44
23380 - Ground Support Equipment Mechanic 25.00
23381 - Ground Support Equipment Servicer 21.31
23382 - Ground Support Equipment Worker 22.69
23391 - Gunsmith I 20.47
23392 - Gunsmith II 23.32
23393 - Gunsmith III 25.70
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.84
23430 - Heavy Equipment Mechanic 23.87
23440 - Heavy Equipment Operator 24.12
23460 - Instrument Mechanic 25.70
23465 - Laboratory/Shelter Mechanic 24.62
23470 - Laborer 13.86
23510 - Locksmith 22.65
23530 - Machinery Maintenance Mechanic 26.84
23550 - Machinist Maintenance 19.47
23580 - Maintenance Trades Helper 14.77
23591 - Metrology Technician I 25.70
23592 - Metrology Technician II 26.84
23593 - Metrology Technician III 27.90
23640 - Millwright 27.20
23710 - Office Appliance Repairer 24.62
23760 - Painter Maintenance 22.99
23790 - Pipefitter Maintenance 26.04
23810 - Plumber Maintenance 24.94
23820 - Pneudraulic Systems Mechanic 25.70
23850 - Rigger 25.70
23870 - Scale Mechanic 23.32
23890 - Sheet-Metal Worker Maintenance 25.70
23910 - Small Engine Mechanic 23.11
23931 - Telecommunications Mechanic I 26.52
23932 - Telecommunications Mechanic II 27.66
23950 - Telephone Lineman 27.50

23960 - Welder Combination Maintenance		19.40
23965 - Well Driller		25.70
23970 - Woodcraft Worker		25.70
23980 - Woodworker		20.47
24000 - Personal Needs Occupations		
24550 - Case Manager		14.70
24570 - Child Care Attendant		9.43
24580 - Child Care Center Clerk		11.75
24610 - Chore Aide		11.27
24620 - Family Readiness And Support Services Coordinator		14.70
24630 - Homemaker		14.70
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		32.41
25040 - Sewage Plant Operator		20.88
25070 - Stationary Engineer		32.41
25190 - Ventilation Equipment Tender		23.91
25210 - Water Treatment Plant Operator		20.88
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.96
27007 - Baggage Inspector		14.58
27008 - Corrections Officer		23.71
27010 - Court Security Officer		23.09
27030 - Detection Dog Handler		16.30
27040 - Detention Officer		23.71
27070 - Firefighter		22.47
27101 - Guard I		14.58
27102 - Guard II		16.30
27131 - Police Officer I		22.94
27132 - Police Officer II		25.50
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.75
28042 - Carnival Equipment Repairer		15.58
28043 - Carnival Worker		12.01
28210 - Gate Attendant/Gate Tender		17.79
28310 - Lifeguard		11.90
28350 - Park Attendant (Aide)		19.88
28510 - Recreation Aide/Health Facility Attendant		14.52
28515 - Recreation Specialist		24.33
28630 - Sports Official		15.84
28690 - Swimming Pool Operator		17.67
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.77
29020 - Hatch Tender		22.77
29030 - Line Handler		22.77
29041 - Stevedore I		21.49
29042 - Stevedore II		23.96
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.70
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.75

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.67
30021 - Archeological Technician I 17.53
30022 - Archeological Technician II 19.61
30023 - Archeological Technician III 24.30
30030 - Cartographic Technician 24.30
30040 - Civil Engineering Technician 24.16
30051 - Cryogenic Technician I 25.69
30052 - Cryogenic Technician II 28.38
30061 - Drafter/CAD Operator I 17.53
30062 - Drafter/CAD Operator II 19.61
30063 - Drafter/CAD Operator III 21.86
30064 - Drafter/CAD Operator IV 26.90
30081 - Engineering Technician I 15.58
30082 - Engineering Technician II 18.24
30083 - Engineering Technician III 20.23
30084 - Engineering Technician IV 25.29
30085 - Engineering Technician V 30.93
30086 - Engineering Technician VI 37.42
30090 - Environmental Technician 23.88
30095 - Evidence Control Specialist 23.20
30210 - Laboratory Technician 28.20
30221 - Latent Fingerprint Technician I 25.69
30222 - Latent Fingerprint Technician II 28.38
30240 - Mathematical Technician 24.30
30361 - Paralegal/Legal Assistant I 20.15
30362 - Paralegal/Legal Assistant II 24.96
30363 - Paralegal/Legal Assistant III 30.53
30364 - Paralegal/Legal Assistant IV 36.94
30375 - Petroleum Supply Specialist 28.38
30390 - Photo-Optics Technician 22.89
30395 - Radiation Control Technician 28.38
30461 - Technical Writer I 25.25
30462 - Technical Writer II 30.89
30463 - Technical Writer III 37.37
30491 - Unexploded Ordnance (UXO) Technician I 26.50
30492 - Unexploded Ordnance (UXO) Technician II 32.06
30493 - Unexploded Ordnance (UXO) Technician III 38.43
30494 - Unexploded (UXO) Safety Escort 26.50
30495 - Unexploded (UXO) Sweep Personnel 26.50
30501 - Weather Forecaster I 25.69
30502 - Weather Forecaster II 31.24
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.86
30621 - Weather Observer Senior (see 2) 24.30
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.06
31020 - Bus Aide 16.25
31030 - Bus Driver 22.24
31043 - Driver Courier 15.71
31260 - Parking and Lot Attendant 14.34

31290 - Shuttle Bus Driver	15.44
31310 - Taxi Driver	13.07
31361 - Truckdriver Light	16.98
31362 - Truckdriver Medium	20.11
31363 - Truckdriver Heavy	19.89
31364 - Truckdriver Tractor-Trailer	19.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	9.91
99050 - Desk Clerk	10.29
99095 - Embalmer	27.93
99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker I	15.97
99252 - Laboratory Animal Caretaker II	16.78
99260 - Marketing Analyst	28.20
99310 - Mortician	27.93
99410 - Pest Controller	18.71
99510 - Photofinishing Worker	13.93
99710 - Recycling Laborer	18.87
99711 - Recycling Specialist	22.38
99730 - Refuse Collector	17.15
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	15.85
99830 - Survey Party Chief	23.65
99831 - Surveying Aide	15.67
99832 - Surveying Technician	21.50
99840 - Vending Machine Attendant	20.33
99841 - Vending Machine Repairer	23.52
99842 - Vending Machine Repairer Helper	20.33

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4772
Revision No.: 14
Date Of Last Revision: 05/07/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Adams Athens Gallia Highland Jackson Meigs Pike Ross Scioto Vinton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.29
01012 - Accounting Clerk II		16.05
01013 - Accounting Clerk III		17.95
01020 - Administrative Assistant		25.72
01035 - Court Reporter		18.49
01041 - Customer Service Representative I		11.39
01042 - Customer Service Representative II		12.81
01043 - Customer Service Representative III		13.98
01051 - Data Entry Operator I		12.93
01052 - Data Entry Operator II		14.11
01060 - Dispatcher Motor Vehicle		18.76

01070 - Document Preparation Clerk 14.58
01090 - Duplicating Machine Operator 14.58
01111 - General Clerk I 13.24
01112 - General Clerk II 14.44
01113 - General Clerk III 16.21
01120 - Housing Referral Assistant 20.41
01141 - Messenger Courier 11.94
01191 - Order Clerk I 13.92
01192 - Order Clerk II 15.71
01261 - Personnel Assistant (Employment) I 16.11
01262 - Personnel Assistant (Employment) II 18.03
01263 - Personnel Assistant (Employment) III 20.09
01270 - Production Control Clerk 23.00
01290 - Rental Clerk 10.78
01300 - Scheduler Maintenance 16.37
01311 - Secretary I 16.37
01312 - Secretary II 18.32
01313 - Secretary III 20.41
01320 - Service Order Dispatcher 16.68
01410 - Supply Technician 25.72
01420 - Survey Worker 13.53
01460 - Switchboard Operator/Receptionist 12.06
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 14.58
01612 - Word Processor II 16.37
01613 - Word Processor III 18.32
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.56
05010 - Automotive Electrician 16.60
05040 - Automotive Glass Installer 15.87
05070 - Automotive Worker 15.87
05110 - Mobile Equipment Servicer 14.42
05130 - Motor Equipment Metal Mechanic 17.26
05160 - Motor Equipment Metal Worker 15.87
05190 - Motor Vehicle Mechanic 16.77
05220 - Motor Vehicle Mechanic Helper 14.33
05250 - Motor Vehicle Upholstery Worker 15.13
05280 - Motor Vehicle Wrecker 15.87
05310 - Painter Automotive 16.60
05340 - Radiator Repair Specialist 15.87
05370 - Tire Repairer 13.87
05400 - Transmission Repair Specialist 17.26
07000 - Food Preparation And Service Occupations
07010 - Baker 16.06
07041 - Cook I 14.66
07042 - Cook II 16.06
07070 - Dishwasher 11.31
07130 - Food Service Worker 11.31

07210 - Meat Cutter	16.06
07260 - Waiter/Waitress	12.28
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.00
09040 - Furniture Handler	14.52
09080 - Furniture Refinisher	22.00
09090 - Furniture Refinisher Helper	17.02
09110 - Furniture Repairer Minor	19.72
09130 - Upholsterer	22.00
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.87
11060 - Elevator Operator	14.87
11090 - Gardener	16.13
11122 - Housekeeping Aide	14.30
11150 - Janitor	14.30
11210 - Laborer Grounds Maintenance	12.60
11240 - Maid or Houseman	10.10
11260 - Pruner	11.45
11270 - Tractor Operator	14.94
11330 - Trail Maintenance Worker	12.60
11360 - Window Cleaner	15.74
12000 - Health Occupations	
12010 - Ambulance Driver	15.02
12011 - Breath Alcohol Technician	19.23
12012 - Certified Occupational Therapist Assistant	31.33
12015 - Certified Physical Therapist Assistant	30.51
12020 - Dental Assistant	17.20
12025 - Dental Hygienist	33.45
12030 - EKG Technician	25.69
12035 - Electroneurodiagnostic Technologist	25.69
12040 - Emergency Medical Technician	15.02
12071 - Licensed Practical Nurse I	17.19
12072 - Licensed Practical Nurse II	19.23
12073 - Licensed Practical Nurse III	21.43
12100 - Medical Assistant	14.72
12130 - Medical Laboratory Technician	24.58
12160 - Medical Record Clerk	14.36
12190 - Medical Record Technician	17.67
12195 - Medical Transcriptionist	16.83
12210 - Nuclear Medicine Technologist	33.45
12221 - Nursing Assistant I	12.16
12222 - Nursing Assistant II	13.68
12223 - Nursing Assistant III	14.93
12224 - Nursing Assistant IV	16.76
12235 - Optical Dispenser	20.27
12236 - Optical Technician	17.19
12250 - Pharmacy Technician	14.30
12280 - Phlebotomist	13.68
12305 - Radiologic Technologist	25.82
12311 - Registered Nurse I	24.11

12312 - Registered Nurse II		29.50
12313 - Registered Nurse II Specialist		29.50
12314 - Registered Nurse III		35.69
12315 - Registered Nurse III Anesthetist		35.69
12316 - Registered Nurse IV		42.78
12317 - Scheduler (Drug and Alcohol Testing)		23.82
12320 - Substance Abuse Treatment Counselor		20.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.15
13012 - Exhibits Specialist II		26.20
13013 - Exhibits Specialist III		32.05
13041 - Illustrator I		21.15
13042 - Illustrator II		26.20
13043 - Illustrator III		32.05
13047 - Librarian		29.01
13050 - Library Aide/Clerk		13.98
13054 - Library Information Technology Systems Administrator		26.20
13058 - Library Technician		17.49
13061 - Media Specialist I		18.91
13062 - Media Specialist II		21.15
13063 - Media Specialist III		23.57
13071 - Photographer I		18.38
13072 - Photographer II		20.57
13073 - Photographer III		25.48
13074 - Photographer IV		31.00
13075 - Photographer V		37.51
13090 - Technical Order Library Clerk		18.26
13110 - Video Teleconference Technician		18.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.61
14042 - Computer Operator II		18.72
14043 - Computer Operator III		21.15
14044 - Computer Operator IV		22.66
14045 - Computer Operator V		25.09
14071 - Computer Programmer I	(see 1)	21.74
14072 - Computer Programmer II	(see 1)	24.22
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.61
14160 - Personal Computer Support Technician		22.66
14170 - System Support Specialist		26.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.90
15020 - Aircrew Training Devices Instructor (Rated)		34.97
15030 - Air Crew Training Devices Instructor (Pilot)		41.92
15050 - Computer Based Training Specialist / Instructor		28.90

15060 - Educational Technologist 36.58
15070 - Flight Instructor (Pilot) 41.92
15080 - Graphic Artist 19.34
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.92
15086 - Maintenance Test Pilot Rotary Wing 41.92
15088 - Non-Maintenance Test/Co-Pilot 41.92
15090 - Technical Instructor 21.88
15095 - Technical Instructor/Course Developer 26.77
15110 - Test Proctor 17.67
15120 - Tutor 17.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.26
16030 - Counter Attendant 10.26
16040 - Dry Cleaner 12.76
16070 - Finisher Flatwork Machine 10.26
16090 - Presser Hand 10.26
16110 - Presser Machine Drycleaning 10.26
16130 - Presser Machine Shirts 10.26
16160 - Presser Machine Wearing Apparel Laundry 10.26
16190 - Sewing Machine Operator 13.65
16220 - Tailor 14.55
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.98
19040 - Tool And Die Maker 21.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.23
21030 - Material Coordinator 23.00
21040 - Material Expediter 23.00
21050 - Material Handling Laborer 12.60
21071 - Order Filler 13.70
21080 - Production Line Worker (Food Processing) 18.23
21110 - Shipping Packer 15.91
21130 - Shipping/Receiving Clerk 15.91
21140 - Store Worker I 14.09
21150 - Stock Clerk 18.79
21210 - Tools And Parts Attendant 18.23
21410 - Warehouse Specialist 18.23
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.74
23019 - Aircraft Logs and Records Technician 19.37
23021 - Aircraft Mechanic I 22.73
23022 - Aircraft Mechanic II 23.74
23023 - Aircraft Mechanic III 24.68
23040 - Aircraft Mechanic Helper 16.77
23050 - Aircraft Painter 21.77
23060 - Aircraft Servicer 19.37
23070 - Aircraft Survival Flight Equipment Technician 21.77
23080 - Aircraft Worker 20.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 20.63

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 22.73
II
23110 - Appliance Mechanic 22.17
23120 - Bicycle Repairer 18.47
23125 - Cable Splicer 35.17
23130 - Carpenter Maintenance 22.01
23140 - Carpet Layer 22.19
23160 - Electrician Maintenance 32.75
23181 - Electronics Technician Maintenance I 25.55
23182 - Electronics Technician Maintenance II 28.15
23183 - Electronics Technician Maintenance III 29.39
23260 - Fabric Worker 20.16
23290 - Fire Alarm System Mechanic 23.20
23310 - Fire Extinguisher Repairer 18.87
23311 - Fuel Distribution System Mechanic 30.62
23312 - Fuel Distribution System Operator 24.40
23370 - General Maintenance Worker 19.44
23380 - Ground Support Equipment Mechanic 22.73
23381 - Ground Support Equipment Servicer 19.37
23382 - Ground Support Equipment Worker 20.63
23391 - Gunsmith I 18.87
23392 - Gunsmith II 21.52
23393 - Gunsmith III 23.96
23410 - Heating Ventilation And Air-Conditioning 19.85
Mechanic
23411 - Heating Ventilation And Air Contidioning 20.73
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 22.94
23440 - Heavy Equipment Operator 24.12
23460 - Instrument Mechanic 24.45
23465 - Laboratory/Shelter Mechanic 22.89
23470 - Laborer 12.60
23510 - Locksmith 22.65
23530 - Machinery Maintenance Mechanic 24.40
23550 - Machinist Maintenance 19.47
23580 - Maintenance Trades Helper 14.77
23591 - Metrology Technician I 24.45
23592 - Metrology Technician II 25.50
23593 - Metrology Technician III 26.50
23640 - Millwright 24.73
23710 - Office Appliance Repairer 22.43
23760 - Painter Maintenance 22.99
23790 - Pipefitter Maintenance 23.67
23810 - Plumber Maintenance 22.67
23820 - Pneudraulic Systems Mechanic 23.96
23850 - Rigger 23.96
23870 - Scale Mechanic 21.52
23890 - Sheet-Metal Worker Maintenance 23.87
23910 - Small Engine Mechanic 21.01

23931 - Telecommunications Mechanic I	26.52
23932 - Telecommunications Mechanic II	27.66
23950 - Telephone Lineman	27.50
23960 - Welder Combination Maintenance	19.07
23965 - Well Driller	23.69
23970 - Woodcraft Worker	23.96
23980 - Woodworker	18.87
24000 - Personal Needs Occupations	
24550 - Case Manager	14.70
24570 - Child Care Attendant	9.37
24580 - Child Care Center Clerk	11.68
24610 - Chore Aide	11.24
24620 - Family Readiness And Support Services Coordinator	14.70
24630 - Homemaker	14.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.41
25040 - Sewage Plant Operator	20.88
25070 - Stationary Engineer	32.41
25190 - Ventilation Equipment Tender	23.91
25210 - Water Treatment Plant Operator	20.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.96
27007 - Baggage Inspector	14.16
27008 - Corrections Officer	23.19
27010 - Court Security Officer	21.76
27030 - Detection Dog Handler	15.86
27040 - Detention Officer	23.19
27070 - Firefighter	20.76
27101 - Guard I	14.16
27102 - Guard II	15.86
27131 - Police Officer I	21.85
27132 - Police Officer II	24.28
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.75
28042 - Carnival Equipment Repairer	15.58
28043 - Carnival Worker	12.01
28210 - Gate Attendant/Gate Tender	17.79
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	19.88
28510 - Recreation Aide/Health Facility Attendant	14.52
28515 - Recreation Specialist	24.33
28630 - Sports Official	15.84
28690 - Swimming Pool Operator	17.67
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.70
29020 - Hatch Tender	20.70
29030 - Line Handler	20.70
29041 - Stevedore I	19.54
29042 - Stevedore II	21.78

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.47
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.35
30021 - Archeological Technician I		17.53
30022 - Archeological Technician II		19.61
30023 - Archeological Technician III		24.30
30030 - Cartographic Technician		24.30
30040 - Civil Engineering Technician		24.16
30051 - Cryogenic Technician I		25.69
30052 - Cryogenic Technician II		28.38
30061 - Drafter/CAD Operator I		17.53
30062 - Drafter/CAD Operator II		19.61
30063 - Drafter/CAD Operator III		21.86
30064 - Drafter/CAD Operator IV		26.90
30081 - Engineering Technician I		15.58
30082 - Engineering Technician II		18.24
30083 - Engineering Technician III		20.23
30084 - Engineering Technician IV		25.29
30085 - Engineering Technician V		30.93
30086 - Engineering Technician VI		37.42
30090 - Environmental Technician		23.88
30095 - Evidence Control Specialist		23.20
30210 - Laboratory Technician		28.20
30221 - Latent Fingerprint Technician I		25.69
30222 - Latent Fingerprint Technician II		28.38
30240 - Mathematical Technician		24.30
30361 - Paralegal/Legal Assistant I		20.15
30362 - Paralegal/Legal Assistant II		24.96
30363 - Paralegal/Legal Assistant III		30.53
30364 - Paralegal/Legal Assistant IV		36.94
30375 - Petroleum Supply Specialist		28.38
30390 - Photo-Optics Technician		22.89
30395 - Radiation Control Technician		28.38
30461 - Technical Writer I		25.25
30462 - Technical Writer II		30.89
30463 - Technical Writer III		37.37
30491 - Unexploded Ordnance (UXO) Technician I		26.24
30492 - Unexploded Ordnance (UXO) Technician II		31.75
30493 - Unexploded Ordnance (UXO) Technician III		38.05
30494 - Unexploded (UXO) Safety Escort		26.24
30495 - Unexploded (UXO) Sweep Personnel		26.24
30501 - Weather Forecaster I		25.69
30502 - Weather Forecaster II		31.24
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.86
30621 - Weather Observer Senior	(see 2)	24.30

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		31.75
31020 - Bus Aide		14.77

31030 - Bus Driver	20.22
31043 - Driver Courier	14.28
31260 - Parking and Lot Attendant	13.04
31290 - Shuttle Bus Driver	15.44
31310 - Taxi Driver	11.88
31361 - Truckdriver Light	15.44
31362 - Truckdriver Medium	18.28
31363 - Truckdriver Heavy	18.08
31364 - Truckdriver Tractor-Trailer	18.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	9.58
99050 - Desk Clerk	10.14
99095 - Embalmer	27.93
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	15.97
99252 - Laboratory Animal Caretaker II	16.78
99260 - Marketing Analyst	28.20
99310 - Mortician	27.93
99410 - Pest Controller	18.71
99510 - Photofinishing Worker	13.79
99710 - Recycling Laborer	18.62
99711 - Recycling Specialist	22.09
99730 - Refuse Collector	16.92
99810 - Sales Clerk	10.87
99820 - School Crossing Guard	15.64
99830 - Survey Party Chief	23.65
99831 - Surveying Aide	15.67
99832 - Surveying Technician	21.50
99840 - Vending Machine Attendant	18.48
99841 - Vending Machine Repairer	21.38
99842 - Vending Machine Repairer Helper	18.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4775
Revision No.: 13
Date Of Last Revision: 04/28/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Monroe Owen

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.63
01012 - Accounting Clerk II		16.44
01013 - Accounting Clerk III		18.38
01020 - Administrative Assistant		24.73
01035 - Court Reporter		17.66
01041 - Customer Service Representative I		12.61
01042 - Customer Service Representative II		14.19
01043 - Customer Service Representative III		15.48
01051 - Data Entry Operator I		12.89
01052 - Data Entry Operator II		14.06
01060 - Dispatcher Motor Vehicle		18.95
01070 - Document Preparation Clerk		14.06
01090 - Duplicating Machine Operator		14.06
01111 - General Clerk I		13.29
01112 - General Clerk II		14.50

01113 - General Clerk III 16.29
01120 - Housing Referral Assistant 19.69
01141 - Messenger Courier 11.45
01191 - Order Clerk I 12.89
01192 - Order Clerk II 14.54
01261 - Personnel Assistant (Employment) I 16.64
01262 - Personnel Assistant (Employment) II 18.61
01263 - Personnel Assistant (Employment) III 20.74
01270 - Production Control Clerk 22.48
01290 - Rental Clerk 14.71
01300 - Scheduler Maintenance 15.78
01311 - Secretary I 15.78
01312 - Secretary II 17.66
01313 - Secretary III 19.69
01320 - Service Order Dispatcher 16.95
01410 - Supply Technician 24.73
01420 - Survey Worker 16.22
01460 - Switchboard Operator/Receptionist 15.50
01531 - Travel Clerk I 14.15
01532 - Travel Clerk II 14.81
01533 - Travel Clerk III 15.72
01611 - Word Processor I 14.06
01612 - Word Processor II 15.78
01613 - Word Processor III 17.66
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.43
05010 - Automotive Electrician 18.14
05040 - Automotive Glass Installer 17.11
05070 - Automotive Worker 17.11
05110 - Mobile Equipment Servicer 15.05
05130 - Motor Equipment Metal Mechanic 19.17
05160 - Motor Equipment Metal Worker 17.11
05190 - Motor Vehicle Mechanic 19.17
05220 - Motor Vehicle Mechanic Helper 14.03
05250 - Motor Vehicle Upholstery Worker 16.07
05280 - Motor Vehicle Wrecker 17.11
05310 - Painter Automotive 18.14
05340 - Radiator Repair Specialist 17.11
05370 - Tire Repairer 12.92
05400 - Transmission Repair Specialist 19.17
07000 - Food Preparation And Service Occupations
07010 - Baker 13.81
07041 - Cook I 12.15
07042 - Cook II 13.81
07070 - Dishwasher 9.44
07130 - Food Service Worker 12.71
07210 - Meat Cutter 15.45
07260 - Waiter/Waitress 9.69
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.01

09040 - Furniture Handler 15.92
09080 - Furniture Refinisher 24.01
09090 - Furniture Refinisher Helper 18.57
09110 - Furniture Repairer Minor 21.28
09130 - Upholsterer 24.01
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.43
11060 - Elevator Operator 15.08
11090 - Gardener 20.88
11122 - Housekeeping Aide 15.08
11150 - Janitor 15.08
11210 - Laborer Grounds Maintenance 16.69
11240 - Maid or Houseman 11.62
11260 - Pruner 15.30
11270 - Tractor Operator 19.47
11330 - Trail Maintenance Worker 16.69
11360 - Window Cleaner 16.46
12000 - Health Occupations
12010 - Ambulance Driver 19.66
12011 - Breath Alcohol Technician 19.66
12012 - Certified Occupational Therapist Assistant 27.35
12015 - Certified Physical Therapist Assistant 27.22
12020 - Dental Assistant 21.27
12025 - Dental Hygienist 38.70
12030 - EKG Technician 30.21
12035 - Electroneurodiagnostic Technologist 30.21
12040 - Emergency Medical Technician 19.66
12071 - Licensed Practical Nurse I 17.83
12072 - Licensed Practical Nurse II 19.94
12073 - Licensed Practical Nurse III 22.22
12100 - Medical Assistant 15.57
12130 - Medical Laboratory Technician 20.12
12160 - Medical Record Clerk 17.15
12190 - Medical Record Technician 19.18
12195 - Medical Transcriptionist 18.19
12210 - Nuclear Medicine Technologist 43.81
12221 - Nursing Assistant I 11.71
12222 - Nursing Assistant II 13.17
12223 - Nursing Assistant III 14.37
12224 - Nursing Assistant IV 16.13
12235 - Optical Dispenser 15.57
12236 - Optical Technician 17.83
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 17.83
12305 - Radiologic Technologist 28.41
12311 - Registered Nurse I 24.92
12312 - Registered Nurse II 30.48
12313 - Registered Nurse II Specialist 30.48
12314 - Registered Nurse III 36.89
12315 - Registered Nurse III Anesthetist 36.89

12316 - Registered Nurse IV		44.20
12317 - Scheduler (Drug and Alcohol Testing)		24.35
12320 - Substance Abuse Treatment Counselor		25.49
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.95
13012 - Exhibits Specialist II		28.41
13013 - Exhibits Specialist III		34.76
13041 - Illustrator I		22.95
13042 - Illustrator II		28.41
13043 - Illustrator III		34.76
13047 - Librarian		31.47
13050 - Library Aide/Clerk		17.42
13054 - Library Information Technology Systems Administrator		28.41
13058 - Library Technician		17.01
13061 - Media Specialist I		20.50
13062 - Media Specialist II		22.95
13063 - Media Specialist III		25.58
13071 - Photographer I		21.01
13072 - Photographer II		23.50
13073 - Photographer III		29.11
13074 - Photographer IV		35.61
13075 - Photographer V		43.09
13090 - Technical Order Library Clerk		19.37
13110 - Video Teleconference Technician		20.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.74
14042 - Computer Operator II		19.17
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.74
14045 - Computer Operator V		25.21
14071 - Computer Programmer I	(see 1)	19.54
14072 - Computer Programmer II	(see 1)	24.20
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.74
14160 - Personal Computer Support Technician		23.74
14170 - System Support Specialist		22.92
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.45
15020 - Aircrew Training Devices Instructor (Rated)		34.42
15030 - Air Crew Training Devices Instructor (Pilot)		41.25
15050 - Computer Based Training Specialist / Instructor		28.45
15060 - Educational Technologist		28.45
15070 - Flight Instructor (Pilot)		41.25
15080 - Graphic Artist		22.38
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.25

15086 - Maintenance Test Pilot Rotary Wing 41.25
15088 - Non-Maintenance Test/Co-Pilot 41.25
15090 - Technical Instructor 24.65
15095 - Technical Instructor/Course Developer 30.15
15110 - Test Proctor 19.90
15120 - Tutor 19.90
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
16070 - Finisher Flatwork Machine 10.81
16090 - Presser Hand 10.81
16110 - Presser Machine Drycleaning 10.81
16130 - Presser Machine Shirts 10.81
16160 - Presser Machine Wearing Apparel Laundry 10.81
16190 - Sewing Machine Operator 14.45
16220 - Tailor 15.24
16250 - Washer Machine 12.10
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.74
19040 - Tool And Die Maker 32.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.61
21030 - Material Coordinator 22.48
21040 - Material Expediter 22.48
21050 - Material Handling Laborer 14.73
21071 - Order Filler 12.62
21080 - Production Line Worker (Food Processing) 17.61
21110 - Shipping Packer 17.66
21130 - Shipping/Receiving Clerk 17.66
21140 - Store Worker I 14.37
21150 - Stock Clerk 18.77
21210 - Tools And Parts Attendant 17.61
21410 - Warehouse Specialist 17.61
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.65
23019 - Aircraft Logs and Records Technician 21.28
23021 - Aircraft Mechanic I 25.38
23022 - Aircraft Mechanic II 26.65
23023 - Aircraft Mechanic III 27.96
23040 - Aircraft Mechanic Helper 18.57
23050 - Aircraft Painter 24.01
23060 - Aircraft Servicer 21.28
23070 - Aircraft Survival Flight Equipment Technician 24.01
23080 - Aircraft Worker 22.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.65
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.38
23110 - Appliance Mechanic 24.01

23120 - Bicycle Repairer	19.92
23125 - Cable Splicer	31.91
23130 - Carpenter Maintenance	20.14
23140 - Carpet Layer	22.65
23160 - Electrician Maintenance	27.46
23181 - Electronics Technician Maintenance I	26.56
23182 - Electronics Technician Maintenance II	28.15
23183 - Electronics Technician Maintenance III	29.76
23260 - Fabric Worker	21.28
23290 - Fire Alarm System Mechanic	25.38
23310 - Fire Extinguisher Repairer	19.92
23311 - Fuel Distribution System Mechanic	25.38
23312 - Fuel Distribution System Operator	19.92
23370 - General Maintenance Worker	19.29
23380 - Ground Support Equipment Mechanic	25.38
23381 - Ground Support Equipment Servicer	21.28
23382 - Ground Support Equipment Worker	22.65
23391 - Gunsmith I	19.92
23392 - Gunsmith II	22.65
23393 - Gunsmith III	25.38
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.46
23430 - Heavy Equipment Mechanic	25.89
23440 - Heavy Equipment Operator	30.78
23460 - Instrument Mechanic	25.38
23465 - Laboratory/Shelter Mechanic	24.01
23470 - Laborer	14.73
23510 - Locksmith	24.01
23530 - Machinery Maintenance Mechanic	26.26
23550 - Machinist Maintenance	22.08
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	25.38
23592 - Metrology Technician II	26.65
23593 - Metrology Technician III	27.96
23640 - Millwright	25.38
23710 - Office Appliance Repairer	22.80
23760 - Painter Maintenance	21.07
23790 - Pipefitter Maintenance	29.01
23810 - Plumber Maintenance	27.45
23820 - Pneudraulic Systems Mechanic	25.38
23850 - Rigger	25.38
23870 - Scale Mechanic	22.65
23890 - Sheet-Metal Worker Maintenance	31.24
23910 - Small Engine Mechanic	22.58
23931 - Telecommunications Mechanic I	23.79
23932 - Telecommunications Mechanic II	24.98
23950 - Telephone Lineman	22.84
23960 - Welder Combination Maintenance	25.12

23965 - Well Driller	25.38
23970 - Woodcraft Worker	25.38
23980 - Woodworker	19.92
24000 - Personal Needs Occupations	
24550 - Case Manager	15.06
24570 - Child Care Attendant	10.23
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	11.91
24620 - Family Readiness And Support Services Coordinator	15.06
24630 - Homemaker	15.06
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.38
25040 - Sewage Plant Operator	22.57
25070 - Stationary Engineer	25.38
25190 - Ventilation Equipment Tender	18.57
25210 - Water Treatment Plant Operator	22.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.74
27007 - Baggage Inspector	13.11
27008 - Corrections Officer	24.74
27010 - Court Security Officer	24.74
27030 - Detection Dog Handler	15.18
27040 - Detention Officer	24.74
27070 - Firefighter	24.74
27101 - Guard I	13.11
27102 - Guard II	14.67
27131 - Police Officer I	25.98
27132 - Police Officer II	28.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.20
28042 - Carnival Equipment Repairer	13.20
28043 - Carnival Worker	9.93
28210 - Gate Attendant/Gate Tender	16.27
28310 - Lifeguard	12.66
28350 - Park Attendant (Aide)	18.21
28510 - Recreation Aide/Health Facility Attendant	13.29
28515 - Recreation Specialist	22.55
28630 - Sports Official	14.50
28690 - Swimming Pool Operator	18.83
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.65
29020 - Hatch Tender	22.65
29030 - Line Handler	22.65
29041 - Stevedore I	21.28
29042 - Stevedore II	24.01
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		15.13
30022 - Archeological Technician II		16.93
30023 - Archeological Technician III		20.44
30030 - Cartographic Technician		20.44
30040 - Civil Engineering Technician		24.59
30051 - Cryogenic Technician I		23.75
30052 - Cryogenic Technician II		26.24
30061 - Drafter/CAD Operator I		15.13
30062 - Drafter/CAD Operator II		16.93
30063 - Drafter/CAD Operator III		18.79
30064 - Drafter/CAD Operator IV		21.38
30081 - Engineering Technician I		15.88
30082 - Engineering Technician II		16.43
30083 - Engineering Technician III		18.35
30084 - Engineering Technician IV		22.75
30085 - Engineering Technician V		27.82
30086 - Engineering Technician VI		33.66
30090 - Environmental Technician		19.32
30095 - Evidence Control Specialist		21.44
30210 - Laboratory Technician		22.10
30221 - Latent Fingerprint Technician I		23.75
30222 - Latent Fingerprint Technician II		26.24
30240 - Mathematical Technician		19.32
30361 - Paralegal/Legal Assistant I		18.64
30362 - Paralegal/Legal Assistant II		23.09
30363 - Paralegal/Legal Assistant III		28.25
30364 - Paralegal/Legal Assistant IV		34.18
30375 - Petroleum Supply Specialist		26.24
30390 - Photo-Optics Technician		20.89
30395 - Radiation Control Technician		26.24
30461 - Technical Writer I		21.25
30462 - Technical Writer II		25.99
30463 - Technical Writer III		30.90
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		21.38
30502 - Weather Forecaster II		26.00
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	18.79
30621 - Weather Observer Senior	(see 2)	19.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.41
31030 - Bus Driver		18.57
31043 - Driver Courier		12.68
31260 - Parking and Lot Attendant		12.29
31290 - Shuttle Bus Driver		14.95

31310 - Taxi Driver	14.60
31361 - Truckdriver Light	13.59
31362 - Truckdriver Medium	14.42
31363 - Truckdriver Heavy	19.76
31364 - Truckdriver Tractor-Trailer	19.76
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.00
99050 - Desk Clerk	11.19
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	14.73
99252 - Laboratory Animal Caretaker II	15.46
99260 - Marketing Analyst	24.12
99310 - Mortician	25.60
99410 - Pest Controller	23.16
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.33
99711 - Recycling Specialist	20.22
99730 - Refuse Collector	15.88
99810 - Sales Clerk	11.63
99820 - School Crossing Guard	15.88
99830 - Survey Party Chief	23.20
99831 - Surveying Aide	13.99
99832 - Surveying Technician	19.03
99840 - Vending Machine Attendant	20.22
99841 - Vending Machine Repairer	24.65
99842 - Vending Machine Repairer Helper	20.22

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4776
Revision No.: 12
Date Of Last Revision: 06/19/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Monroe Owen

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.34
01013 - Accounting Clerk III		18.28
01020 - Administrative Assistant		23.72
01035 - Court Reporter		17.66
01041 - Customer Service Representative I		11.46
01042 - Customer Service Representative II		12.90
01043 - Customer Service Representative III		14.07
01051 - Data Entry Operator I		12.89
01052 - Data Entry Operator II		14.06
01060 - Dispatcher Motor Vehicle		18.84
01070 - Document Preparation Clerk		14.06

01090 - Duplicating Machine Operator 14.06
01111 - General Clerk I 12.75
01112 - General Clerk II 13.91
01113 - General Clerk III 15.61
01120 - Housing Referral Assistant 19.69
01141 - Messenger Courier 11.45
01191 - Order Clerk I 12.89
01192 - Order Clerk II 14.54
01261 - Personnel Assistant (Employment) I 15.64
01262 - Personnel Assistant (Employment) II 17.50
01263 - Personnel Assistant (Employment) III 19.51
01270 - Production Control Clerk 22.48
01290 - Rental Clerk 14.71
01300 - Scheduler Maintenance 15.78
01311 - Secretary I 15.78
01312 - Secretary II 17.66
01313 - Secretary III 19.69
01320 - Service Order Dispatcher 16.84
01410 - Supply Technician 23.72
01420 - Survey Worker 16.16
01460 - Switchboard Operator/Receptionist 14.36
01531 - Travel Clerk I 13.62
01532 - Travel Clerk II 14.29
01533 - Travel Clerk III 15.72
01611 - Word Processor I 14.06
01612 - Word Processor II 15.78
01613 - Word Processor III 17.66
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.21
05010 - Automotive Electrician 17.67
05040 - Automotive Glass Installer 16.52
05070 - Automotive Worker 16.52
05110 - Mobile Equipment Servicer 14.71
05130 - Motor Equipment Metal Mechanic 18.35
05160 - Motor Equipment Metal Worker 16.52
05190 - Motor Vehicle Mechanic 18.35
05220 - Motor Vehicle Mechanic Helper 13.82
05250 - Motor Vehicle Upholstery Worker 15.91
05280 - Motor Vehicle Wrecker 16.52
05310 - Painter Automotive 17.41
05340 - Radiator Repair Specialist 16.52
05370 - Tire Repairer 12.92
05400 - Transmission Repair Specialist 18.35
07000 - Food Preparation And Service Occupations
07010 - Baker 13.81
07041 - Cook I 12.15
07042 - Cook II 13.81
07070 - Dishwasher 9.44
07130 - Food Service Worker 12.15
07210 - Meat Cutter 15.45

07260 - Waiter/Waitress	9.69
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.01
09040 - Furniture Handler	15.92
09080 - Furniture Refinisher	24.01
09090 - Furniture Refinisher Helper	18.57
09110 - Furniture Repairer Minor	21.28
09130 - Upholsterer	24.01
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.39
11060 - Elevator Operator	14.03
11090 - Gardener	18.98
11122 - Housekeeping Aide	14.03
11150 - Janitor	14.03
11210 - Laborer Grounds Maintenance	15.17
11240 - Maid or Houseman	11.16
11260 - Pruner	13.91
11270 - Tractor Operator	17.70
11330 - Trail Maintenance Worker	15.17
11360 - Window Cleaner	15.30
12000 - Health Occupations	
12010 - Ambulance Driver	19.39
12011 - Breath Alcohol Technician	19.39
12012 - Certified Occupational Therapist Assistant	26.60
12015 - Certified Physical Therapist Assistant	27.22
12020 - Dental Assistant	21.27
12025 - Dental Hygienist	36.78
12030 - EKG Technician	29.39
12035 - Electroneurodiagnostic Technologist	29.39
12040 - Emergency Medical Technician	19.39
12071 - Licensed Practical Nurse I	17.33
12072 - Licensed Practical Nurse II	19.39
12073 - Licensed Practical Nurse III	21.62
12100 - Medical Assistant	15.57
12130 - Medical Laboratory Technician	20.12
12160 - Medical Record Clerk	16.19
12190 - Medical Record Technician	18.12
12195 - Medical Transcriptionist	18.19
12210 - Nuclear Medicine Technologist	42.61
12221 - Nursing Assistant I	11.71
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.13
12235 - Optical Dispenser	15.57
12236 - Optical Technician	17.33
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	17.33
12305 - Radiologic Technologist	28.41
12311 - Registered Nurse I	24.06
12312 - Registered Nurse II	29.44

12313 - Registered Nurse II Specialist		29.44
12314 - Registered Nurse III		35.62
12315 - Registered Nurse III Anesthetist		35.62
12316 - Registered Nurse IV		42.69
12317 - Scheduler (Drug and Alcohol Testing)		24.02
12320 - Substance Abuse Treatment Counselor		25.49
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.86
13012 - Exhibits Specialist II		25.83
13013 - Exhibits Specialist III		31.60
13041 - Illustrator I		20.86
13042 - Illustrator II		25.83
13043 - Illustrator III		31.60
13047 - Librarian		28.61
13050 - Library Aide/Clerk		15.84
13054 - Library Information Technology Systems Administrator		25.83
13058 - Library Technician		17.01
13061 - Media Specialist I		18.64
13062 - Media Specialist II		20.86
13063 - Media Specialist III		23.25
13071 - Photographer I		20.54
13072 - Photographer II		22.99
13073 - Photographer III		27.75
13074 - Photographer IV		34.82
13075 - Photographer V		42.13
13090 - Technical Order Library Clerk		17.61
13110 - Video Teleconference Technician		18.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.74
14042 - Computer Operator II		19.17
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.74
14045 - Computer Operator V		25.21
14071 - Computer Programmer I	(see 1)	19.54
14072 - Computer Programmer II	(see 1)	24.20
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.74
14160 - Personal Computer Support Technician		23.74
14170 - System Support Specialist		22.92
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.45
15020 - Aircrew Training Devices Instructor (Rated)		34.42
15030 - Air Crew Training Devices Instructor (Pilot)		41.25
15050 - Computer Based Training Specialist / Instructor		28.45
15060 - Educational Technologist		28.45

15070 - Flight Instructor (Pilot) 41.25
15080 - Graphic Artist 21.30
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.25
15086 - Maintenance Test Pilot Rotary Wing 41.25
15088 - Non-Maintenance Test/Co-Pilot 41.25
15090 - Technical Instructor 22.96
15095 - Technical Instructor/Course Developer 28.07
15110 - Test Proctor 18.52
15120 - Tutor 18.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
16070 - Finisher Flatwork Machine 10.81
16090 - Presser Hand 10.81
16110 - Presser Machine Drycleaning 10.81
16130 - Presser Machine Shirts 10.81
16160 - Presser Machine Wearing Apparel Laundry 10.81
16190 - Sewing Machine Operator 14.45
16220 - Tailor 15.24
16250 - Washer Machine 12.10
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.73
19040 - Tool And Die Maker 31.40
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.61
21030 - Material Coordinator 22.48
21040 - Material Expediter 22.48
21050 - Material Handling Laborer 13.98
21071 - Order Filler 12.57
21080 - Production Line Worker (Food Processing) 17.61
21110 - Shipping Packer 17.22
21130 - Shipping/Receiving Clerk 17.22
21140 - Store Worker I 14.22
21150 - Stock Clerk 18.58
21210 - Tools And Parts Attendant 17.61
21410 - Warehouse Specialist 17.61
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.65
23019 - Aircraft Logs and Records Technician 21.28
23021 - Aircraft Mechanic I 25.38
23022 - Aircraft Mechanic II 26.65
23023 - Aircraft Mechanic III 27.96
23040 - Aircraft Mechanic Helper 18.57
23050 - Aircraft Painter 24.01
23060 - Aircraft Servicer 21.28
23070 - Aircraft Survival Flight Equipment Technician 24.01
23080 - Aircraft Worker 22.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.65

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.38
23110 - Appliance Mechanic 24.01
23120 - Bicycle Repairer 19.92
23125 - Cable Splicer 29.01
23130 - Carpenter Maintenance 20.14
23140 - Carpet Layer 22.65
23160 - Electrician Maintenance 27.46
23181 - Electronics Technician Maintenance I 24.92
23182 - Electronics Technician Maintenance II 26.41
23183 - Electronics Technician Maintenance III 27.92
23260 - Fabric Worker 21.28
23290 - Fire Alarm System Mechanic 25.38
23310 - Fire Extinguisher Repairer 19.92
23311 - Fuel Distribution System Mechanic 25.38
23312 - Fuel Distribution System Operator 19.92
23370 - General Maintenance Worker 19.29
23380 - Ground Support Equipment Mechanic 25.38
23381 - Ground Support Equipment Servicer 21.28
23382 - Ground Support Equipment Worker 22.65
23391 - Gunsmith I 19.92
23392 - Gunsmith II 22.65
23393 - Gunsmith III 25.38
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.46
23430 - Heavy Equipment Mechanic 23.54
23440 - Heavy Equipment Operator 30.78
23460 - Instrument Mechanic 25.38
23465 - Laboratory/Shelter Mechanic 24.01
23470 - Laborer 13.98
23510 - Locksmith 24.01
23530 - Machinery Maintenance Mechanic 25.09
23550 - Machinist Maintenance 20.07
23580 - Maintenance Trades Helper 18.21
23591 - Metrology Technician I 25.38
23592 - Metrology Technician II 26.65
23593 - Metrology Technician III 27.96
23640 - Millwright 25.38
23710 - Office Appliance Repairer 22.80
23760 - Painter Maintenance 21.07
23790 - Pipefitter Maintenance 29.01
23810 - Plumber Maintenance 27.45
23820 - Pneudraulic Systems Mechanic 25.38
23850 - Rigger 25.38
23870 - Scale Mechanic 22.65
23890 - Sheet-Metal Worker Maintenance 31.24
23910 - Small Engine Mechanic 22.42
23931 - Telecommunications Mechanic I 23.07

23932 - Telecommunications Mechanic II 24.23
23950 - Telephone Lineman 22.84
23960 - Welder Combination Maintenance 25.12
23965 - Well Driller 25.38
23970 - Woodcraft Worker 25.38
23980 - Woodworker 19.92
24000 - Personal Needs Occupations
24550 - Case Manager 14.38
24570 - Child Care Attendant 9.81
24580 - Child Care Center Clerk 12.22
24610 - Chore Aide 11.89
24620 - Family Readiness And Support Services Coordinator 14.38
24630 - Homemaker 14.38
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.38
25040 - Sewage Plant Operator 21.53
25070 - Stationary Engineer 25.38
25190 - Ventilation Equipment Tender 18.57
25210 - Water Treatment Plant Operator 21.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.31
27007 - Baggage Inspector 11.92
27008 - Corrections Officer 22.49
27010 - Court Security Officer 22.49
27030 - Detection Dog Handler 13.80
27040 - Detention Officer 22.49
27070 - Firefighter 22.49
27101 - Guard I 11.92
27102 - Guard II 13.34
27131 - Police Officer I 23.86
27132 - Police Officer II 26.52
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.20
28042 - Carnival Equipment Repairer 13.20
28043 - Carnival Worker 9.93
28210 - Gate Attendant/Gate Tender 16.27
28310 - Lifeguard 12.66
28350 - Park Attendant (Aide) 18.21
28510 - Recreation Aide/Health Facility Attendant 13.29
28515 - Recreation Specialist 22.55
28630 - Sports Official 14.50
28690 - Swimming Pool Operator 18.83
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.65
29020 - Hatch Tender 22.65
29030 - Line Handler 22.65
29041 - Stevedore I 21.28
29042 - Stevedore II 24.01
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 13.75
30022 - Archeological Technician II 15.39
30023 - Archeological Technician III 18.58
30030 - Cartographic Technician 18.58
30040 - Civil Engineering Technician 22.35
30051 - Cryogenic Technician I 21.59
30052 - Cryogenic Technician II 23.85
30061 - Drafter/CAD Operator I 13.75
30062 - Drafter/CAD Operator II 15.39
30063 - Drafter/CAD Operator III 17.08
30064 - Drafter/CAD Operator IV 19.44
30081 - Engineering Technician I 14.62
30082 - Engineering Technician II 14.94
30083 - Engineering Technician III 16.68
30084 - Engineering Technician IV 20.68
30085 - Engineering Technician V 25.29
30086 - Engineering Technician VI 30.60
30090 - Environmental Technician 17.56
30095 - Evidence Control Specialist 19.49
30210 - Laboratory Technician 20.09
30221 - Latent Fingerprint Technician I 21.59
30222 - Latent Fingerprint Technician II 23.85
30240 - Mathematical Technician 17.56
30361 - Paralegal/Legal Assistant I 18.45
30362 - Paralegal/Legal Assistant II 22.85
30363 - Paralegal/Legal Assistant III 27.96
30364 - Paralegal/Legal Assistant IV 33.82
30375 - Petroleum Supply Specialist 23.85
30390 - Photo-Optics Technician 18.99
30395 - Radiation Control Technician 23.85
30461 - Technical Writer I 19.32
30462 - Technical Writer II 23.63
30463 - Technical Writer III 28.09
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 19.44
30502 - Weather Forecaster II 23.64
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 17.08
30621 - Weather Observer Senior (see 2) 17.56
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.41
31030 - Bus Driver 17.93

31043 - Driver Courier	12.68
31260 - Parking and Lot Attendant	12.29
31290 - Shuttle Bus Driver	13.59
31310 - Taxi Driver	13.27
31361 - Truckdriver Light	13.59
31362 - Truckdriver Medium	14.42
31363 - Truckdriver Heavy	19.08
31364 - Truckdriver Tractor-Trailer	19.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.55
99050 - Desk Clerk	10.76
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.73
99252 - Laboratory Animal Caretaker II	15.46
99260 - Marketing Analyst	21.93
99310 - Mortician	25.35
99410 - Pest Controller	22.93
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.15
99711 - Recycling Specialist	20.01
99730 - Refuse Collector	15.72
99810 - Sales Clerk	11.02
99820 - School Crossing Guard	15.72
99830 - Survey Party Chief	23.20
99831 - Surveying Aide	13.99
99832 - Surveying Technician	19.03
99840 - Vending Machine Attendant	20.01
99841 - Vending Machine Repairer	24.40
99842 - Vending Machine Repairer Helper	20.01

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4777
Revision No.: 13
Date Of Last Revision: 04/28/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Bartholomew

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.10
01012 - Accounting Clerk II		16.94
01013 - Accounting Clerk III		18.96
01020 - Administrative Assistant		27.49
01035 - Court Reporter		18.89
01041 - Customer Service Representative I		14.15
01042 - Customer Service Representative II		15.91
01043 - Customer Service Representative III		17.36
01051 - Data Entry Operator I		13.98
01052 - Data Entry Operator II		15.26
01060 - Dispatcher Motor Vehicle		27.61
01070 - Document Preparation Clerk		15.04
01090 - Duplicating Machine Operator		15.04
01111 - General Clerk I		14.29
01112 - General Clerk II		15.60

01113 - General Clerk III 17.52
01120 - Housing Referral Assistant 21.06
01141 - Messenger Courier 12.26
01191 - Order Clerk I 16.31
01192 - Order Clerk II 19.16
01261 - Personnel Assistant (Employment) I 16.89
01262 - Personnel Assistant (Employment) II 18.89
01263 - Personnel Assistant (Employment) III 21.06
01270 - Production Control Clerk 22.28
01290 - Rental Clerk 15.07
01300 - Scheduler Maintenance 16.89
01311 - Secretary I 16.89
01312 - Secretary II 18.89
01313 - Secretary III 21.06
01320 - Service Order Dispatcher 24.68
01410 - Supply Technician 27.49
01420 - Survey Worker 18.14
01460 - Switchboard Operator/Receptionist 15.34
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.82
01533 - Travel Clerk III 15.80
01611 - Word Processor I 15.04
01612 - Word Processor II 16.89
01613 - Word Processor III 18.89
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.99
05010 - Automotive Electrician 21.16
05040 - Automotive Glass Installer 20.11
05070 - Automotive Worker 20.11
05110 - Mobile Equipment Servicer 18.11
05130 - Motor Equipment Metal Mechanic 22.23
05160 - Motor Equipment Metal Worker 20.11
05190 - Motor Vehicle Mechanic 22.23
05220 - Motor Vehicle Mechanic Helper 17.09
05250 - Motor Vehicle Upholstery Worker 19.19
05280 - Motor Vehicle Wrecker 20.11
05310 - Painter Automotive 21.87
05340 - Radiator Repair Specialist 20.11
05370 - Tire Repairer 17.95
05400 - Transmission Repair Specialist 22.23
07000 - Food Preparation And Service Occupations
07010 - Baker 15.16
07041 - Cook I 13.28
07042 - Cook II 14.74
07070 - Dishwasher 9.89
07130 - Food Service Worker 9.89
07210 - Meat Cutter 15.31
07260 - Waiter/Waitress 9.53
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.52

09040 - Furniture Handler 15.60
09080 - Furniture Refinisher 20.52
09090 - Furniture Refinisher Helper 17.34
09110 - Furniture Repairer Minor 19.02
09130 - Upholsterer 20.52
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.00
11060 - Elevator Operator 13.52
11090 - Gardener 18.24
11122 - Housekeeping Aide 13.52
11150 - Janitor 13.52
11210 - Laborer Grounds Maintenance 14.24
11240 - Maid or Houseman 10.96
11260 - Pruner 12.80
11270 - Tractor Operator 17.10
11330 - Trail Maintenance Worker 14.24
11360 - Window Cleaner 15.04
12000 - Health Occupations
12010 - Ambulance Driver 19.88
12011 - Breath Alcohol Technician 19.88
12012 - Certified Occupational Therapist Assistant 27.28
12015 - Certified Physical Therapist Assistant 29.17
12020 - Dental Assistant 22.19
12025 - Dental Hygienist 41.16
12030 - EKG Technician 30.13
12035 - Electroneurodiagnostic Technologist 30.13
12040 - Emergency Medical Technician 19.88
12071 - Licensed Practical Nurse I 17.78
12072 - Licensed Practical Nurse II 19.88
12073 - Licensed Practical Nurse III 22.16
12100 - Medical Assistant 16.21
12130 - Medical Laboratory Technician 23.34
12160 - Medical Record Clerk 17.46
12190 - Medical Record Technician 19.52
12195 - Medical Transcriptionist 17.78
12210 - Nuclear Medicine Technologist 43.69
12221 - Nursing Assistant I 12.01
12222 - Nursing Assistant II 13.50
12223 - Nursing Assistant III 14.73
12224 - Nursing Assistant IV 16.55
12235 - Optical Dispenser 19.43
12236 - Optical Technician 17.78
12250 - Pharmacy Technician 16.67
12280 - Phlebotomist 17.78
12305 - Radiologic Technologist 28.75
12311 - Registered Nurse I 24.45
12312 - Registered Nurse II 29.91
12313 - Registered Nurse II Specialist 29.91
12314 - Registered Nurse III 36.20
12315 - Registered Nurse III Anesthetist 36.20

12316 - Registered Nurse IV		43.37
12317 - Scheduler (Drug and Alcohol Testing)		24.63
12320 - Substance Abuse Treatment Counselor		24.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.04
13012 - Exhibits Specialist II		22.35
13013 - Exhibits Specialist III		27.33
13041 - Illustrator I		19.93
13042 - Illustrator II		24.69
13043 - Illustrator III		30.20
13047 - Librarian		24.08
13050 - Library Aide/Clerk		13.82
13054 - Library Information Technology Systems Administrator		25.49
13058 - Library Technician		16.41
13061 - Media Specialist I		15.68
13062 - Media Specialist II		17.53
13063 - Media Specialist III		19.55
13071 - Photographer I		15.46
13072 - Photographer II		17.30
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.71
13090 - Technical Order Library Clerk		17.28
13110 - Video Teleconference Technician		18.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.53
14042 - Computer Operator II		19.61
14043 - Computer Operator III		21.85
14044 - Computer Operator IV		24.29
14045 - Computer Operator V		27.51
14071 - Computer Programmer I	(see 1)	21.92
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.53
14160 - Personal Computer Support Technician		24.52
14170 - System Support Specialist		27.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.73
15020 - Aircrew Training Devices Instructor (Rated)		37.18
15030 - Air Crew Training Devices Instructor (Pilot)		44.56
15050 - Computer Based Training Specialist / Instructor		30.73
15060 - Educational Technologist		30.94
15070 - Flight Instructor (Pilot)		44.56
15080 - Graphic Artist		27.08
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.18

15086 - Maintenance Test Pilot Rotary Wing 42.18
15088 - Non-Maintenance Test/Co-Pilot 42.18
15090 - Technical Instructor 25.42
15095 - Technical Instructor/Course Developer 31.10
15110 - Test Proctor 20.53
15120 - Tutor 20.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.46
19040 - Tool And Die Maker 30.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.73
21030 - Material Coordinator 22.28
21040 - Material Expediter 22.28
21050 - Material Handling Laborer 17.35
21071 - Order Filler 14.61
21080 - Production Line Worker (Food Processing) 19.73
21110 - Shipping Packer 17.65
21130 - Shipping/Receiving Clerk 17.65
21140 - Store Worker I 15.50
21150 - Stock Clerk 21.40
21210 - Tools And Parts Attendant 19.73
21410 - Warehouse Specialist 19.73
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.87
23019 - Aircraft Logs and Records Technician 26.52
23021 - Aircraft Mechanic I 29.80
23022 - Aircraft Mechanic II 30.87
23023 - Aircraft Mechanic III 32.03
23040 - Aircraft Mechanic Helper 24.43
23050 - Aircraft Painter 29.05
23060 - Aircraft Servicer 26.52
23070 - Aircraft Survival Flight Equipment Technician 29.05
23080 - Aircraft Worker 27.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.80
23110 - Appliance Mechanic 23.95

23120 - Bicycle Repairer	20.50
23125 - Cable Splicer	27.51
23130 - Carpenter Maintenance	27.84
23140 - Carpet Layer	22.76
23160 - Electrician Maintenance	28.82
23181 - Electronics Technician Maintenance I	23.75
23182 - Electronics Technician Maintenance II	25.84
23183 - Electronics Technician Maintenance III	26.89
23260 - Fabric Worker	21.72
23290 - Fire Alarm System Mechanic	25.16
23310 - Fire Extinguisher Repairer	20.50
23311 - Fuel Distribution System Mechanic	25.16
23312 - Fuel Distribution System Operator	20.50
23370 - General Maintenance Worker	22.19
23380 - Ground Support Equipment Mechanic	29.80
23381 - Ground Support Equipment Servicer	26.52
23382 - Ground Support Equipment Worker	27.71
23391 - Gunsmith I	20.50
23392 - Gunsmith II	22.76
23393 - Gunsmith III	25.16
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.93
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.76
23430 - Heavy Equipment Mechanic	25.16
23440 - Heavy Equipment Operator	27.12
23460 - Instrument Mechanic	25.16
23465 - Laboratory/Shelter Mechanic	23.95
23470 - Laborer	17.35
23510 - Locksmith	23.95
23530 - Machinery Maintenance Mechanic	28.94
23550 - Machinist Maintenance	19.84
23580 - Maintenance Trades Helper	19.22
23591 - Metrology Technician I	25.16
23592 - Metrology Technician II	26.07
23593 - Metrology Technician III	26.98
23640 - Millwright	28.58
23710 - Office Appliance Repairer	22.47
23760 - Painter Maintenance	23.95
23790 - Pipefitter Maintenance	33.32
23810 - Plumber Maintenance	31.70
23820 - Pneudraulic Systems Mechanic	25.16
23850 - Rigger	25.16
23870 - Scale Mechanic	22.76
23890 - Sheet-Metal Worker Maintenance	26.18
23910 - Small Engine Mechanic	22.76
23931 - Telecommunications Mechanic I	25.16
23932 - Telecommunications Mechanic II	26.07
23950 - Telephone Lineman	25.16
23960 - Welder Combination Maintenance	23.55

23965 - Well Driller	25.16
23970 - Woodcraft Worker	25.16
23980 - Woodworker	20.50
24000 - Personal Needs Occupations	
24550 - Case Manager	16.35
24570 - Child Care Attendant	12.04
24580 - Child Care Center Clerk	15.02
24610 - Chore Aide	11.41
24620 - Family Readiness And Support Services Coordinator	16.35
24630 - Homemaker	16.35
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.16
25040 - Sewage Plant Operator	23.95
25070 - Stationary Engineer	25.16
25190 - Ventilation Equipment Tender	19.22
25210 - Water Treatment Plant Operator	23.95
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.22
27007 - Baggage Inspector	12.58
27008 - Corrections Officer	24.40
27010 - Court Security Officer	24.40
27030 - Detection Dog Handler	17.22
27040 - Detention Officer	24.40
27070 - Firefighter	24.75
27101 - Guard I	12.58
27102 - Guard II	17.22
27131 - Police Officer I	23.19
27132 - Police Officer II	25.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.00
28042 - Carnival Equipment Repairer	12.80
28043 - Carnival Worker	8.98
28210 - Gate Attendant/Gate Tender	15.46
28310 - Lifeguard	13.77
28350 - Park Attendant (Aide)	17.29
28510 - Recreation Aide/Health Facility Attendant	12.62
28515 - Recreation Specialist	18.27
28630 - Sports Official	13.77
28690 - Swimming Pool Operator	20.12
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.18
29020 - Hatch Tender	24.18
29030 - Line Handler	24.18
29041 - Stevedore I	21.72
29042 - Stevedore II	25.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.62
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.01
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.85

30021 - Archeological Technician I		18.58
30022 - Archeological Technician II		21.49
30023 - Archeological Technician III		25.75
30030 - Cartographic Technician		25.75
30040 - Civil Engineering Technician		24.56
30051 - Cryogenic Technician I		26.30
30052 - Cryogenic Technician II		29.05
30061 - Drafter/CAD Operator I		18.58
30062 - Drafter/CAD Operator II		21.49
30063 - Drafter/CAD Operator III		23.17
30064 - Drafter/CAD Operator IV		28.52
30081 - Engineering Technician I		16.48
30082 - Engineering Technician II		18.50
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		27.03
30085 - Engineering Technician V		31.36
30086 - Engineering Technician VI		37.94
30090 - Environmental Technician		23.08
30095 - Evidence Control Specialist		21.59
30210 - Laboratory Technician		20.75
30221 - Latent Fingerprint Technician I		26.30
30222 - Latent Fingerprint Technician II		29.05
30240 - Mathematical Technician		25.78
30361 - Paralegal/Legal Assistant I		17.81
30362 - Paralegal/Legal Assistant II		22.06
30363 - Paralegal/Legal Assistant III		26.98
30364 - Paralegal/Legal Assistant IV		32.64
30375 - Petroleum Supply Specialist		26.41
30390 - Photo-Optics Technician		25.75
30395 - Radiation Control Technician		26.41
30461 - Technical Writer I		23.08
30462 - Technical Writer II		28.23
30463 - Technical Writer III		34.16
30491 - Unexploded Ordnance (UXO) Technician I		26.18
30492 - Unexploded Ordnance (UXO) Technician II		31.68
30493 - Unexploded Ordnance (UXO) Technician III		37.97
30494 - Unexploded (UXO) Safety Escort		26.18
30495 - Unexploded (UXO) Sweep Personnel		26.18
30501 - Weather Forecaster I		28.52
30502 - Weather Forecaster II		34.69
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.17
30621 - Weather Observer Senior	(see 2)	25.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.68
31020 - Bus Aide		16.82
31030 - Bus Driver		22.84
31043 - Driver Courier		16.07
31260 - Parking and Lot Attendant		15.11
31290 - Shuttle Bus Driver		17.52

31310 - Taxi Driver	15.05
31361 - Truckdriver Light	17.52
31362 - Truckdriver Medium	22.44
31363 - Truckdriver Heavy	24.75
31364 - Truckdriver Tractor-Trailer	24.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.44
99030 - Cashier	10.54
99050 - Desk Clerk	11.02
99095 - Embalmer	26.25
99130 - Flight Follower	26.18
99251 - Laboratory Animal Caretaker I	14.69
99252 - Laboratory Animal Caretaker II	15.68
99260 - Marketing Analyst	31.63
99310 - Mortician	26.25
99410 - Pest Controller	25.65
99510 - Photofinishing Worker	13.76
99710 - Recycling Laborer	20.21
99711 - Recycling Specialist	24.28
99730 - Refuse Collector	18.16
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	17.47
99830 - Survey Party Chief	22.50
99831 - Surveying Aide	13.85
99832 - Surveying Technician	18.05
99840 - Vending Machine Attendant	23.35
99841 - Vending Machine Repairer	27.64
99842 - Vending Machine Repairer Helper	23.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 30 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4778
Revision No.: 12
Date Of Last Revision: 06/19/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Bartholomew

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.10
01012 - Accounting Clerk II		16.94
01013 - Accounting Clerk III		18.96
01020 - Administrative Assistant		26.19
01035 - Court Reporter		18.47
01041 - Customer Service Representative I		14.15
01042 - Customer Service Representative II		15.91
01043 - Customer Service Representative III		17.36
01051 - Data Entry Operator I		13.28
01052 - Data Entry Operator II		14.71
01060 - Dispatcher Motor Vehicle		27.61
01070 - Document Preparation Clerk		14.20

01090 - Duplicating Machine Operator	14.20
01111 - General Clerk I	13.46
01112 - General Clerk II	14.69
01113 - General Clerk III	16.49
01120 - Housing Referral Assistant	20.59
01141 - Messenger Courier	11.99
01191 - Order Clerk I	16.31
01192 - Order Clerk II	19.16
01261 - Personnel Assistant (Employment) I	16.14
01262 - Personnel Assistant (Employment) II	18.06
01263 - Personnel Assistant (Employment) III	20.13
01270 - Production Control Clerk	22.09
01290 - Rental Clerk	15.07
01300 - Scheduler Maintenance	16.51
01311 - Secretary I	16.51
01312 - Secretary II	18.47
01313 - Secretary III	20.59
01320 - Service Order Dispatcher	24.68
01410 - Supply Technician	26.19
01420 - Survey Worker	16.49
01460 - Switchboard Operator/Receptionist	14.15
01531 - Travel Clerk I	13.34
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.23
01611 - Word Processor I	14.20
01612 - Word Processor II	15.95
01613 - Word Processor III	17.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.97
05010 - Automotive Electrician	20.01
05040 - Automotive Glass Installer	19.42
05070 - Automotive Worker	19.39
05110 - Mobile Equipment Servicer	17.72
05130 - Motor Equipment Metal Mechanic	20.84
05160 - Motor Equipment Metal Worker	19.39
05190 - Motor Vehicle Mechanic	20.84
05220 - Motor Vehicle Mechanic Helper	17.09
05250 - Motor Vehicle Upholstery Worker	18.62
05280 - Motor Vehicle Wrecker	19.39
05310 - Painter Automotive	21.87
05340 - Radiator Repair Specialist	19.39
05370 - Tire Repairer	16.32
05400 - Transmission Repair Specialist	20.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	12.46
07042 - Cook II	13.83
07070 - Dishwasher	9.34
07130 - Food Service Worker	9.58
07210 - Meat Cutter	13.92

07260 - Waiter/Waitress	9.53
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.52
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	20.52
09090 - Furniture Refinisher Helper	17.34
09110 - Furniture Repairer Minor	19.02
09130 - Upholsterer	20.52
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.73
11060 - Elevator Operator	12.73
11090 - Gardener	18.24
11122 - Housekeeping Aide	13.26
11150 - Janitor	13.26
11210 - Laborer Grounds Maintenance	14.24
11240 - Maid or Houseman	9.96
11260 - Pruner	12.80
11270 - Tractor Operator	17.10
11330 - Trail Maintenance Worker	14.24
11360 - Window Cleaner	14.76
12000 - Health Occupations	
12010 - Ambulance Driver	19.43
12011 - Breath Alcohol Technician	19.43
12012 - Certified Occupational Therapist Assistant	26.65
12015 - Certified Physical Therapist Assistant	29.09
12020 - Dental Assistant	21.87
12025 - Dental Hygienist	41.16
12030 - EKG Technician	29.43
12035 - Electroneurodiagnostic Technologist	29.43
12040 - Emergency Medical Technician	19.43
12071 - Licensed Practical Nurse I	17.36
12072 - Licensed Practical Nurse II	19.43
12073 - Licensed Practical Nurse III	21.66
12100 - Medical Assistant	14.74
12130 - Medical Laboratory Technician	23.34
12160 - Medical Record Clerk	17.15
12190 - Medical Record Technician	19.19
12195 - Medical Transcriptionist	17.36
12210 - Nuclear Medicine Technologist	42.69
12221 - Nursing Assistant I	11.95
12222 - Nursing Assistant II	13.43
12223 - Nursing Assistant III	14.66
12224 - Nursing Assistant IV	16.46
12235 - Optical Dispenser	19.43
12236 - Optical Technician	17.36
12250 - Pharmacy Technician	15.46
12280 - Phlebotomist	17.36
12305 - Radiologic Technologist	28.75
12311 - Registered Nurse I	24.11
12312 - Registered Nurse II	29.49

12313 - Registered Nurse II Specialist		29.49
12314 - Registered Nurse III		35.69
12315 - Registered Nurse III Anesthetist		35.69
12316 - Registered Nurse IV		42.77
12317 - Scheduler (Drug and Alcohol Testing)		24.07
12320 - Substance Abuse Treatment Counselor		23.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.04
13012 - Exhibits Specialist II		22.35
13013 - Exhibits Specialist III		27.33
13041 - Illustrator I		19.93
13042 - Illustrator II		24.69
13043 - Illustrator III		30.20
13047 - Librarian		24.08
13050 - Library Aide/Clerk		13.82
13054 - Library Information Technology Systems Administrator		25.49
13058 - Library Technician		16.41
13061 - Media Specialist I		15.68
13062 - Media Specialist II		17.53
13063 - Media Specialist III		19.55
13071 - Photographer I		15.46
13072 - Photographer II		17.30
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.71
13090 - Technical Order Library Clerk		17.28
13110 - Video Teleconference Technician		18.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.19
14042 - Computer Operator II		19.23
14043 - Computer Operator III		21.44
14044 - Computer Operator IV		23.83
14045 - Computer Operator V		27.51
14071 - Computer Programmer I	(see 1)	21.92
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.19
14160 - Personal Computer Support Technician		24.52
14170 - System Support Specialist		27.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.73
15020 - Aircrew Training Devices Instructor (Rated)		37.18
15030 - Air Crew Training Devices Instructor (Pilot)		44.56
15050 - Computer Based Training Specialist / Instructor		30.73
15060 - Educational Technologist		30.94

15070 - Flight Instructor (Pilot) 44.56
15080 - Graphic Artist 24.62
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.26
15086 - Maintenance Test Pilot Rotary Wing 40.26
15088 - Non-Maintenance Test/Co-Pilot 40.26
15090 - Technical Instructor 23.11
15095 - Technical Instructor/Course Developer 28.27
15110 - Test Proctor 18.66
15120 - Tutor 18.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.46
19040 - Tool And Die Maker 30.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.69
21030 - Material Coordinator 22.09
21040 - Material Expediter 22.09
21050 - Material Handling Laborer 16.35
21071 - Order Filler 14.61
21080 - Production Line Worker (Food Processing) 18.69
21110 - Shipping Packer 16.96
21130 - Shipping/Receiving Clerk 16.96
21140 - Store Worker I 15.34
21150 - Stock Clerk 21.18
21210 - Tools And Parts Attendant 18.69
21410 - Warehouse Specialist 18.69
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.87
23019 - Aircraft Logs and Records Technician 26.52
23021 - Aircraft Mechanic I 29.80
23022 - Aircraft Mechanic II 30.87
23023 - Aircraft Mechanic III 32.03
23040 - Aircraft Mechanic Helper 24.43
23050 - Aircraft Painter 29.05
23060 - Aircraft Servicer 26.52
23070 - Aircraft Survival Flight Equipment Technician 29.05
23080 - Aircraft Worker 27.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.71

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.80
23110 - Appliance Mechanic 23.05
23120 - Bicycle Repairer 19.31
23125 - Cable Splicer 25.01
23130 - Carpenter Maintenance 25.31
23140 - Carpet Layer 21.96
23160 - Electrician Maintenance 28.34
23181 - Electronics Technician Maintenance I 23.75
23182 - Electronics Technician Maintenance II 25.84
23183 - Electronics Technician Maintenance III 26.89
23260 - Fabric Worker 21.16
23290 - Fire Alarm System Mechanic 24.05
23310 - Fire Extinguisher Repairer 19.78
23311 - Fuel Distribution System Mechanic 24.90
23312 - Fuel Distribution System Operator 20.21
23370 - General Maintenance Worker 21.86
23380 - Ground Support Equipment Mechanic 29.80
23381 - Ground Support Equipment Servicer 26.52
23382 - Ground Support Equipment Worker 27.71
23391 - Gunsmith I 19.78
23392 - Gunsmith II 21.96
23393 - Gunsmith III 24.05
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.42
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.23
23430 - Heavy Equipment Mechanic 24.05
23440 - Heavy Equipment Operator 27.12
23460 - Instrument Mechanic 24.05
23465 - Laboratory/Shelter Mechanic 23.05
23470 - Laborer 15.82
23510 - Locksmith 23.05
23530 - Machinery Maintenance Mechanic 28.94
23550 - Machinist Maintenance 19.84
23580 - Maintenance Trades Helper 18.55
23591 - Metrology Technician I 24.05
23592 - Metrology Technician II 24.91
23593 - Metrology Technician III 25.78
23640 - Millwright 28.58
23710 - Office Appliance Repairer 22.47
23760 - Painter Maintenance 22.48
23790 - Pipefitter Maintenance 33.32
23810 - Plumber Maintenance 31.70
23820 - Pneudraulic Systems Mechanic 24.05
23850 - Rigger 24.05
23870 - Scale Mechanic 21.96
23890 - Sheet-Metal Worker Maintenance 24.88
23910 - Small Engine Mechanic 21.96
23931 - Telecommunications Mechanic I 24.45

23932 - Telecommunications Mechanic II 25.31
23950 - Telephone Lineman 24.05
23960 - Welder Combination Maintenance 23.55
23965 - Well Driller 24.05
23970 - Woodcraft Worker 24.05
23980 - Woodworker 19.78
24000 - Personal Needs Occupations
24550 - Case Manager 15.33
24570 - Child Care Attendant 12.04
24580 - Child Care Center Clerk 15.02
24610 - Chore Aide 11.33
24620 - Family Readiness And Support Services Coordinator 15.33
24630 - Homemaker 16.18
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.27
25040 - Sewage Plant Operator 23.05
25070 - Stationary Engineer 24.27
25190 - Ventilation Equipment Tender 18.80
25210 - Water Treatment Plant Operator 23.05
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.22
27007 - Baggage Inspector 12.58
27008 - Corrections Officer 22.18
27010 - Court Security Officer 22.18
27030 - Detection Dog Handler 17.22
27040 - Detention Officer 22.18
27070 - Firefighter 22.50
27101 - Guard I 12.58
27102 - Guard II 17.22
27131 - Police Officer I 23.19
27132 - Police Officer II 25.74
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.00
28042 - Carnival Equipment Repairer 12.80
28043 - Carnival Worker 8.98
28210 - Gate Attendant/Gate Tender 15.46
28310 - Lifeguard 13.77
28350 - Park Attendant (Aide) 17.29
28510 - Recreation Aide/Health Facility Attendant 12.62
28515 - Recreation Specialist 18.27
28630 - Sports Official 13.77
28690 - Swimming Pool Operator 20.12
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.18
29020 - Hatch Tender 24.18
29030 - Line Handler 24.18
29041 - Stevedore I 21.14
29042 - Stevedore II 25.14
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.22
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.73
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.54
30021 - Archeological Technician I 18.58
30022 - Archeological Technician II 21.49
30023 - Archeological Technician III 25.75
30030 - Cartographic Technician 25.75
30040 - Civil Engineering Technician 24.56
30051 - Cryogenic Technician I 26.30
30052 - Cryogenic Technician II 29.05
30061 - Drafter/CAD Operator I 18.58
30062 - Drafter/CAD Operator II 21.49
30063 - Drafter/CAD Operator III 23.17
30064 - Drafter/CAD Operator IV 28.52
30081 - Engineering Technician I 16.48
30082 - Engineering Technician II 18.50
30083 - Engineering Technician III 21.32
30084 - Engineering Technician IV 27.03
30085 - Engineering Technician V 31.36
30086 - Engineering Technician VI 37.94
30090 - Environmental Technician 23.08
30095 - Evidence Control Specialist 21.59
30210 - Laboratory Technician 20.75
30221 - Latent Fingerprint Technician I 26.30
30222 - Latent Fingerprint Technician II 29.05
30240 - Mathematical Technician 25.78
30361 - Paralegal/Legal Assistant I 17.81
30362 - Paralegal/Legal Assistant II 22.06
30363 - Paralegal/Legal Assistant III 26.98
30364 - Paralegal/Legal Assistant IV 32.64
30375 - Petroleum Supply Specialist 26.41
30390 - Photo-Optics Technician 25.75
30395 - Radiation Control Technician 26.41
30461 - Technical Writer I 23.08
30462 - Technical Writer II 28.23
30463 - Technical Writer III 34.16
30491 - Unexploded Ordnance (UXO) Technician I 26.18
30492 - Unexploded Ordnance (UXO) Technician II 31.68
30493 - Unexploded Ordnance (UXO) Technician III 37.97
30494 - Unexploded (UXO) Safety Escort 26.18
30495 - Unexploded (UXO) Sweep Personnel 26.18
30501 - Weather Forecaster I 28.52
30502 - Weather Forecaster II 34.69
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.17
30621 - Weather Observer Senior (see 2) 25.75
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.68
31020 - Bus Aide 16.82
31030 - Bus Driver 22.84

31043 - Driver Courier	16.07
31260 - Parking and Lot Attendant	15.11
31290 - Shuttle Bus Driver	17.52
31310 - Taxi Driver	15.05
31361 - Truckdriver Light	17.52
31362 - Truckdriver Medium	22.44
31363 - Truckdriver Heavy	24.75
31364 - Truckdriver Tractor-Trailer	24.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.44
99030 - Cashier	10.46
99050 - Desk Clerk	10.56
99095 - Embalmer	26.25
99130 - Flight Follower	26.18
99251 - Laboratory Animal Caretaker I	14.69
99252 - Laboratory Animal Caretaker II	15.68
99260 - Marketing Analyst	28.75
99310 - Mortician	26.25
99410 - Pest Controller	23.32
99510 - Photofinishing Worker	13.76
99710 - Recycling Laborer	20.21
99711 - Recycling Specialist	24.28
99730 - Refuse Collector	18.16
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	17.29
99830 - Survey Party Chief	22.50
99831 - Surveying Aide	13.85
99832 - Surveying Technician	18.05
99840 - Vending Machine Attendant	23.11
99841 - Vending Machine Repairer	26.93
99842 - Vending Machine Repairer Helper	23.11

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 30 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4779
Revision No.: 13
Date Of Last Revision: 04/28/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Elkhart

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.64
01012 - Accounting Clerk II		16.45
01013 - Accounting Clerk III		18.39
01020 - Administrative Assistant		25.23
01035 - Court Reporter		18.84
01041 - Customer Service Representative I		15.84
01042 - Customer Service Representative II		17.81
01043 - Customer Service Representative III		19.43
01051 - Data Entry Operator I		16.40
01052 - Data Entry Operator II		17.90
01060 - Dispatcher Motor Vehicle		19.68
01070 - Document Preparation Clerk		14.65
01090 - Duplicating Machine Operator		14.65
01111 - General Clerk I		13.38
01112 - General Clerk II		14.60

01113 - General Clerk III 16.40
01120 - Housing Referral Assistant 20.51
01141 - Messenger Courier 11.95
01191 - Order Clerk I 16.51
01192 - Order Clerk II 18.02
01261 - Personnel Assistant (Employment) I 16.46
01262 - Personnel Assistant (Employment) II 18.41
01263 - Personnel Assistant (Employment) III 20.51
01270 - Production Control Clerk 27.07
01290 - Rental Clerk 13.60
01300 - Scheduler Maintenance 16.46
01311 - Secretary I 16.46
01312 - Secretary II 18.41
01313 - Secretary III 20.51
01320 - Service Order Dispatcher 17.60
01410 - Supply Technician 25.23
01420 - Survey Worker 17.05
01460 - Switchboard Operator/Receptionist 14.97
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.82
01533 - Travel Clerk III 15.80
01611 - Word Processor I 14.65
01612 - Word Processor II 16.46
01613 - Word Processor III 18.41
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.44
05010 - Automotive Electrician 21.85
05040 - Automotive Glass Installer 20.49
05070 - Automotive Worker 20.49
05110 - Mobile Equipment Servicer 18.06
05130 - Motor Equipment Metal Mechanic 22.65
05160 - Motor Equipment Metal Worker 20.49
05190 - Motor Vehicle Mechanic 22.65
05220 - Motor Vehicle Mechanic Helper 16.76
05250 - Motor Vehicle Upholstery Worker 19.33
05280 - Motor Vehicle Wrecker 20.49
05310 - Painter Automotive 21.85
05340 - Radiator Repair Specialist 20.49
05370 - Tire Repairer 16.43
05400 - Transmission Repair Specialist 22.65
07000 - Food Preparation And Service Occupations
07010 - Baker 13.27
07041 - Cook I 13.67
07042 - Cook II 15.51
07070 - Dishwasher 9.98
07130 - Food Service Worker 11.63
07210 - Meat Cutter 14.35
07260 - Waiter/Waitress 10.64
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.40

09040 - Furniture Handler 12.40
09080 - Furniture Refinisher 15.93
09090 - Furniture Refinisher Helper 13.86
09110 - Furniture Repairer Minor 14.91
09130 - Upholsterer 17.91
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 15.10
11060 - Elevator Operator 14.80
11090 - Gardener 19.45
11122 - Housekeeping Aide 14.80
11150 - Janitor 14.80
11210 - Laborer Grounds Maintenance 15.28
11240 - Maid or Houseman 10.71
11260 - Pruner 13.92
11270 - Tractor Operator 18.05
11330 - Trail Maintenance Worker 15.28
11360 - Window Cleaner 16.25
12000 - Health Occupations
12010 - Ambulance Driver 15.83
12011 - Breath Alcohol Technician 20.00
12012 - Certified Occupational Therapist Assistant 27.43
12015 - Certified Physical Therapist Assistant 26.71
12020 - Dental Assistant 24.58
12025 - Dental Hygienist 34.30
12030 - EKG Technician 28.93
12035 - Electroneurodiagnostic Technologist 28.93
12040 - Emergency Medical Technician 15.83
12071 - Licensed Practical Nurse I 17.88
12072 - Licensed Practical Nurse II 20.00
12073 - Licensed Practical Nurse III 22.29
12100 - Medical Assistant 16.33
12130 - Medical Laboratory Technician 20.90
12160 - Medical Record Clerk 18.45
12190 - Medical Record Technician 20.65
12195 - Medical Transcriptionist 18.62
12210 - Nuclear Medicine Technologist 43.93
12221 - Nursing Assistant I 11.40
12222 - Nursing Assistant II 12.82
12223 - Nursing Assistant III 13.99
12224 - Nursing Assistant IV 15.70
12235 - Optical Dispenser 15.82
12236 - Optical Technician 17.88
12250 - Pharmacy Technician 16.33
12280 - Phlebotomist 16.96
12305 - Radiologic Technologist 27.38
12311 - Registered Nurse I 25.11
12312 - Registered Nurse II 30.72
12313 - Registered Nurse II Specialist 30.72
12314 - Registered Nurse III 37.18
12315 - Registered Nurse III Anesthetist 37.18

12316 - Registered Nurse IV		44.55
12317 - Scheduler (Drug and Alcohol Testing)		24.76
12320 - Substance Abuse Treatment Counselor		17.99
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.45
13012 - Exhibits Specialist II		20.37
13013 - Exhibits Specialist III		24.92
13041 - Illustrator I		16.45
13042 - Illustrator II		20.37
13043 - Illustrator III		24.92
13047 - Librarian		22.56
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		20.37
13058 - Library Technician		15.47
13061 - Media Specialist I		14.70
13062 - Media Specialist II		16.45
13063 - Media Specialist III		18.33
13071 - Photographer I		13.67
13072 - Photographer II		16.01
13073 - Photographer III		19.82
13074 - Photographer IV		24.26
13075 - Photographer V		30.15
13090 - Technical Order Library Clerk		17.36
13110 - Video Teleconference Technician		14.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.40
14042 - Computer Operator II		18.35
14043 - Computer Operator III		22.81
14044 - Computer Operator IV		24.67
14045 - Computer Operator V		27.29
14071 - Computer Programmer I	(see 1)	21.56
14072 - Computer Programmer II	(see 1)	27.35
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.40
14160 - Personal Computer Support Technician		24.67
14170 - System Support Specialist		30.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.28
15020 - Aircrew Training Devices Instructor (Rated)		36.64
15030 - Air Crew Training Devices Instructor (Pilot)		43.14
15050 - Computer Based Training Specialist / Instructor		30.28
15060 - Educational Technologist		34.09
15070 - Flight Instructor (Pilot)		43.14
15080 - Graphic Artist		22.10
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.70

15086 - Maintenance Test Pilot Rotary Wing 41.70
15088 - Non-Maintenance Test/Co-Pilot 41.70
15090 - Technical Instructor 18.59
15095 - Technical Instructor/Course Developer 22.74
15110 - Test Proctor 15.28
15120 - Tutor 15.28
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.49
16030 - Counter Attendant 10.49
16040 - Dry Cleaner 13.04
16070 - Finisher Flatwork Machine 10.49
16090 - Presser Hand 10.49
16110 - Presser Machine Drycleaning 10.49
16130 - Presser Machine Shirts 10.49
16160 - Presser Machine Wearing Apparel Laundry 10.49
16190 - Sewing Machine Operator 13.98
16220 - Tailor 14.88
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.82
19040 - Tool And Die Maker 28.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.75
21030 - Material Coordinator 27.07
21040 - Material Expediter 27.07
21050 - Material Handling Laborer 15.50
21071 - Order Filler 14.84
21080 - Production Line Worker (Food Processing) 18.75
21110 - Shipping Packer 17.69
21130 - Shipping/Receiving Clerk 17.69
21140 - Store Worker I 14.74
21150 - Stock Clerk 19.62
21210 - Tools And Parts Attendant 18.75
21410 - Warehouse Specialist 18.75
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.34
23019 - Aircraft Logs and Records Technician 20.08
23021 - Aircraft Mechanic I 23.53
23022 - Aircraft Mechanic II 24.34
23023 - Aircraft Mechanic III 25.23
23040 - Aircraft Mechanic Helper 17.40
23050 - Aircraft Painter 22.70
23060 - Aircraft Servicer 20.08
23070 - Aircraft Survival Flight Equipment Technician 22.70
23080 - Aircraft Worker 21.29
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.29
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.53
23110 - Appliance Mechanic 20.59

23120 - Bicycle Repairer	18.76
23125 - Cable Splicer	24.96
23130 - Carpenter Maintenance	24.25
23140 - Carpet Layer	21.29
23160 - Electrician Maintenance	23.93
23181 - Electronics Technician Maintenance I	21.29
23182 - Electronics Technician Maintenance II	22.70
23183 - Electronics Technician Maintenance III	23.53
23260 - Fabric Worker	20.08
23290 - Fire Alarm System Mechanic	23.53
23310 - Fire Extinguisher Repairer	18.76
23311 - Fuel Distribution System Mechanic	23.53
23312 - Fuel Distribution System Operator	18.76
23370 - General Maintenance Worker	21.00
23380 - Ground Support Equipment Mechanic	23.53
23381 - Ground Support Equipment Servicer	20.08
23382 - Ground Support Equipment Worker	21.29
23391 - Gunsmith I	18.76
23392 - Gunsmith II	21.29
23393 - Gunsmith III	23.53
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.50
23430 - Heavy Equipment Mechanic	23.53
23440 - Heavy Equipment Operator	26.46
23460 - Instrument Mechanic	23.53
23465 - Laboratory/Shelter Mechanic	22.70
23470 - Laborer	15.50
23510 - Locksmith	22.70
23530 - Machinery Maintenance Mechanic	26.36
23550 - Machinist Maintenance	19.43
23580 - Maintenance Trades Helper	17.40
23591 - Metrology Technician I	23.53
23592 - Metrology Technician II	24.34
23593 - Metrology Technician III	25.23
23640 - Millwright	24.74
23710 - Office Appliance Repairer	20.36
23760 - Painter Maintenance	22.08
23790 - Pipefitter Maintenance	31.48
23810 - Plumber Maintenance	30.37
23820 - Pneudraulic Systems Mechanic	23.53
23850 - Rigger	23.53
23870 - Scale Mechanic	21.29
23890 - Sheet-Metal Worker Maintenance	21.60
23910 - Small Engine Mechanic	20.67
23931 - Telecommunications Mechanic I	26.72
23932 - Telecommunications Mechanic II	27.64
23950 - Telephone Lineman	23.53
23960 - Welder Combination Maintenance	18.67

23965 - Well Driller	23.53
23970 - Woodcraft Worker	23.53
23980 - Woodworker	18.76
24000 - Personal Needs Occupations	
24550 - Case Manager	14.89
24570 - Child Care Attendant	11.15
24580 - Child Care Center Clerk	13.89
24610 - Chore Aide	11.62
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	17.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.53
25040 - Sewage Plant Operator	22.69
25070 - Stationary Engineer	23.53
25190 - Ventilation Equipment Tender	17.40
25210 - Water Treatment Plant Operator	22.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.46
27007 - Baggage Inspector	11.80
27008 - Corrections Officer	22.43
27010 - Court Security Officer	22.43
27030 - Detection Dog Handler	13.19
27040 - Detention Officer	22.43
27070 - Firefighter	22.43
27101 - Guard I	11.80
27102 - Guard II	13.19
27131 - Police Officer I	25.41
27132 - Police Officer II	28.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.08
28042 - Carnival Equipment Repairer	13.59
28043 - Carnival Worker	10.88
28210 - Gate Attendant/Gate Tender	16.52
28310 - Lifeguard	13.43
28350 - Park Attendant (Aide)	18.48
28510 - Recreation Aide/Health Facility Attendant	13.49
28515 - Recreation Specialist	21.67
28630 - Sports Official	14.72
28690 - Swimming Pool Operator	21.09
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.33
29020 - Hatch Tender	26.33
29030 - Line Handler	26.33
29041 - Stevedore I	24.84
29042 - Stevedore II	28.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		17.30
30022 - Archeological Technician II		19.24
30023 - Archeological Technician III		23.83
30030 - Cartographic Technician		23.83
30040 - Civil Engineering Technician		25.66
30051 - Cryogenic Technician I		26.39
30052 - Cryogenic Technician II		29.15
30061 - Drafter/CAD Operator I		17.19
30062 - Drafter/CAD Operator II		19.24
30063 - Drafter/CAD Operator III		21.45
30064 - Drafter/CAD Operator IV		26.39
30081 - Engineering Technician I		15.61
30082 - Engineering Technician II		17.53
30083 - Engineering Technician III		19.61
30084 - Engineering Technician IV		24.28
30085 - Engineering Technician V		29.71
30086 - Engineering Technician VI		35.95
30090 - Environmental Technician		23.83
30095 - Evidence Control Specialist		23.83
30210 - Laboratory Technician		22.39
30221 - Latent Fingerprint Technician I		26.39
30222 - Latent Fingerprint Technician II		29.15
30240 - Mathematical Technician		23.83
30361 - Paralegal/Legal Assistant I		18.22
30362 - Paralegal/Legal Assistant II		22.57
30363 - Paralegal/Legal Assistant III		27.60
30364 - Paralegal/Legal Assistant IV		33.39
30375 - Petroleum Supply Specialist		29.15
30390 - Photo-Optics Technician		23.77
30395 - Radiation Control Technician		29.15
30461 - Technical Writer I		23.77
30462 - Technical Writer II		29.07
30463 - Technical Writer III		35.18
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		26.39
30502 - Weather Forecaster II		32.10
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.45
30621 - Weather Observer Senior	(see 2)	23.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		15.47
31030 - Bus Driver		21.07
31043 - Driver Courier		16.87
31260 - Parking and Lot Attendant		14.08
31290 - Shuttle Bus Driver		18.18

31310 - Taxi Driver	16.60
31361 - Truckdriver Light	18.18
31362 - Truckdriver Medium	19.46
31363 - Truckdriver Heavy	22.34
31364 - Truckdriver Tractor-Trailer	22.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.98
99050 - Desk Clerk	11.00
99095 - Embalmer	27.51
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	19.43
99252 - Laboratory Animal Caretaker II	20.90
99260 - Marketing Analyst	26.35
99310 - Mortician	27.51
99410 - Pest Controller	24.47
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.04
99711 - Recycling Specialist	21.31
99730 - Refuse Collector	16.43
99810 - Sales Clerk	13.73
99820 - School Crossing Guard	16.36
99830 - Survey Party Chief	19.05
99831 - Surveying Aide	12.48
99832 - Surveying Technician	17.12
99840 - Vending Machine Attendant	21.21
99841 - Vending Machine Repairer	25.94
99842 - Vending Machine Repairer Helper	21.21

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4780
Revision No.: 12
Date Of Last Revision: 06/19/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Elkhart

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		24.76
01035 - Court Reporter		18.84
01041 - Customer Service Representative I		15.84
01042 - Customer Service Representative II		17.81
01043 - Customer Service Representative III		19.43
01051 - Data Entry Operator I		14.91
01052 - Data Entry Operator II		16.27
01060 - Dispatcher Motor Vehicle		19.19
01070 - Document Preparation Clerk		13.43

01090 - Duplicating Machine Operator 13.43
01111 - General Clerk I 13.08
01112 - General Clerk II 14.26
01113 - General Clerk III 16.01
01120 - Housing Referral Assistant 18.80
01141 - Messenger Courier 11.73
01191 - Order Clerk I 15.26
01192 - Order Clerk II 16.65
01261 - Personnel Assistant (Employment) I 15.07
01262 - Personnel Assistant (Employment) II 18.27
01263 - Personnel Assistant (Employment) III 20.37
01270 - Production Control Clerk 25.75
01290 - Rental Clerk 13.42
01300 - Scheduler Maintenance 15.07
01311 - Secretary I 15.07
01312 - Secretary II 16.86
01313 - Secretary III 18.80
01320 - Service Order Dispatcher 17.15
01410 - Supply Technician 24.76
01420 - Survey Worker 17.05
01460 - Switchboard Operator/Receptionist 14.87
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 13.43
01612 - Word Processor II 15.07
01613 - Word Processor III 17.60
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.86
05010 - Automotive Electrician 21.36
05040 - Automotive Glass Installer 20.03
05070 - Automotive Worker 20.03
05110 - Mobile Equipment Servicer 17.65
05130 - Motor Equipment Metal Mechanic 22.14
05160 - Motor Equipment Metal Worker 20.03
05190 - Motor Vehicle Mechanic 22.14
05220 - Motor Vehicle Mechanic Helper 16.39
05250 - Motor Vehicle Upholstery Worker 18.89
05280 - Motor Vehicle Wrecker 20.03
05310 - Painter Automotive 21.36
05340 - Radiator Repair Specialist 20.03
05370 - Tire Repairer 15.29
05400 - Transmission Repair Specialist 22.14
07000 - Food Preparation And Service Occupations
07010 - Baker 13.27
07041 - Cook I 13.04
07042 - Cook II 14.78
07070 - Dishwasher 9.89
07130 - Food Service Worker 11.06
07210 - Meat Cutter 14.35

07260 - Waiter/Waitress	10.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.52
09040 - Furniture Handler	12.40
09080 - Furniture Refinisher	15.93
09090 - Furniture Refinisher Helper	13.86
09110 - Furniture Repairer Minor	14.91
09130 - Upholsterer	16.90
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.73
11060 - Elevator Operator	13.76
11090 - Gardener	18.38
11122 - Housekeeping Aide	13.76
11150 - Janitor	13.76
11210 - Laborer Grounds Maintenance	14.44
11240 - Maid or Houseman	10.47
11260 - Pruner	13.15
11270 - Tractor Operator	17.06
11330 - Trail Maintenance Worker	14.44
11360 - Window Cleaner	15.11
12000 - Health Occupations	
12010 - Ambulance Driver	15.23
12011 - Breath Alcohol Technician	18.18
12012 - Certified Occupational Therapist Assistant	24.94
12015 - Certified Physical Therapist Assistant	26.71
12020 - Dental Assistant	23.06
12025 - Dental Hygienist	33.70
12030 - EKG Technician	26.30
12035 - Electroneurodiagnostic Technologist	26.30
12040 - Emergency Medical Technician	15.23
12071 - Licensed Practical Nurse I	16.25
12072 - Licensed Practical Nurse II	18.18
12073 - Licensed Practical Nurse III	20.26
12100 - Medical Assistant	15.87
12130 - Medical Laboratory Technician	20.90
12160 - Medical Record Clerk	18.45
12190 - Medical Record Technician	20.65
12195 - Medical Transcriptionist	17.02
12210 - Nuclear Medicine Technologist	39.94
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.70
12235 - Optical Dispenser	15.82
12236 - Optical Technician	16.25
12250 - Pharmacy Technician	15.26
12280 - Phlebotomist	16.96
12305 - Radiologic Technologist	27.38
12311 - Registered Nurse I	23.58
12312 - Registered Nurse II	28.85

12313 - Registered Nurse II Specialist		28.85
12314 - Registered Nurse III		34.90
12315 - Registered Nurse III Anesthetist		34.90
12316 - Registered Nurse IV		41.84
12317 - Scheduler (Drug and Alcohol Testing)		22.51
12320 - Substance Abuse Treatment Counselor		17.99
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.45
13012 - Exhibits Specialist II		20.37
13013 - Exhibits Specialist III		24.92
13041 - Illustrator I		16.45
13042 - Illustrator II		20.37
13043 - Illustrator III		24.92
13047 - Librarian		22.56
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		20.37
13058 - Library Technician		15.47
13061 - Media Specialist I		14.70
13062 - Media Specialist II		16.45
13063 - Media Specialist III		18.33
13071 - Photographer I		13.67
13072 - Photographer II		16.01
13073 - Photographer III		19.82
13074 - Photographer IV		24.26
13075 - Photographer V		30.15
13090 - Technical Order Library Clerk		17.36
13110 - Video Teleconference Technician		14.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.91
14042 - Computer Operator II		16.68
14043 - Computer Operator III		20.74
14044 - Computer Operator IV		22.43
14045 - Computer Operator V		24.81
14071 - Computer Programmer I	(see 1)	21.56
14072 - Computer Programmer II	(see 1)	27.35
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.91
14160 - Personal Computer Support Technician		22.43
14170 - System Support Specialist		27.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.28
15020 - Aircrew Training Devices Instructor (Rated)		36.64
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		30.28
15060 - Educational Technologist		34.09

15070 - Flight Instructor (Pilot) 40.44
15080 - Graphic Artist 22.10
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.91
15086 - Maintenance Test Pilot Rotary Wing 37.91
15088 - Non-Maintenance Test/Co-Pilot 37.91
15090 - Technical Instructor 18.59
15095 - Technical Instructor/Course Developer 22.74
15110 - Test Proctor 15.28
15120 - Tutor 15.28
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.49
16030 - Counter Attendant 10.49
16040 - Dry Cleaner 13.04
16070 - Finisher Flatwork Machine 10.49
16090 - Presser Hand 10.49
16110 - Presser Machine Drycleaning 10.49
16130 - Presser Machine Shirts 10.49
16160 - Presser Machine Wearing Apparel Laundry 10.49
16190 - Sewing Machine Operator 13.98
16220 - Tailor 14.88
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.21
19040 - Tool And Die Maker 26.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.52
21030 - Material Coordinator 25.75
21040 - Material Expediter 25.75
21050 - Material Handling Laborer 14.52
21071 - Order Filler 14.84
21080 - Production Line Worker (Food Processing) 17.52
21110 - Shipping Packer 17.06
21130 - Shipping/Receiving Clerk 17.06
21140 - Store Worker I 14.59
21150 - Stock Clerk 19.42
21210 - Tools And Parts Attendant 17.52
21410 - Warehouse Specialist 17.52
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.60
23019 - Aircraft Logs and Records Technician 19.50
23021 - Aircraft Mechanic I 22.81
23022 - Aircraft Mechanic II 23.60
23023 - Aircraft Mechanic III 24.47
23040 - Aircraft Mechanic Helper 16.91
23050 - Aircraft Painter 22.05
23060 - Aircraft Servicer 19.50
23070 - Aircraft Survival Flight Equipment Technician 22.05
23080 - Aircraft Worker 20.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.67

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.81
23110 - Appliance Mechanic 20.59
23120 - Bicycle Repairer 18.22
23125 - Cable Splicer 24.96
23130 - Carpenter Maintenance 23.67
23140 - Carpet Layer 20.67
23160 - Electrician Maintenance 23.93
23181 - Electronics Technician Maintenance I 20.67
23182 - Electronics Technician Maintenance II 22.05
23183 - Electronics Technician Maintenance III 22.81
23260 - Fabric Worker 19.50
23290 - Fire Alarm System Mechanic 22.81
23310 - Fire Extinguisher Repairer 18.22
23311 - Fuel Distribution System Mechanic 22.81
23312 - Fuel Distribution System Operator 18.22
23370 - General Maintenance Worker 19.63
23380 - Ground Support Equipment Mechanic 22.81
23381 - Ground Support Equipment Servicer 19.50
23382 - Ground Support Equipment Worker 20.67
23391 - Gunsmith I 18.22
23392 - Gunsmith II 20.67
23393 - Gunsmith III 22.81
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.89
23430 - Heavy Equipment Mechanic 22.81
23440 - Heavy Equipment Operator 26.46
23460 - Instrument Mechanic 22.81
23465 - Laboratory/Shelter Mechanic 22.05
23470 - Laborer 14.52
23510 - Locksmith 22.05
23530 - Machinery Maintenance Mechanic 25.61
23550 - Machinist Maintenance 19.39
23580 - Maintenance Trades Helper 16.29
23591 - Metrology Technician I 22.81
23592 - Metrology Technician II 23.60
23593 - Metrology Technician III 24.47
23640 - Millwright 24.74
23710 - Office Appliance Repairer 20.36
23760 - Painter Maintenance 21.03
23790 - Pipefitter Maintenance 29.63
23810 - Plumber Maintenance 28.70
23820 - Pneudraulic Systems Mechanic 22.81
23850 - Rigger 22.81
23870 - Scale Mechanic 20.67
23890 - Sheet-Metal Worker Maintenance 20.64
23910 - Small Engine Mechanic 20.67
23931 - Telecommunications Mechanic I 26.72

23932 - Telecommunications Mechanic II 27.64
23950 - Telephone Lineman 22.81
23960 - Welder Combination Maintenance 18.67
23965 - Well Driller 22.81
23970 - Woodcraft Worker 22.81
23980 - Woodworker 18.22
24000 - Personal Needs Occupations
24550 - Case Manager 14.89
24570 - Child Care Attendant 11.15
24580 - Child Care Center Clerk 13.89
24610 - Chore Aide 11.62
24620 - Family Readiness And Support Services Coordinator 14.89
24630 - Homemaker 17.00
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.81
25040 - Sewage Plant Operator 21.24
25070 - Stationary Engineer 22.81
25190 - Ventilation Equipment Tender 16.91
25210 - Water Treatment Plant Operator 21.24
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.78
27007 - Baggage Inspector 11.16
27008 - Corrections Officer 21.67
27010 - Court Security Officer 21.67
27030 - Detection Dog Handler 12.49
27040 - Detention Officer 21.67
27070 - Firefighter 21.20
27101 - Guard I 11.16
27102 - Guard II 12.49
27131 - Police Officer I 24.78
27132 - Police Officer II 27.53
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.08
28042 - Carnival Equipment Repairer 13.59
28043 - Carnival Worker 10.88
28210 - Gate Attendant/Gate Tender 16.52
28310 - Lifeguard 13.43
28350 - Park Attendant (Aide) 18.48
28510 - Recreation Aide/Health Facility Attendant 13.49
28515 - Recreation Specialist 21.67
28630 - Sports Official 14.72
28690 - Swimming Pool Operator 21.09
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.65
29020 - Hatch Tender 24.65
29030 - Line Handler 24.65
29041 - Stevedore I 23.24
29042 - Stevedore II 26.20
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.30
30022 - Archeological Technician II 19.24
30023 - Archeological Technician III 23.83
30030 - Cartographic Technician 23.83
30040 - Civil Engineering Technician 25.66
30051 - Cryogenic Technician I 26.39
30052 - Cryogenic Technician II 29.15
30061 - Drafter/CAD Operator I 17.19
30062 - Drafter/CAD Operator II 19.24
30063 - Drafter/CAD Operator III 21.45
30064 - Drafter/CAD Operator IV 26.39
30081 - Engineering Technician I 15.61
30082 - Engineering Technician II 17.53
30083 - Engineering Technician III 19.61
30084 - Engineering Technician IV 24.28
30085 - Engineering Technician V 29.71
30086 - Engineering Technician VI 35.95
30090 - Environmental Technician 23.83
30095 - Evidence Control Specialist 23.83
30210 - Laboratory Technician 22.39
30221 - Latent Fingerprint Technician I 26.39
30222 - Latent Fingerprint Technician II 29.15
30240 - Mathematical Technician 23.83
30361 - Paralegal/Legal Assistant I 18.22
30362 - Paralegal/Legal Assistant II 22.57
30363 - Paralegal/Legal Assistant III 27.60
30364 - Paralegal/Legal Assistant IV 33.39
30375 - Petroleum Supply Specialist 29.15
30390 - Photo-Optics Technician 22.04
30395 - Radiation Control Technician 29.15
30461 - Technical Writer I 22.37
30462 - Technical Writer II 27.38
30463 - Technical Writer III 33.12
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.39
30502 - Weather Forecaster II 32.10
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.45
30621 - Weather Observer Senior (see 2) 23.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.47
31030 - Bus Driver 21.07

31043 - Driver Courier	15.34
31260 - Parking and Lot Attendant	14.08
31290 - Shuttle Bus Driver	16.53
31310 - Taxi Driver	15.09
31361 - Truckdriver Light	16.53
31362 - Truckdriver Medium	17.69
31363 - Truckdriver Heavy	22.34
31364 - Truckdriver Tractor-Trailer	22.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.98
99050 - Desk Clerk	10.41
99095 - Embalmer	27.51
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.66
99252 - Laboratory Animal Caretaker II	19.00
99260 - Marketing Analyst	26.08
99310 - Mortician	27.51
99410 - Pest Controller	24.22
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.04
99711 - Recycling Specialist	21.31
99730 - Refuse Collector	16.43
99810 - Sales Clerk	12.48
99820 - School Crossing Guard	16.19
99830 - Survey Party Chief	19.05
99831 - Surveying Aide	12.48
99832 - Surveying Technician	17.12
99840 - Vending Machine Attendant	21.00
99841 - Vending Machine Repairer	25.68
99842 - Vending Machine Repairer Helper	21.00

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4781
Revision No.: 13
Date Of Last Revision: 04/28/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Allen Wells Whitley

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.77
01012 - Accounting Clerk II		16.59
01013 - Accounting Clerk III		18.55
01020 - Administrative Assistant		23.39
01035 - Court Reporter		22.94
01041 - Customer Service Representative I		14.86
01042 - Customer Service Representative II		16.69
01043 - Customer Service Representative III		18.21
01051 - Data Entry Operator I		14.92
01052 - Data Entry Operator II		16.28
01060 - Dispatcher Motor Vehicle		19.00
01070 - Document Preparation Clerk		14.35
01090 - Duplicating Machine Operator		14.35
01111 - General Clerk I		13.32
01112 - General Clerk II		14.54

01113 - General Clerk III 16.33
01120 - Housing Referral Assistant 20.09
01141 - Messenger Courier 12.65
01191 - Order Clerk I 15.70
01192 - Order Clerk II 17.13
01261 - Personnel Assistant (Employment) I 16.51
01262 - Personnel Assistant (Employment) II 18.46
01263 - Personnel Assistant (Employment) III 20.58
01270 - Production Control Clerk 25.49
01290 - Rental Clerk 12.43
01300 - Scheduler Maintenance 16.12
01311 - Secretary I 16.12
01312 - Secretary II 18.02
01313 - Secretary III 20.09
01320 - Service Order Dispatcher 17.83
01410 - Supply Technician 23.39
01420 - Survey Worker 15.89
01460 - Switchboard Operator/Receptionist 14.10
01531 - Travel Clerk I 13.54
01532 - Travel Clerk II 14.45
01533 - Travel Clerk III 15.32
01611 - Word Processor I 14.35
01612 - Word Processor II 16.12
01613 - Word Processor III 18.02
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.35
05010 - Automotive Electrician 18.37
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 16.52
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 18.96
05220 - Motor Vehicle Mechanic Helper 15.90
05250 - Motor Vehicle Upholstery Worker 17.11
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.37
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 15.84
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 13.85
07041 - Cook I 13.65
07042 - Cook II 15.49
07070 - Dishwasher 9.86
07130 - Food Service Worker 11.61
07210 - Meat Cutter 15.21
07260 - Waiter/Waitress 11.18
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.83

09040 - Furniture Handler 13.78
09080 - Furniture Refinisher 17.83
09090 - Furniture Refinisher Helper 15.43
09110 - Furniture Repairer Minor 16.61
09130 - Upholsterer 17.83
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.14
11060 - Elevator Operator 13.14
11090 - Gardener 17.69
11122 - Housekeeping Aide 11.36
11150 - Janitor 11.36
11210 - Laborer Grounds Maintenance 13.90
11240 - Maid or Houseman 11.03
11260 - Pruner 12.66
11270 - Tractor Operator 16.42
11330 - Trail Maintenance Worker 13.90
11360 - Window Cleaner 12.48
12000 - Health Occupations
12010 - Ambulance Driver 16.74
12011 - Breath Alcohol Technician 20.34
12012 - Certified Occupational Therapist Assistant 28.17
12015 - Certified Physical Therapist Assistant 25.80
12020 - Dental Assistant 19.88
12025 - Dental Hygienist 32.99
12030 - EKG Technician 31.75
12035 - Electroneurodiagnostic Technologist 31.75
12040 - Emergency Medical Technician 16.74
12071 - Licensed Practical Nurse I 18.19
12072 - Licensed Practical Nurse II 20.34
12073 - Licensed Practical Nurse III 22.67
12100 - Medical Assistant 16.10
12130 - Medical Laboratory Technician 22.57
12160 - Medical Record Clerk 20.51
12190 - Medical Record Technician 22.95
12195 - Medical Transcriptionist 18.47
12210 - Nuclear Medicine Technologist 42.69
12221 - Nursing Assistant I 11.60
12222 - Nursing Assistant II 13.03
12223 - Nursing Assistant III 14.22
12224 - Nursing Assistant IV 15.97
12235 - Optical Dispenser 15.01
12236 - Optical Technician 17.01
12250 - Pharmacy Technician 16.31
12280 - Phlebotomist 16.35
12305 - Radiologic Technologist 27.20
12311 - Registered Nurse I 24.03
12312 - Registered Nurse II 29.40
12313 - Registered Nurse II Specialist 29.40
12314 - Registered Nurse III 35.58
12315 - Registered Nurse III Anesthetist 35.58

12316 - Registered Nurse IV		42.64
12317 - Scheduler (Drug and Alcohol Testing)		25.19
12320 - Substance Abuse Treatment Counselor		23.44
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.17
13012 - Exhibits Specialist II		24.99
13013 - Exhibits Specialist III		30.57
13041 - Illustrator I		18.47
13042 - Illustrator II		22.88
13043 - Illustrator III		27.99
13047 - Librarian		25.34
13050 - Library Aide/Clerk		12.45
13054 - Library Information Technology Systems Administrator		22.88
13058 - Library Technician		12.64
13061 - Media Specialist I		16.51
13062 - Media Specialist II		18.47
13063 - Media Specialist III		20.59
13071 - Photographer I		17.29
13072 - Photographer II		19.35
13073 - Photographer III		23.96
13074 - Photographer IV		29.32
13075 - Photographer V		35.47
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		20.45
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.49
14042 - Computer Operator II		20.68
14043 - Computer Operator III		23.07
14044 - Computer Operator IV		25.63
14045 - Computer Operator V		28.38
14071 - Computer Programmer I	(see 1)	21.94
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.49
14160 - Personal Computer Support Technician		25.63
14170 - System Support Specialist		29.83
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.32
15020 - Aircrew Training Devices Instructor (Rated)		37.89
15030 - Air Crew Training Devices Instructor (Pilot)		42.83
15050 - Computer Based Training Specialist / Instructor		31.32
15060 - Educational Technologist		26.32
15070 - Flight Instructor (Pilot)		42.83
15080 - Graphic Artist		22.15
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.83

15086 - Maintenance Test Pilot Rotary Wing 42.83
15088 - Non-Maintenance Test/Co-Pilot 42.83
15090 - Technical Instructor 24.17
15095 - Technical Instructor/Course Developer 29.57
15110 - Test Proctor 19.52
15120 - Tutor 19.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.49
16030 - Counter Attendant 10.49
16040 - Dry Cleaner 13.04
16070 - Finisher Flatwork Machine 10.49
16090 - Presser Hand 10.49
16110 - Presser Machine Drycleaning 10.49
16130 - Presser Machine Shirts 10.49
16160 - Presser Machine Wearing Apparel Laundry 10.49
16190 - Sewing Machine Operator 13.98
16220 - Tailor 14.88
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.39
19040 - Tool And Die Maker 27.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.01
21030 - Material Coordinator 25.49
21040 - Material Expediter 25.49
21050 - Material Handling Laborer 13.56
21071 - Order Filler 12.55
21080 - Production Line Worker (Food Processing) 16.01
21110 - Shipping Packer 15.56
21130 - Shipping/Receiving Clerk 15.56
21140 - Store Worker I 14.74
21150 - Stock Clerk 19.62
21210 - Tools And Parts Attendant 16.13
21410 - Warehouse Specialist 16.01
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.69
23019 - Aircraft Logs and Records Technician 26.14
23021 - Aircraft Mechanic I 30.63
23022 - Aircraft Mechanic II 31.69
23023 - Aircraft Mechanic III 32.85
23040 - Aircraft Mechanic Helper 22.66
23050 - Aircraft Painter 29.55
23060 - Aircraft Servicer 26.14
23070 - Aircraft Survival Flight Equipment Technician 29.55
23080 - Aircraft Worker 27.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.63
23110 - Appliance Mechanic 27.46

23120 - Bicycle Repairer 20.67
23125 - Cable Splicer 34.85
23130 - Carpenter Maintenance 21.20
23140 - Carpet Layer 22.40
23160 - Electrician Maintenance 27.49
23181 - Electronics Technician Maintenance I 28.88
23182 - Electronics Technician Maintenance II 30.80
23183 - Electronics Technician Maintenance III 31.92
23260 - Fabric Worker 22.13
23290 - Fire Alarm System Mechanic 21.58
23310 - Fire Extinguisher Repairer 20.67
23311 - Fuel Distribution System Mechanic 27.07
23312 - Fuel Distribution System Operator 21.41
23370 - General Maintenance Worker 21.43
23380 - Ground Support Equipment Mechanic 30.63
23381 - Ground Support Equipment Servicer 26.14
23382 - Ground Support Equipment Worker 27.71
23391 - Gunsmith I 20.67
23392 - Gunsmith II 23.46
23393 - Gunsmith III 25.92
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.02
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.95
23430 - Heavy Equipment Mechanic 24.25
23440 - Heavy Equipment Operator 29.65
23460 - Instrument Mechanic 25.92
23465 - Laboratory/Shelter Mechanic 25.01
23470 - Laborer 13.76
23510 - Locksmith 25.01
23530 - Machinery Maintenance Mechanic 25.19
23550 - Machinist Maintenance 23.50
23580 - Maintenance Trades Helper 16.96
23591 - Metrology Technician I 25.92
23592 - Metrology Technician II 26.82
23593 - Metrology Technician III 27.81
23640 - Millwright 29.28
23710 - Office Appliance Repairer 20.48
23760 - Painter Maintenance 21.24
23790 - Pipefitter Maintenance 32.18
23810 - Plumber Maintenance 31.16
23820 - Pneudraulic Systems Mechanic 25.92
23850 - Rigger 25.92
23870 - Scale Mechanic 23.46
23890 - Sheet-Metal Worker Maintenance 25.29
23910 - Small Engine Mechanic 18.96
23931 - Telecommunications Mechanic I 26.92
23932 - Telecommunications Mechanic II 27.85
23950 - Telephone Lineman 25.06
23960 - Welder Combination Maintenance 20.24

23965 - Well Driller	24.80
23970 - Woodcraft Worker	25.92
23980 - Woodworker	20.67
24000 - Personal Needs Occupations	
24550 - Case Manager	14.07
24570 - Child Care Attendant	10.67
24580 - Child Care Center Clerk	15.39
24610 - Chore Aide	11.71
24620 - Family Readiness And Support Services Coordinator	14.07
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.92
25040 - Sewage Plant Operator	23.65
25070 - Stationary Engineer	25.92
25190 - Ventilation Equipment Tender	18.69
25210 - Water Treatment Plant Operator	23.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.85
27007 - Baggage Inspector	14.69
27008 - Corrections Officer	21.58
27010 - Court Security Officer	21.26
27030 - Detection Dog Handler	17.22
27040 - Detention Officer	21.58
27070 - Firefighter	20.90
27101 - Guard I	14.69
27102 - Guard II	17.22
27131 - Police Officer I	25.89
27132 - Police Officer II	28.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.21
28042 - Carnival Equipment Repairer	14.24
28043 - Carnival Worker	10.19
28210 - Gate Attendant/Gate Tender	13.64
28310 - Lifeguard	12.15
28350 - Park Attendant (Aide)	15.26
28510 - Recreation Aide/Health Facility Attendant	11.13
28515 - Recreation Specialist	18.90
28630 - Sports Official	12.15
28690 - Swimming Pool Operator	20.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.30
29020 - Hatch Tender	29.30
29030 - Line Handler	29.30
29041 - Stevedore I	27.63
29042 - Stevedore II	31.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		17.85
30022 - Archeological Technician II		19.88
30023 - Archeological Technician III		25.12
30030 - Cartographic Technician		24.72
30040 - Civil Engineering Technician		25.64
30051 - Cryogenic Technician I		26.65
30052 - Cryogenic Technician II		29.43
30061 - Drafter/CAD Operator I		17.85
30062 - Drafter/CAD Operator II		19.88
30063 - Drafter/CAD Operator III		21.82
30064 - Drafter/CAD Operator IV		26.84
30081 - Engineering Technician I		16.11
30082 - Engineering Technician II		18.10
30083 - Engineering Technician III		20.24
30084 - Engineering Technician IV		25.07
30085 - Engineering Technician V		30.67
30086 - Engineering Technician VI		37.11
30090 - Environmental Technician		24.06
30095 - Evidence Control Specialist		24.06
30210 - Laboratory Technician		19.64
30221 - Latent Fingerprint Technician I		29.93
30222 - Latent Fingerprint Technician II		33.06
30240 - Mathematical Technician		24.53
30361 - Paralegal/Legal Assistant I		19.68
30362 - Paralegal/Legal Assistant II		24.37
30363 - Paralegal/Legal Assistant III		29.82
30364 - Paralegal/Legal Assistant IV		36.07
30375 - Petroleum Supply Specialist		29.43
30390 - Photo-Optics Technician		24.53
30395 - Radiation Control Technician		29.43
30461 - Technical Writer I		24.95
30462 - Technical Writer II		30.54
30463 - Technical Writer III		36.92
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		26.65
30502 - Weather Forecaster II		32.42
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.82
30621 - Weather Observer Senior	(see 2)	24.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.31
31030 - Bus Driver		20.27
31043 - Driver Courier		15.71
31260 - Parking and Lot Attendant		11.87
31290 - Shuttle Bus Driver		15.55

31310 - Taxi Driver	12.98
31361 - Truckdriver Light	16.93
31362 - Truckdriver Medium	18.15
31363 - Truckdriver Heavy	21.49
31364 - Truckdriver Tractor-Trailer	21.49
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.03
99050 - Desk Clerk	11.37
99095 - Embalmer	29.33
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.56
99252 - Laboratory Animal Caretaker II	13.54
99260 - Marketing Analyst	25.54
99310 - Mortician	29.33
99410 - Pest Controller	18.72
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.42
99711 - Recycling Specialist	22.93
99730 - Refuse Collector	17.68
99810 - Sales Clerk	11.94
99820 - School Crossing Guard	14.36
99830 - Survey Party Chief	26.28
99831 - Surveying Aide	15.50
99832 - Surveying Technician	18.95
99840 - Vending Machine Attendant	21.00
99841 - Vending Machine Repairer	25.68
99842 - Vending Machine Repairer Helper	21.00

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4782
Revision No.: 12
Date Of Last Revision: 06/19/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Allen Wells Whitley

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		22.65
01035 - Court Reporter		22.94
01041 - Customer Service Representative I		14.85
01042 - Customer Service Representative II		16.69
01043 - Customer Service Representative III		18.21
01051 - Data Entry Operator I		14.45
01052 - Data Entry Operator II		15.76
01060 - Dispatcher Motor Vehicle		18.92
01070 - Document Preparation Clerk		14.18

01090 - Duplicating Machine Operator	14.18
01111 - General Clerk I	13.20
01112 - General Clerk II	14.40
01113 - General Clerk III	16.17
01120 - Housing Referral Assistant	19.85
01141 - Messenger Courier	12.62
01191 - Order Clerk I	14.65
01192 - Order Clerk II	15.99
01261 - Personnel Assistant (Employment) I	16.13
01262 - Personnel Assistant (Employment) II	18.05
01263 - Personnel Assistant (Employment) III	20.12
01270 - Production Control Clerk	25.49
01290 - Rental Clerk	12.43
01300 - Scheduler Maintenance	15.92
01311 - Secretary I	15.92
01312 - Secretary II	17.81
01313 - Secretary III	19.85
01320 - Service Order Dispatcher	17.83
01410 - Supply Technician	22.65
01420 - Survey Worker	15.75
01460 - Switchboard Operator/Receptionist	13.41
01531 - Travel Clerk I	13.34
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.23
01611 - Word Processor I	14.18
01612 - Word Processor II	15.92
01613 - Word Processor III	17.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.35
05010 - Automotive Electrician	18.37
05040 - Automotive Glass Installer	17.76
05070 - Automotive Worker	17.76
05110 - Mobile Equipment Servicer	16.52
05130 - Motor Equipment Metal Mechanic	18.96
05160 - Motor Equipment Metal Worker	17.76
05190 - Motor Vehicle Mechanic	18.96
05220 - Motor Vehicle Mechanic Helper	15.90
05250 - Motor Vehicle Upholstery Worker	17.11
05280 - Motor Vehicle Wrecker	17.76
05310 - Painter Automotive	18.37
05340 - Radiator Repair Specialist	17.76
05370 - Tire Repairer	15.84
05400 - Transmission Repair Specialist	18.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.04
07041 - Cook I	13.65
07042 - Cook II	15.49
07070 - Dishwasher	9.86
07130 - Food Service Worker	10.55
07210 - Meat Cutter	14.83

07260 - Waiter/Waitress	10.16
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.83
09040 - Furniture Handler	13.78
09080 - Furniture Refinisher	17.83
09090 - Furniture Refinisher Helper	15.43
09110 - Furniture Repairer Minor	16.61
09130 - Upholsterer	17.83
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.57
11060 - Elevator Operator	12.57
11090 - Gardener	16.42
11122 - Housekeeping Aide	11.36
11150 - Janitor	11.36
11210 - Laborer Grounds Maintenance	12.90
11240 - Maid or Houseman	10.34
11260 - Pruner	11.80
11270 - Tractor Operator	15.24
11330 - Trail Maintenance Worker	12.90
11360 - Window Cleaner	12.48
12000 - Health Occupations	
12010 - Ambulance Driver	16.74
12011 - Breath Alcohol Technician	19.84
12012 - Certified Occupational Therapist Assistant	28.17
12015 - Certified Physical Therapist Assistant	25.53
12020 - Dental Assistant	18.87
12025 - Dental Hygienist	32.99
12030 - EKG Technician	29.69
12035 - Electroneurodiagnostic Technologist	29.69
12040 - Emergency Medical Technician	16.74
12071 - Licensed Practical Nurse I	17.73
12072 - Licensed Practical Nurse II	19.84
12073 - Licensed Practical Nurse III	22.12
12100 - Medical Assistant	15.38
12130 - Medical Laboratory Technician	22.57
12160 - Medical Record Clerk	20.51
12190 - Medical Record Technician	22.95
12195 - Medical Transcriptionist	18.47
12210 - Nuclear Medicine Technologist	42.69
12221 - Nursing Assistant I	11.27
12222 - Nursing Assistant II	12.67
12223 - Nursing Assistant III	13.82
12224 - Nursing Assistant IV	15.52
12235 - Optical Dispenser	15.01
12236 - Optical Technician	15.60
12250 - Pharmacy Technician	15.57
12280 - Phlebotomist	16.35
12305 - Radiologic Technologist	25.46
12311 - Registered Nurse I	23.16
12312 - Registered Nurse II	28.33

12313 - Registered Nurse II Specialist		28.33
12314 - Registered Nurse III		34.28
12315 - Registered Nurse III Anesthetist		34.28
12316 - Registered Nurse IV		41.08
12317 - Scheduler (Drug and Alcohol Testing)		24.58
12320 - Substance Abuse Treatment Counselor		22.35
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.47
13012 - Exhibits Specialist II		22.88
13013 - Exhibits Specialist III		27.99
13041 - Illustrator I		18.47
13042 - Illustrator II		22.88
13043 - Illustrator III		27.99
13047 - Librarian		25.34
13050 - Library Aide/Clerk		12.45
13054 - Library Information Technology Systems Administrator		22.88
13058 - Library Technician		12.64
13061 - Media Specialist I		16.51
13062 - Media Specialist II		18.47
13063 - Media Specialist III		20.59
13071 - Photographer I		17.29
13072 - Photographer II		19.35
13073 - Photographer III		23.96
13074 - Photographer IV		29.32
13075 - Photographer V		35.47
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		18.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.81
14042 - Computer Operator II		18.80
14043 - Computer Operator III		20.97
14044 - Computer Operator IV		23.30
14045 - Computer Operator V		25.80
14071 - Computer Programmer I	(see 1)	21.94
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.81
14160 - Personal Computer Support Technician		23.30
14170 - System Support Specialist		29.83
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.32
15020 - Aircrew Training Devices Instructor (Rated)		37.89
15030 - Air Crew Training Devices Instructor (Pilot)		42.43
15050 - Computer Based Training Specialist / Instructor		31.32
15060 - Educational Technologist		26.32

15070 - Flight Instructor (Pilot) 42.43
15080 - Graphic Artist 22.15
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.22
15086 - Maintenance Test Pilot Rotary Wing 41.22
15088 - Non-Maintenance Test/Co-Pilot 41.22
15090 - Technical Instructor 24.17
15095 - Technical Instructor/Course Developer 29.57
15110 - Test Proctor 19.52
15120 - Tutor 19.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.49
16030 - Counter Attendant 10.49
16040 - Dry Cleaner 13.04
16070 - Finisher Flatwork Machine 10.49
16090 - Presser Hand 10.49
16110 - Presser Machine Drycleaning 10.49
16130 - Presser Machine Shirts 10.49
16160 - Presser Machine Wearing Apparel Laundry 10.49
16190 - Sewing Machine Operator 13.98
16220 - Tailor 14.88
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.17
19040 - Tool And Die Maker 25.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.01
21030 - Material Coordinator 25.49
21040 - Material Expediter 25.49
21050 - Material Handling Laborer 12.33
21071 - Order Filler 11.95
21080 - Production Line Worker (Food Processing) 16.01
21110 - Shipping Packer 15.01
21130 - Shipping/Receiving Clerk 15.01
21140 - Store Worker I 14.59
21150 - Stock Clerk 19.42
21210 - Tools And Parts Attendant 16.13
21410 - Warehouse Specialist 16.01
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.59
23019 - Aircraft Logs and Records Technician 25.41
23021 - Aircraft Mechanic I 29.57
23022 - Aircraft Mechanic II 30.59
23023 - Aircraft Mechanic III 31.72
23040 - Aircraft Mechanic Helper 22.03
23050 - Aircraft Painter 28.64
23060 - Aircraft Servicer 25.41
23070 - Aircraft Survival Flight Equipment Technician 28.64
23080 - Aircraft Worker 26.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.95

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.57
23110 - Appliance Mechanic 25.91
23120 - Bicycle Repairer 19.78
23125 - Cable Splicer 34.85
23130 - Carpenter Maintenance 21.20
23140 - Carpet Layer 22.40
23160 - Electrician Maintenance 27.49
23181 - Electronics Technician Maintenance I 28.87
23182 - Electronics Technician Maintenance II 30.79
23183 - Electronics Technician Maintenance III 31.91
23260 - Fabric Worker 21.17
23290 - Fire Alarm System Mechanic 21.58
23310 - Fire Extinguisher Repairer 19.78
23311 - Fuel Distribution System Mechanic 27.07
23312 - Fuel Distribution System Operator 21.15
23370 - General Maintenance Worker 20.99
23380 - Ground Support Equipment Mechanic 29.57
23381 - Ground Support Equipment Servicer 25.41
23382 - Ground Support Equipment Worker 26.95
23391 - Gunsmith I 19.78
23392 - Gunsmith II 22.44
23393 - Gunsmith III 24.80
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.30
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.17
23430 - Heavy Equipment Mechanic 23.13
23440 - Heavy Equipment Operator 26.95
23460 - Instrument Mechanic 24.80
23465 - Laboratory/Shelter Mechanic 23.93
23470 - Laborer 12.55
23510 - Locksmith 23.93
23530 - Machinery Maintenance Mechanic 23.76
23550 - Machinist Maintenance 23.50
23580 - Maintenance Trades Helper 15.48
23591 - Metrology Technician I 24.80
23592 - Metrology Technician II 25.66
23593 - Metrology Technician III 26.60
23640 - Millwright 26.62
23710 - Office Appliance Repairer 20.48
23760 - Painter Maintenance 21.24
23790 - Pipefitter Maintenance 32.18
23810 - Plumber Maintenance 31.16
23820 - Pneudraulic Systems Mechanic 24.80
23850 - Rigger 24.80
23870 - Scale Mechanic 22.44
23890 - Sheet-Metal Worker Maintenance 24.80
23910 - Small Engine Mechanic 18.96
23931 - Telecommunications Mechanic I 26.92

23932 - Telecommunications Mechanic II 27.85
23950 - Telephone Lineman 22.78
23960 - Welder Combination Maintenance 20.24
23965 - Well Driller 24.80
23970 - Woodcraft Worker 24.80
23980 - Woodworker 19.78
24000 - Personal Needs Occupations
24550 - Case Manager 14.04
24570 - Child Care Attendant 10.67
24580 - Child Care Center Clerk 15.39
24610 - Chore Aide 11.28
24620 - Family Readiness And Support Services Coordinator 14.04
24630 - Homemaker 17.11
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.20
25040 - Sewage Plant Operator 23.05
25070 - Stationary Engineer 25.20
25190 - Ventilation Equipment Tender 18.69
25210 - Water Treatment Plant Operator 23.05
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.85
27007 - Baggage Inspector 14.64
27008 - Corrections Officer 21.58
27010 - Court Security Officer 21.26
27030 - Detection Dog Handler 17.22
27040 - Detention Officer 21.58
27070 - Firefighter 20.90
27101 - Guard I 14.64
27102 - Guard II 17.22
27131 - Police Officer I 25.76
27132 - Police Officer II 28.63
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.61
28042 - Carnival Equipment Repairer 13.59
28043 - Carnival Worker 9.72
28210 - Gate Attendant/Gate Tender 13.38
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.98
28510 - Recreation Aide/Health Facility Attendant 10.93
28515 - Recreation Specialist 18.55
28630 - Sports Official 11.92
28690 - Swimming Pool Operator 20.90
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.30
29020 - Hatch Tender 29.30
29030 - Line Handler 29.30
29041 - Stevedore I 27.63
29042 - Stevedore II 31.14
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.85
30022 - Archeological Technician II 19.88
30023 - Archeological Technician III 25.12
30030 - Cartographic Technician 24.72
30040 - Civil Engineering Technician 25.64
30051 - Cryogenic Technician I 26.65
30052 - Cryogenic Technician II 29.43
30061 - Drafter/CAD Operator I 17.85
30062 - Drafter/CAD Operator II 19.88
30063 - Drafter/CAD Operator III 21.82
30064 - Drafter/CAD Operator IV 26.84
30081 - Engineering Technician I 15.92
30082 - Engineering Technician II 17.86
30083 - Engineering Technician III 19.98
30084 - Engineering Technician IV 24.76
30085 - Engineering Technician V 30.29
30086 - Engineering Technician VI 36.64
30090 - Environmental Technician 24.06
30095 - Evidence Control Specialist 24.06
30210 - Laboratory Technician 19.50
30221 - Latent Fingerprint Technician I 29.93
30222 - Latent Fingerprint Technician II 33.06
30240 - Mathematical Technician 24.53
30361 - Paralegal/Legal Assistant I 19.68
30362 - Paralegal/Legal Assistant II 24.37
30363 - Paralegal/Legal Assistant III 29.82
30364 - Paralegal/Legal Assistant IV 36.07
30375 - Petroleum Supply Specialist 29.43
30390 - Photo-Optics Technician 24.53
30395 - Radiation Control Technician 29.43
30461 - Technical Writer I 24.95
30462 - Technical Writer II 30.54
30463 - Technical Writer III 36.92
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.65
30502 - Weather Forecaster II 32.42
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.82
30621 - Weather Observer Senior (see 2) 24.22
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.31
31030 - Bus Driver 19.50

31043 - Driver Courier	14.28
31260 - Parking and Lot Attendant	11.87
31290 - Shuttle Bus Driver	15.55
31310 - Taxi Driver	12.98
31361 - Truckdriver Light	15.39
31362 - Truckdriver Medium	16.50
31363 - Truckdriver Heavy	20.66
31364 - Truckdriver Tractor-Trailer	20.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.28
99050 - Desk Clerk	11.01
99095 - Embalmer	29.33
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.10
99252 - Laboratory Animal Caretaker II	13.04
99260 - Marketing Analyst	25.54
99310 - Mortician	29.33
99410 - Pest Controller	18.35
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.42
99711 - Recycling Specialist	22.93
99730 - Refuse Collector	17.68
99810 - Sales Clerk	11.13
99820 - School Crossing Guard	14.36
99830 - Survey Party Chief	25.14
99831 - Surveying Aide	14.83
99832 - Surveying Technician	18.13
99840 - Vending Machine Attendant	21.00
99841 - Vending Machine Repairer	25.68
99842 - Vending Machine Repairer Helper	21.00

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4783
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Jasper Lake Newton Porter

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		29.03
01035 - Court Reporter		22.28
01041 - Customer Service Representative I		14.65
01042 - Customer Service Representative II		16.47
01043 - Customer Service Representative III		17.97
01051 - Data Entry Operator I		16.25
01052 - Data Entry Operator II		17.73
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		17.03
01090 - Duplicating Machine Operator		17.03
01111 - General Clerk I		14.14
01112 - General Clerk II		15.42

01113 - General Clerk III 17.31
01120 - Housing Referral Assistant 22.12
01141 - Messenger Courier 13.50
01191 - Order Clerk I 15.69
01192 - Order Clerk II 17.58
01261 - Personnel Assistant (Employment) I 17.84
01262 - Personnel Assistant (Employment) II 19.95
01263 - Personnel Assistant (Employment) III 22.24
01270 - Production Control Clerk 25.65
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.36
01311 - Secretary I 18.36
01312 - Secretary II 19.84
01313 - Secretary III 22.12
01320 - Service Order Dispatcher 21.04
01410 - Supply Technician 29.03
01420 - Survey Worker 18.89
01460 - Switchboard Operator/Receptionist 14.98
01531 - Travel Clerk I 15.97
01532 - Travel Clerk II 17.27
01533 - Travel Clerk III 18.68
01611 - Word Processor I 17.05
01612 - Word Processor II 19.15
01613 - Word Processor III 21.42
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.93
05010 - Automotive Electrician 23.06
05040 - Automotive Glass Installer 21.85
05070 - Automotive Worker 21.85
05110 - Mobile Equipment Servicer 19.92
05130 - Motor Equipment Metal Mechanic 26.41
05160 - Motor Equipment Metal Worker 21.85
05190 - Motor Vehicle Mechanic 25.88
05220 - Motor Vehicle Mechanic Helper 18.73
05250 - Motor Vehicle Upholstery Worker 20.90
05280 - Motor Vehicle Wrecker 21.85
05310 - Painter Automotive 23.06
05340 - Radiator Repair Specialist 21.85
05370 - Tire Repairer 15.22
05400 - Transmission Repair Specialist 26.41
07000 - Food Preparation And Service Occupations
07010 - Baker 13.75
07041 - Cook I 13.88
07042 - Cook II 15.67
07070 - Dishwasher 12.01
07130 - Food Service Worker 12.73
07210 - Meat Cutter 16.30
07260 - Waiter/Waitress 9.93
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.14

09040 - Furniture Handler 14.56
09080 - Furniture Refinisher 19.14
09090 - Furniture Refinisher Helper 15.55
09110 - Furniture Repairer Minor 17.35
09130 - Upholsterer 19.14
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.29
11060 - Elevator Operator 14.13
11090 - Gardener 18.89
11122 - Housekeeping Aide 14.13
11150 - Janitor 14.13
11210 - Laborer Grounds Maintenance 15.63
11240 - Maid or Houseman 12.76
11260 - Pruner 14.31
11270 - Tractor Operator 18.24
11330 - Trail Maintenance Worker 15.63
11360 - Window Cleaner 15.44
12000 - Health Occupations
12010 - Ambulance Driver 20.91
12011 - Breath Alcohol Technician 23.56
12012 - Certified Occupational Therapist Assistant 31.73
12015 - Certified Physical Therapist Assistant 29.73
12020 - Dental Assistant 19.76
12025 - Dental Hygienist 36.77
12030 - EKG Technician 29.30
12035 - Electroneurodiagnostic Technologist 29.30
12040 - Emergency Medical Technician 20.91
12071 - Licensed Practical Nurse I 21.71
12072 - Licensed Practical Nurse II 24.29
12073 - Licensed Practical Nurse III 27.08
12100 - Medical Assistant 17.48
12130 - Medical Laboratory Technician 23.47
12160 - Medical Record Clerk 18.72
12190 - Medical Record Technician 23.03
12195 - Medical Transcriptionist 17.07
12210 - Nuclear Medicine Technologist 42.13
12221 - Nursing Assistant I 12.35
12222 - Nursing Assistant II 13.88
12223 - Nursing Assistant III 15.15
12224 - Nursing Assistant IV 17.01
12235 - Optical Dispenser 16.77
12236 - Optical Technician 18.70
12250 - Pharmacy Technician 15.77
12280 - Phlebotomist 17.28
12305 - Radiologic Technologist 32.46
12311 - Registered Nurse I 29.17
12312 - Registered Nurse II 32.57
12313 - Registered Nurse II Specialist 32.57
12314 - Registered Nurse III 38.43
12315 - Registered Nurse III Anesthetist 38.43

12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		29.17
12320 - Substance Abuse Treatment Counselor		20.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.55
13013 - Exhibits Specialist III		32.62
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		33.70
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		31.05
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.33
13072 - Photographer II		20.53
13073 - Photographer III		25.48
13074 - Photographer IV		31.15
13075 - Photographer V		37.57
13090 - Technical Order Library Clerk		17.35
13110 - Video Teleconference Technician		19.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		27.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		32.47
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		27.67
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.89

15086 - Maintenance Test Pilot Rotary Wing 41.89
15088 - Non-Maintenance Test/Co-Pilot 41.89
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 31.46
15110 - Test Proctor 20.76
15120 - Tutor 20.76
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.12
16030 - Counter Attendant 12.12
16040 - Dry Cleaner 15.03
16070 - Finisher Flatwork Machine 12.12
16090 - Presser Hand 12.12
16110 - Presser Machine Drycleaning 12.12
16130 - Presser Machine Shirts 12.12
16160 - Presser Machine Wearing Apparel Laundry 12.12
16190 - Sewing Machine Operator 16.18
16220 - Tailor 17.31
16250 - Washer Machine 12.87
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.33
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.48
21030 - Material Coordinator 25.65
21040 - Material Expediter 25.65
21050 - Material Handling Laborer 17.05
21071 - Order Filler 15.18
21080 - Production Line Worker (Food Processing) 17.48
21110 - Shipping Packer 17.00
21130 - Shipping/Receiving Clerk 17.00
21140 - Store Worker I 15.68
21150 - Stock Clerk 20.55
21210 - Tools And Parts Attendant 17.48
21410 - Warehouse Specialist 17.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 30.18
23021 - Aircraft Mechanic I 35.59
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.87
23040 - Aircraft Mechanic Helper 26.52
23050 - Aircraft Painter 33.77
23060 - Aircraft Servicer 30.18
23070 - Aircraft Survival Flight Equipment Technician 33.77
23080 - Aircraft Worker 32.00
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.00
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.59
23110 - Appliance Mechanic 27.98

23120 - Bicycle Repairer 20.97
23125 - Cable Splicer 44.61
23130 - Carpenter Maintenance 37.46
23140 - Carpet Layer 28.36
23160 - Electrician Maintenance 40.99
23181 - Electronics Technician Maintenance I 27.58
23182 - Electronics Technician Maintenance II 29.11
23183 - Electronics Technician Maintenance III 30.66
23260 - Fabric Worker 28.42
23290 - Fire Alarm System Mechanic 28.80
23310 - Fire Extinguisher Repairer 26.69
23311 - Fuel Distribution System Mechanic 35.41
23312 - Fuel Distribution System Operator 28.27
23370 - General Maintenance Worker 22.99
23380 - Ground Support Equipment Mechanic 35.59
23381 - Ground Support Equipment Servicer 30.18
23382 - Ground Support Equipment Worker 32.00
23391 - Gunsmith I 26.69
23392 - Gunsmith II 30.13
23393 - Gunsmith III 33.50
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.71
23430 - Heavy Equipment Mechanic 30.29
23440 - Heavy Equipment Operator 42.14
23460 - Instrument Mechanic 30.94
23465 - Laboratory/Shelter Mechanic 31.80
23470 - Laborer 13.78
23510 - Locksmith 27.39
23530 - Machinery Maintenance Mechanic 26.92
23550 - Machinist Maintenance 27.46
23580 - Maintenance Trades Helper 17.11
23591 - Metrology Technician I 30.94
23592 - Metrology Technician II 32.52
23593 - Metrology Technician III 33.80
23640 - Millwright 31.74
23710 - Office Appliance Repairer 21.40
23760 - Painter Maintenance 24.61
23790 - Pipefitter Maintenance 45.24
23810 - Plumber Maintenance 42.95
23820 - Pneudraulic Systems Mechanic 33.50
23850 - Rigger 34.76
23870 - Scale Mechanic 30.13
23890 - Sheet-Metal Worker Maintenance 39.88
23910 - Small Engine Mechanic 18.13
23931 - Telecommunications Mechanic I 30.01
23932 - Telecommunications Mechanic II 31.54
23950 - Telephone Lineman 28.87
23960 - Welder Combination Maintenance 20.76

23965 - Well Driller		36.85
23970 - Woodcraft Worker		33.50
23980 - Woodworker		26.69
24000 - Personal Needs Occupations		
24550 - Case Manager		16.09
24570 - Child Care Attendant		11.43
24580 - Child Care Center Clerk		14.26
24610 - Chore Aide		11.94
24620 - Family Readiness And Support Services Coordinator		16.09
24630 - Homemaker		16.09
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		36.25
25040 - Sewage Plant Operator		29.30
25070 - Stationary Engineer		36.25
25190 - Ventilation Equipment Tender		27.87
25210 - Water Treatment Plant Operator		29.30
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.62
27007 - Baggage Inspector		14.69
27008 - Corrections Officer		32.85
27010 - Court Security Officer		31.83
27030 - Detection Dog Handler		16.44
27040 - Detention Officer		32.85
27070 - Firefighter		30.81
27101 - Guard I		14.69
27102 - Guard II		16.44
27131 - Police Officer I		36.70
27132 - Police Officer II		40.06
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.64
28042 - Carnival Equipment Repairer		14.61
28043 - Carnival Worker		10.63
28210 - Gate Attendant/Gate Tender		16.44
28310 - Lifeguard		13.10
28350 - Park Attendant (Aide)		18.27
28510 - Recreation Aide/Health Facility Attendant		11.89
28515 - Recreation Specialist		20.37
28630 - Sports Official		14.64
28690 - Swimming Pool Operator		17.47
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.71
29020 - Hatch Tender		26.71
29030 - Line Handler		26.71
29041 - Stevedore I		25.20
29042 - Stevedore II		28.20
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.24
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.59

30021 - Archeological Technician I		20.03
30022 - Archeological Technician II		22.41
30023 - Archeological Technician III		27.76
30030 - Cartographic Technician		27.76
30040 - Civil Engineering Technician		32.45
30051 - Cryogenic Technician I		30.74
30052 - Cryogenic Technician II		33.95
30061 - Drafter/CAD Operator I		20.03
30062 - Drafter/CAD Operator II		22.41
30063 - Drafter/CAD Operator III		24.98
30064 - Drafter/CAD Operator IV		30.74
30081 - Engineering Technician I		18.16
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		45.66
30090 - Environmental Technician		26.32
30095 - Evidence Control Specialist		27.76
30210 - Laboratory Technician		23.41
30221 - Latent Fingerprint Technician I		32.46
30222 - Latent Fingerprint Technician II		35.85
30240 - Mathematical Technician		27.76
30361 - Paralegal/Legal Assistant I		22.52
30362 - Paralegal/Legal Assistant II		27.90
30363 - Paralegal/Legal Assistant III		34.13
30364 - Paralegal/Legal Assistant IV		41.29
30375 - Petroleum Supply Specialist		33.95
30390 - Photo-Optics Technician		27.76
30395 - Radiation Control Technician		33.95
30461 - Technical Writer I		27.48
30462 - Technical Writer II		33.60
30463 - Technical Writer III		40.66
30491 - Unexploded Ordnance (UXO) Technician I		28.11
30492 - Unexploded Ordnance (UXO) Technician II		34.01
30493 - Unexploded Ordnance (UXO) Technician III		40.77
30494 - Unexploded (UXO) Safety Escort		28.11
30495 - Unexploded (UXO) Sweep Personnel		28.11
30501 - Weather Forecaster I		30.74
30502 - Weather Forecaster II		37.40
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.98
30621 - Weather Observer Senior	(see 2)	27.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.01
31020 - Bus Aide		19.00
31030 - Bus Driver		25.22
31043 - Driver Courier		19.82
31260 - Parking and Lot Attendant		12.45
31290 - Shuttle Bus Driver		21.22

31310 - Taxi Driver	14.38
31361 - Truckdriver Light	21.22
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.15
31364 - Truckdriver Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	11.47
99050 - Desk Clerk	12.34
99095 - Embalmer	32.31
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	13.27
99252 - Laboratory Animal Caretaker II	14.21
99260 - Marketing Analyst	29.40
99310 - Mortician	32.31
99410 - Pest Controller	21.24
99510 - Photofinishing Worker	17.04
99710 - Recycling Laborer	25.28
99711 - Recycling Specialist	29.60
99730 - Refuse Collector	23.12
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	15.16
99830 - Survey Party Chief	27.85
99831 - Surveying Aide	19.74
99832 - Surveying Technician	24.53
99840 - Vending Machine Attendant	15.11
99841 - Vending Machine Repairer	18.24
99842 - Vending Machine Repairer Helper	15.11

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4784
Revision No.: 12
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Jasper Lake Newton Porter

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		29.03
01035 - Court Reporter		22.28
01041 - Customer Service Representative I		14.65
01042 - Customer Service Representative II		16.47
01043 - Customer Service Representative III		17.97
01051 - Data Entry Operator I		16.25
01052 - Data Entry Operator II		17.73
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		17.03

01090 - Duplicating Machine Operator 17.03
01111 - General Clerk I 14.14
01112 - General Clerk II 15.42
01113 - General Clerk III 17.31
01120 - Housing Referral Assistant 22.12
01141 - Messenger Courier 13.50
01191 - Order Clerk I 15.69
01192 - Order Clerk II 17.58
01261 - Personnel Assistant (Employment) I 17.84
01262 - Personnel Assistant (Employment) II 19.95
01263 - Personnel Assistant (Employment) III 22.24
01270 - Production Control Clerk 25.65
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.36
01311 - Secretary I 18.36
01312 - Secretary II 19.84
01313 - Secretary III 22.12
01320 - Service Order Dispatcher 21.04
01410 - Supply Technician 29.03
01420 - Survey Worker 18.89
01460 - Switchboard Operator/Receptionist 14.98
01531 - Travel Clerk I 15.97
01532 - Travel Clerk II 17.27
01533 - Travel Clerk III 18.68
01611 - Word Processor I 17.05
01612 - Word Processor II 19.15
01613 - Word Processor III 21.42
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.93
05010 - Automotive Electrician 23.06
05040 - Automotive Glass Installer 21.85
05070 - Automotive Worker 21.85
05110 - Mobile Equipment Servicer 19.92
05130 - Motor Equipment Metal Mechanic 26.41
05160 - Motor Equipment Metal Worker 21.85
05190 - Motor Vehicle Mechanic 25.88
05220 - Motor Vehicle Mechanic Helper 18.73
05250 - Motor Vehicle Upholstery Worker 20.90
05280 - Motor Vehicle Wrecker 21.85
05310 - Painter Automotive 23.06
05340 - Radiator Repair Specialist 21.85
05370 - Tire Repairer 15.22
05400 - Transmission Repair Specialist 26.41
07000 - Food Preparation And Service Occupations
07010 - Baker 13.75
07041 - Cook I 13.88
07042 - Cook II 15.67
07070 - Dishwasher 12.01
07130 - Food Service Worker 12.73
07210 - Meat Cutter 16.30

07260 - Waiter/Waitress	9.93
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.14
09040 - Furniture Handler	14.56
09080 - Furniture Refinisher	19.14
09090 - Furniture Refinisher Helper	15.55
09110 - Furniture Repairer Minor	17.35
09130 - Upholsterer	19.14
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.29
11060 - Elevator Operator	14.13
11090 - Gardener	18.89
11122 - Housekeeping Aide	14.13
11150 - Janitor	14.13
11210 - Laborer Grounds Maintenance	15.63
11240 - Maid or Houseman	12.76
11260 - Pruner	14.31
11270 - Tractor Operator	18.24
11330 - Trail Maintenance Worker	15.63
11360 - Window Cleaner	15.44
12000 - Health Occupations	
12010 - Ambulance Driver	20.91
12011 - Breath Alcohol Technician	23.56
12012 - Certified Occupational Therapist Assistant	31.73
12015 - Certified Physical Therapist Assistant	29.73
12020 - Dental Assistant	19.76
12025 - Dental Hygienist	36.77
12030 - EKG Technician	29.30
12035 - Electroneurodiagnostic Technologist	29.30
12040 - Emergency Medical Technician	20.91
12071 - Licensed Practical Nurse I	21.71
12072 - Licensed Practical Nurse II	24.29
12073 - Licensed Practical Nurse III	27.08
12100 - Medical Assistant	17.48
12130 - Medical Laboratory Technician	23.47
12160 - Medical Record Clerk	18.72
12190 - Medical Record Technician	23.03
12195 - Medical Transcriptionist	17.07
12210 - Nuclear Medicine Technologist	42.13
12221 - Nursing Assistant I	12.35
12222 - Nursing Assistant II	13.88
12223 - Nursing Assistant III	15.15
12224 - Nursing Assistant IV	17.01
12235 - Optical Dispenser	16.77
12236 - Optical Technician	18.70
12250 - Pharmacy Technician	15.77
12280 - Phlebotomist	17.28
12305 - Radiologic Technologist	32.46
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57

12313 - Registered Nurse II Specialist		32.57
12314 - Registered Nurse III		38.43
12315 - Registered Nurse III Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		29.17
12320 - Substance Abuse Treatment Counselor		20.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.55
13013 - Exhibits Specialist III		32.62
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		33.70
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		31.05
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.33
13072 - Photographer II		20.53
13073 - Photographer III		25.48
13074 - Photographer IV		31.15
13075 - Photographer V		37.57
13090 - Technical Order Library Clerk		17.35
13110 - Video Teleconference Technician		19.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		27.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		32.47

15070 - Flight Instructor (Pilot) 46.94
15080 - Graphic Artist 27.67
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.89
15086 - Maintenance Test Pilot Rotary Wing 41.89
15088 - Non-Maintenance Test/Co-Pilot 41.89
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 31.46
15110 - Test Proctor 20.76
15120 - Tutor 20.76
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.12
16030 - Counter Attendant 12.12
16040 - Dry Cleaner 15.03
16070 - Finisher Flatwork Machine 12.12
16090 - Presser Hand 12.12
16110 - Presser Machine Drycleaning 12.12
16130 - Presser Machine Shirts 12.12
16160 - Presser Machine Wearing Apparel Laundry 12.12
16190 - Sewing Machine Operator 16.18
16220 - Tailor 17.31
16250 - Washer Machine 12.87
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.33
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.48
21030 - Material Coordinator 25.65
21040 - Material Expediter 25.65
21050 - Material Handling Laborer 17.05
21071 - Order Filler 15.18
21080 - Production Line Worker (Food Processing) 17.48
21110 - Shipping Packer 17.00
21130 - Shipping/Receiving Clerk 17.00
21140 - Store Worker I 15.68
21150 - Stock Clerk 20.55
21210 - Tools And Parts Attendant 17.48
21410 - Warehouse Specialist 17.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 30.18
23021 - Aircraft Mechanic I 35.59
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.87
23040 - Aircraft Mechanic Helper 26.52
23050 - Aircraft Painter 33.77
23060 - Aircraft Servicer 30.18
23070 - Aircraft Survival Flight Equipment Technician 33.77
23080 - Aircraft Worker 32.00
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.00

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.59
23110 - Appliance Mechanic 27.98
23120 - Bicycle Repairer 20.97
23125 - Cable Splicer 44.61
23130 - Carpenter Maintenance 37.46
23140 - Carpet Layer 28.36
23160 - Electrician Maintenance 40.99
23181 - Electronics Technician Maintenance I 27.58
23182 - Electronics Technician Maintenance II 29.11
23183 - Electronics Technician Maintenance III 30.66
23260 - Fabric Worker 28.42
23290 - Fire Alarm System Mechanic 28.80
23310 - Fire Extinguisher Repairer 26.69
23311 - Fuel Distribution System Mechanic 35.41
23312 - Fuel Distribution System Operator 28.27
23370 - General Maintenance Worker 22.99
23380 - Ground Support Equipment Mechanic 35.59
23381 - Ground Support Equipment Servicer 30.18
23382 - Ground Support Equipment Worker 32.00
23391 - Gunsmith I 26.69
23392 - Gunsmith II 30.13
23393 - Gunsmith III 33.50
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.71
23430 - Heavy Equipment Mechanic 30.29
23440 - Heavy Equipment Operator 42.14
23460 - Instrument Mechanic 30.94
23465 - Laboratory/Shelter Mechanic 31.80
23470 - Laborer 13.78
23510 - Locksmith 27.39
23530 - Machinery Maintenance Mechanic 26.92
23550 - Machinist Maintenance 27.46
23580 - Maintenance Trades Helper 17.11
23591 - Metrology Technician I 30.94
23592 - Metrology Technician II 32.52
23593 - Metrology Technician III 33.80
23640 - Millwright 31.74
23710 - Office Appliance Repairer 21.40
23760 - Painter Maintenance 24.61
23790 - Pipefitter Maintenance 45.24
23810 - Plumber Maintenance 42.95
23820 - Pneudraulic Systems Mechanic 33.50
23850 - Rigger 34.76
23870 - Scale Mechanic 30.13
23890 - Sheet-Metal Worker Maintenance 39.88
23910 - Small Engine Mechanic 18.13
23931 - Telecommunications Mechanic I 30.01

23932 - Telecommunications Mechanic II 31.54
23950 - Telephone Lineman 28.87
23960 - Welder Combination Maintenance 20.76
23965 - Well Driller 36.85
23970 - Woodcraft Worker 33.50
23980 - Woodworker 26.69
24000 - Personal Needs Occupations
24550 - Case Manager 16.09
24570 - Child Care Attendant 11.43
24580 - Child Care Center Clerk 14.26
24610 - Chore Aide 11.94
24620 - Family Readiness And Support Services Coordinator 16.09
24630 - Homemaker 16.09
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 36.25
25040 - Sewage Plant Operator 29.30
25070 - Stationary Engineer 36.25
25190 - Ventilation Equipment Tender 27.87
25210 - Water Treatment Plant Operator 29.30
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.62
27007 - Baggage Inspector 14.69
27008 - Corrections Officer 32.85
27010 - Court Security Officer 31.83
27030 - Detection Dog Handler 16.44
27040 - Detention Officer 32.85
27070 - Firefighter 30.81
27101 - Guard I 14.69
27102 - Guard II 16.44
27131 - Police Officer I 36.70
27132 - Police Officer II 40.06
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.64
28042 - Carnival Equipment Repairer 14.61
28043 - Carnival Worker 10.63
28210 - Gate Attendant/Gate Tender 16.44
28310 - Lifeguard 13.10
28350 - Park Attendant (Aide) 18.27
28510 - Recreation Aide/Health Facility Attendant 11.89
28515 - Recreation Specialist 20.37
28630 - Sports Official 14.64
28690 - Swimming Pool Operator 17.47
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.71
29020 - Hatch Tender 26.71
29030 - Line Handler 26.71
29041 - Stevedore I 25.20
29042 - Stevedore II 28.20
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.24
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.59
30021 - Archeological Technician I 20.03
30022 - Archeological Technician II 22.41
30023 - Archeological Technician III 27.76
30030 - Cartographic Technician 27.76
30040 - Civil Engineering Technician 32.45
30051 - Cryogenic Technician I 30.74
30052 - Cryogenic Technician II 33.95
30061 - Drafter/CAD Operator I 20.03
30062 - Drafter/CAD Operator II 22.41
30063 - Drafter/CAD Operator III 24.98
30064 - Drafter/CAD Operator IV 30.74
30081 - Engineering Technician I 18.16
30082 - Engineering Technician II 20.39
30083 - Engineering Technician III 22.81
30084 - Engineering Technician IV 28.26
30085 - Engineering Technician V 34.56
30086 - Engineering Technician VI 45.66
30090 - Environmental Technician 26.32
30095 - Evidence Control Specialist 27.76
30210 - Laboratory Technician 23.41
30221 - Latent Fingerprint Technician I 32.46
30222 - Latent Fingerprint Technician II 35.85
30240 - Mathematical Technician 27.76
30361 - Paralegal/Legal Assistant I 22.52
30362 - Paralegal/Legal Assistant II 27.90
30363 - Paralegal/Legal Assistant III 34.13
30364 - Paralegal/Legal Assistant IV 41.29
30375 - Petroleum Supply Specialist 33.95
30390 - Photo-Optics Technician 27.76
30395 - Radiation Control Technician 33.95
30461 - Technical Writer I 27.48
30462 - Technical Writer II 33.60
30463 - Technical Writer III 40.66
30491 - Unexploded Ordnance (UXO) Technician I 28.11
30492 - Unexploded Ordnance (UXO) Technician II 34.01
30493 - Unexploded Ordnance (UXO) Technician III 40.77
30494 - Unexploded (UXO) Safety Escort 28.11
30495 - Unexploded (UXO) Sweep Personnel 28.11
30501 - Weather Forecaster I 30.74
30502 - Weather Forecaster II 37.40
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.98
30621 - Weather Observer Senior (see 2) 27.76
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.01
31020 - Bus Aide 19.00
31030 - Bus Driver 25.22

31043 - Driver Courier	19.82
31260 - Parking and Lot Attendant	12.45
31290 - Shuttle Bus Driver	21.22
31310 - Taxi Driver	14.38
31361 - Truckdriver Light	21.22
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.15
31364 - Truckdriver Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	11.47
99050 - Desk Clerk	12.34
99095 - Embalmer	32.31
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	13.27
99252 - Laboratory Animal Caretaker II	14.21
99260 - Marketing Analyst	29.40
99310 - Mortician	32.31
99410 - Pest Controller	21.24
99510 - Photofinishing Worker	17.04
99710 - Recycling Laborer	25.28
99711 - Recycling Specialist	29.60
99730 - Refuse Collector	23.12
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	15.16
99830 - Survey Party Chief	27.85
99831 - Surveying Aide	19.74
99832 - Surveying Technician	24.53
99840 - Vending Machine Attendant	15.11
99841 - Vending Machine Repairer	18.24
99842 - Vending Machine Repairer Helper	15.11

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4785
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Brown

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.11
01012 - Accounting Clerk II		18.10
01013 - Accounting Clerk III		20.24
01020 - Administrative Assistant		28.42
01035 - Court Reporter		19.20
01041 - Customer Service Representative I		14.44
01042 - Customer Service Representative II		15.76
01043 - Customer Service Representative III		17.70
01051 - Data Entry Operator I		14.10
01052 - Data Entry Operator II		15.39
01060 - Dispatcher Motor Vehicle		18.79
01070 - Document Preparation Clerk		17.39
01090 - Duplicating Machine Operator		17.39
01111 - General Clerk I		14.13
01112 - General Clerk II		15.42

01113 - General Clerk III 17.32
01120 - Housing Referral Assistant 19.61
01141 - Messenger Courier 14.04
01191 - Order Clerk I 17.36
01192 - Order Clerk II 18.94
01261 - Personnel Assistant (Employment) I 16.78
01262 - Personnel Assistant (Employment) II 18.76
01263 - Personnel Assistant (Employment) III 20.91
01270 - Production Control Clerk 22.13
01290 - Rental Clerk 13.74
01300 - Scheduler Maintenance 15.73
01311 - Secretary I 15.73
01312 - Secretary II 17.59
01313 - Secretary III 19.61
01320 - Service Order Dispatcher 16.80
01410 - Supply Technician 28.42
01420 - Survey Worker 17.46
01460 - Switchboard Operator/Receptionist 15.24
01531 - Travel Clerk I 18.84
01532 - Travel Clerk II 20.09
01533 - Travel Clerk III 21.31
01611 - Word Processor I 14.05
01612 - Word Processor II 15.78
01613 - Word Processor III 17.65
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.15
05010 - Automotive Electrician 20.28
05040 - Automotive Glass Installer 19.32
05070 - Automotive Worker 19.32
05110 - Mobile Equipment Servicer 17.41
05130 - Motor Equipment Metal Mechanic 21.16
05160 - Motor Equipment Metal Worker 19.32
05190 - Motor Vehicle Mechanic 21.16
05220 - Motor Vehicle Mechanic Helper 16.32
05250 - Motor Vehicle Upholstery Worker 18.44
05280 - Motor Vehicle Wrecker 19.32
05310 - Painter Automotive 20.28
05340 - Radiator Repair Specialist 19.32
05370 - Tire Repairer 13.35
05400 - Transmission Repair Specialist 21.16
07000 - Food Preparation And Service Occupations
07010 - Baker 13.81
07041 - Cook I 13.99
07042 - Cook II 15.53
07070 - Dishwasher 9.72
07130 - Food Service Worker 11.80
07210 - Meat Cutter 14.66
07260 - Waiter/Waitress 9.75
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.64

09040 - Furniture Handler 14.99
09080 - Furniture Refinisher 19.64
09090 - Furniture Refinisher Helper 17.91
09110 - Furniture Repairer Minor 18.81
09130 - Upholsterer 19.64
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.34
11060 - Elevator Operator 13.19
11090 - Gardener 20.48
11122 - Housekeeping Aide 13.19
11150 - Janitor 13.19
11210 - Laborer Grounds Maintenance 15.99
11240 - Maid or Houseman 11.59
11260 - Pruner 14.37
11270 - Tractor Operator 19.21
11330 - Trail Maintenance Worker 15.99
11360 - Window Cleaner 14.68
12000 - Health Occupations
12010 - Ambulance Driver 18.04
12011 - Breath Alcohol Technician 20.84
12012 - Certified Occupational Therapist Assistant 27.44
12015 - Certified Physical Therapist Assistant 28.82
12020 - Dental Assistant 20.83
12025 - Dental Hygienist 39.04
12030 - EKG Technician 29.23
12035 - Electroneurodiagnostic Technologist 29.23
12040 - Emergency Medical Technician 18.04
12071 - Licensed Practical Nurse I 18.64
12072 - Licensed Practical Nurse II 20.84
12073 - Licensed Practical Nurse III 23.23
12100 - Medical Assistant 17.58
12130 - Medical Laboratory Technician 22.35
12160 - Medical Record Clerk 18.78
12190 - Medical Record Technician 21.00
12195 - Medical Transcriptionist 19.72
12210 - Nuclear Medicine Technologist 37.84
12221 - Nursing Assistant I 11.78
12222 - Nursing Assistant II 13.23
12223 - Nursing Assistant III 14.44
12224 - Nursing Assistant IV 16.22
12235 - Optical Dispenser 15.22
12236 - Optical Technician 19.38
12250 - Pharmacy Technician 17.32
12280 - Phlebotomist 17.18
12305 - Radiologic Technologist 30.68
12311 - Registered Nurse I 21.98
12312 - Registered Nurse II 26.89
12313 - Registered Nurse II Specialist 26.89
12314 - Registered Nurse III 32.54
12315 - Registered Nurse III Anesthetist 32.54

12316 - Registered Nurse IV		38.99
12317 - Scheduler (Drug and Alcohol Testing)		25.82
12320 - Substance Abuse Treatment Counselor		20.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.77
13012 - Exhibits Specialist II		24.48
13013 - Exhibits Specialist III		29.93
13041 - Illustrator I		16.93
13042 - Illustrator II		20.98
13043 - Illustrator III		25.66
13047 - Librarian		22.40
13050 - Library Aide/Clerk		13.09
13054 - Library Information Technology Systems Administrator		20.32
13058 - Library Technician		13.18
13061 - Media Specialist I		14.80
13062 - Media Specialist II		16.43
13063 - Media Specialist III		18.32
13071 - Photographer I		18.42
13072 - Photographer II		20.60
13073 - Photographer III		25.23
13074 - Photographer IV		31.22
13075 - Photographer V		37.78
13090 - Technical Order Library Clerk		15.86
13110 - Video Teleconference Technician		18.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.60
14042 - Computer Operator II		19.69
14043 - Computer Operator III		21.95
14044 - Computer Operator IV		24.40
14045 - Computer Operator V		27.02
14071 - Computer Programmer I	(see 1)	21.89
14072 - Computer Programmer II	(see 1)	27.12
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.31
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.60
14160 - Personal Computer Support Technician		24.40
14170 - System Support Specialist		32.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.31
15020 - Aircrew Training Devices Instructor (Rated)		33.03
15030 - Air Crew Training Devices Instructor (Pilot)		39.59
15050 - Computer Based Training Specialist / Instructor		27.31
15060 - Educational Technologist		28.97
15070 - Flight Instructor (Pilot)		39.59
15080 - Graphic Artist		21.97
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.59

15086 - Maintenance Test Pilot Rotary Wing 39.59
15088 - Non-Maintenance Test/Co-Pilot 39.59
15090 - Technical Instructor 22.81
15095 - Technical Instructor/Course Developer 27.90
15110 - Test Proctor 18.41
15120 - Tutor 18.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.60
19040 - Tool And Die Maker 25.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.61
21030 - Material Coordinator 22.13
21040 - Material Expediter 22.13
21050 - Material Handling Laborer 15.13
21071 - Order Filler 14.13
21080 - Production Line Worker (Food Processing) 17.61
21110 - Shipping Packer 15.99
21130 - Shipping/Receiving Clerk 15.99
21140 - Store Worker I 15.50
21150 - Stock Clerk 21.40
21210 - Tools And Parts Attendant 17.61
21410 - Warehouse Specialist 17.61
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.37
23019 - Aircraft Logs and Records Technician 23.16
23021 - Aircraft Mechanic I 27.38
23022 - Aircraft Mechanic II 28.37
23023 - Aircraft Mechanic III 29.36
23040 - Aircraft Mechanic Helper 20.22
23050 - Aircraft Painter 26.07
23060 - Aircraft Servicer 23.16
23070 - Aircraft Survival Flight Equipment Technician 26.07
23080 - Aircraft Worker 24.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.38
23110 - Appliance Mechanic 21.60

23120 - Bicycle Repairer 18.00
23125 - Cable Splicer 34.89
23130 - Carpenter Maintenance 23.85
23140 - Carpet Layer 18.53
23160 - Electrician Maintenance 27.70
23181 - Electronics Technician Maintenance I 25.69
23182 - Electronics Technician Maintenance II 27.04
23183 - Electronics Technician Maintenance III 28.40
23260 - Fabric Worker 23.80
23290 - Fire Alarm System Mechanic 22.69
23310 - Fire Extinguisher Repairer 22.47
23311 - Fuel Distribution System Mechanic 34.65
23312 - Fuel Distribution System Operator 28.24
23370 - General Maintenance Worker 19.09
23380 - Ground Support Equipment Mechanic 27.38
23381 - Ground Support Equipment Servicer 23.16
23382 - Ground Support Equipment Worker 24.67
23391 - Gunsmith I 22.47
23392 - Gunsmith II 24.94
23393 - Gunsmith III 27.57
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.49
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.44
23430 - Heavy Equipment Mechanic 24.12
23440 - Heavy Equipment Operator 29.78
23460 - Instrument Mechanic 34.22
23465 - Laboratory/Shelter Mechanic 26.25
23470 - Laborer 15.13
23510 - Locksmith 19.64
23530 - Machinery Maintenance Mechanic 26.91
23550 - Machinist Maintenance 21.74
23580 - Maintenance Trades Helper 15.30
23591 - Metrology Technician I 34.22
23592 - Metrology Technician II 35.45
23593 - Metrology Technician III 36.69
23640 - Millwright 28.88
23710 - Office Appliance Repairer 21.26
23760 - Painter Maintenance 23.18
23790 - Pipefitter Maintenance 27.03
23810 - Plumber Maintenance 25.82
23820 - Pneudraulic Systems Mechanic 27.57
23850 - Rigger 30.39
23870 - Scale Mechanic 24.94
23890 - Sheet-Metal Worker Maintenance 25.00
23910 - Small Engine Mechanic 20.33
23931 - Telecommunications Mechanic I 27.20
23932 - Telecommunications Mechanic II 28.18
23950 - Telephone Lineman 22.68
23960 - Welder Combination Maintenance 21.00

23965 - Well Driller 25.12
23970 - Woodcraft Worker 27.57
23980 - Woodworker 22.47
24000 - Personal Needs Occupations
24550 - Case Manager 16.73
24570 - Child Care Attendant 11.21
24580 - Child Care Center Clerk 13.97
24610 - Chore Aide 11.89
24620 - Family Readiness And Support Services Coordinator 16.73
24630 - Homemaker 16.73
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.12
25040 - Sewage Plant Operator 22.56
25070 - Stationary Engineer 25.12
25190 - Ventilation Equipment Tender 18.98
25210 - Water Treatment Plant Operator 22.56
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.74
27007 - Baggage Inspector 13.45
27008 - Corrections Officer 16.27
27010 - Court Security Officer 22.16
27030 - Detection Dog Handler 15.04
27040 - Detention Officer 16.27
27070 - Firefighter 27.84
27101 - Guard I 13.45
27102 - Guard II 15.04
27131 - Police Officer I 29.31
27132 - Police Officer II 32.58
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.59
28042 - Carnival Equipment Repairer 14.50
28043 - Carnival Worker 10.17
28210 - Gate Attendant/Gate Tender 14.21
28310 - Lifeguard 11.51
28350 - Park Attendant (Aide) 15.90
28510 - Recreation Aide/Health Facility Attendant 11.99
28515 - Recreation Specialist 19.69
28630 - Sports Official 12.66
28690 - Swimming Pool Operator 18.83
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 30.36
29020 - Hatch Tender 30.36
29030 - Line Handler 30.36
29041 - Stevedore I 28.97
29042 - Stevedore II 31.95
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.62
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.01
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.85

30021 - Archeological Technician I 19.44
30022 - Archeological Technician II 21.74
30023 - Archeological Technician III 26.94
30030 - Cartographic Technician 26.94
30040 - Civil Engineering Technician 28.79
30051 - Cryogenic Technician I 30.66
30052 - Cryogenic Technician II 33.86
30061 - Drafter/CAD Operator I 19.44
30062 - Drafter/CAD Operator II 21.74
30063 - Drafter/CAD Operator III 24.22
30064 - Drafter/CAD Operator IV 29.83
30081 - Engineering Technician I 15.59
30082 - Engineering Technician II 17.51
30083 - Engineering Technician III 19.59
30084 - Engineering Technician IV 24.27
30085 - Engineering Technician V 29.68
30086 - Engineering Technician VI 35.92
30090 - Environmental Technician 23.38
30095 - Evidence Control Specialist 27.69
30210 - Laboratory Technician 22.14
30221 - Latent Fingerprint Technician I 30.02
30222 - Latent Fingerprint Technician II 33.16
30240 - Mathematical Technician 26.94
30361 - Paralegal/Legal Assistant I 19.43
30362 - Paralegal/Legal Assistant II 24.08
30363 - Paralegal/Legal Assistant III 29.45
30364 - Paralegal/Legal Assistant IV 35.63
30375 - Petroleum Supply Specialist 33.86
30390 - Photo-Optics Technician 26.94
30395 - Radiation Control Technician 33.86
30461 - Technical Writer I 22.65
30462 - Technical Writer II 27.71
30463 - Technical Writer III 33.53
30491 - Unexploded Ordnance (UXO) Technician I 25.82
30492 - Unexploded Ordnance (UXO) Technician II 31.24
30493 - Unexploded Ordnance (UXO) Technician III 37.44
30494 - Unexploded (UXO) Safety Escort 25.82
30495 - Unexploded (UXO) Sweep Personnel 25.82
30501 - Weather Forecaster I 30.66
30502 - Weather Forecaster II 37.29
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.22
30621 - Weather Observer Senior (see 2) 26.94
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.24
31020 - Bus Aide 16.44
31030 - Bus Driver 22.31
31043 - Driver Courier 16.94
31260 - Parking and Lot Attendant 10.71
31290 - Shuttle Bus Driver 16.43

31310 - Taxi Driver	14.25
31361 - Truckdriver Light	18.07
31362 - Truckdriver Medium	19.14
31363 - Truckdriver Heavy	22.86
31364 - Truckdriver Tractor-Trailer	22.86
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.23
99030 - Cashier	11.07
99050 - Desk Clerk	11.28
99095 - Embalmer	28.83
99130 - Flight Follower	25.82
99251 - Laboratory Animal Caretaker I	15.86
99252 - Laboratory Animal Caretaker II	16.92
99260 - Marketing Analyst	27.43
99310 - Mortician	28.83
99410 - Pest Controller	18.58
99510 - Photofinishing Worker	13.14
99710 - Recycling Laborer	20.52
99711 - Recycling Specialist	24.65
99730 - Refuse Collector	18.44
99810 - Sales Clerk	12.26
99820 - School Crossing Guard	16.74
99830 - Survey Party Chief	25.45
99831 - Surveying Aide	15.36
99832 - Surveying Technician	20.90
99840 - Vending Machine Attendant	17.70
99841 - Vending Machine Repairer	21.57
99842 - Vending Machine Repairer Helper	17.70

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4786
Revision No.: 14
Date Of Last Revision: 05/07/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Brown

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.88
01012 - Accounting Clerk II		17.83
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		26.94
01035 - Court Reporter		18.01
01041 - Customer Service Representative I		13.87
01042 - Customer Service Representative II		15.59
01043 - Customer Service Representative III		17.01
01051 - Data Entry Operator I		13.62
01052 - Data Entry Operator II		14.86
01060 - Dispatcher Motor Vehicle		18.32
01070 - Document Preparation Clerk		15.97

01090 - Duplicating Machine Operator 15.97
01111 - General Clerk I 13.67
01112 - General Clerk II 14.91
01113 - General Clerk III 16.74
01120 - Housing Referral Assistant 19.26
01141 - Messenger Courier 14.04
01191 - Order Clerk I 15.97
01192 - Order Clerk II 17.42
01261 - Personnel Assistant (Employment) I 16.06
01262 - Personnel Assistant (Employment) II 17.96
01263 - Personnel Assistant (Employment) III 20.03
01270 - Production Control Clerk 22.13
01290 - Rental Clerk 13.41
01300 - Scheduler Maintenance 15.44
01311 - Secretary I 15.44
01312 - Secretary II 17.27
01313 - Secretary III 19.26
01320 - Service Order Dispatcher 16.38
01410 - Supply Technician 26.94
01420 - Survey Worker 17.11
01460 - Switchboard Operator/Receptionist 14.44
01531 - Travel Clerk I 17.13
01532 - Travel Clerk II 18.26
01533 - Travel Clerk III 19.37
01611 - Word Processor I 14.05
01612 - Word Processor II 15.78
01613 - Word Processor III 17.65
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.15
05010 - Automotive Electrician 20.28
05040 - Automotive Glass Installer 19.32
05070 - Automotive Worker 19.32
05110 - Mobile Equipment Servicer 17.41
05130 - Motor Equipment Metal Mechanic 21.16
05160 - Motor Equipment Metal Worker 19.32
05190 - Motor Vehicle Mechanic 21.16
05220 - Motor Vehicle Mechanic Helper 16.32
05250 - Motor Vehicle Upholstery Worker 18.44
05280 - Motor Vehicle Wrecker 19.32
05310 - Painter Automotive 20.28
05340 - Radiator Repair Specialist 19.32
05370 - Tire Repairer 13.35
05400 - Transmission Repair Specialist 21.16
07000 - Food Preparation And Service Occupations
07010 - Baker 13.81
07041 - Cook I 13.19
07042 - Cook II 14.64
07070 - Dishwasher 9.62
07130 - Food Service Worker 11.64
07210 - Meat Cutter 14.66

07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.64
09040 - Furniture Handler	14.99
09080 - Furniture Refinisher	19.64
09090 - Furniture Refinisher Helper	17.91
09110 - Furniture Repairer Minor	18.81
09130 - Upholsterer	19.64
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.42
11060 - Elevator Operator	12.56
11090 - Gardener	19.17
11122 - Housekeeping Aide	12.56
11150 - Janitor	12.56
11210 - Laborer Grounds Maintenance	14.96
11240 - Maid or Houseman	11.06
11260 - Pruner	13.44
11270 - Tractor Operator	17.97
11330 - Trail Maintenance Worker	14.96
11360 - Window Cleaner	13.98
12000 - Health Occupations	
12010 - Ambulance Driver	18.04
12011 - Breath Alcohol Technician	20.36
12012 - Certified Occupational Therapist Assistant	27.44
12015 - Certified Physical Therapist Assistant	28.82
12020 - Dental Assistant	20.83
12025 - Dental Hygienist	37.83
12030 - EKG Technician	28.62
12035 - Electroneurodiagnostic Technologist	28.62
12040 - Emergency Medical Technician	18.04
12071 - Licensed Practical Nurse I	18.20
12072 - Licensed Practical Nurse II	20.36
12073 - Licensed Practical Nurse III	22.70
12100 - Medical Assistant	17.18
12130 - Medical Laboratory Technician	21.91
12160 - Medical Record Clerk	17.80
12190 - Medical Record Technician	20.36
12195 - Medical Transcriptionist	19.72
12210 - Nuclear Medicine Technologist	36.28
12221 - Nursing Assistant I	11.13
12222 - Nursing Assistant II	12.51
12223 - Nursing Assistant III	13.65
12224 - Nursing Assistant IV	15.32
12235 - Optical Dispenser	14.75
12236 - Optical Technician	19.38
12250 - Pharmacy Technician	16.27
12280 - Phlebotomist	17.18
12305 - Radiologic Technologist	29.80
12311 - Registered Nurse I	21.79
12312 - Registered Nurse II	26.65

12313 - Registered Nurse II Specialist		26.65
12314 - Registered Nurse III		32.25
12315 - Registered Nurse III Anesthetist		32.25
12316 - Registered Nurse IV		38.65
12317 - Scheduler (Drug and Alcohol Testing)		25.22
12320 - Substance Abuse Treatment Counselor		20.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.77
13012 - Exhibits Specialist II		24.48
13013 - Exhibits Specialist III		29.93
13041 - Illustrator I		16.93
13042 - Illustrator II		20.98
13043 - Illustrator III		25.66
13047 - Librarian		22.40
13050 - Library Aide/Clerk		13.09
13054 - Library Information Technology Systems Administrator		20.32
13058 - Library Technician		13.18
13061 - Media Specialist I		14.80
13062 - Media Specialist II		16.43
13063 - Media Specialist III		18.32
13071 - Photographer I		16.97
13072 - Photographer II		19.00
13073 - Photographer III		22.94
13074 - Photographer IV		28.77
13075 - Photographer V		34.82
13090 - Technical Order Library Clerk		15.86
13110 - Video Teleconference Technician		17.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.00
14042 - Computer Operator II		17.90
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		22.18
14045 - Computer Operator V		24.56
14071 - Computer Programmer I	(see 1)	19.92
14072 - Computer Programmer II	(see 1)	24.69
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.31
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.00
14160 - Personal Computer Support Technician		22.18
14170 - System Support Specialist		32.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.31
15020 - Aircrew Training Devices Instructor (Rated)		33.03
15030 - Air Crew Training Devices Instructor (Pilot)		39.59
15050 - Computer Based Training Specialist / Instructor		27.31
15060 - Educational Technologist		28.97

15070 - Flight Instructor (Pilot) 39.59
15080 - Graphic Artist 21.95
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.59
15086 - Maintenance Test Pilot Rotary Wing 39.59
15088 - Non-Maintenance Test/Co-Pilot 39.59
15090 - Technical Instructor 22.52
15095 - Technical Instructor/Course Developer 27.55
15110 - Test Proctor 18.19
15120 - Tutor 18.19
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.67
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.56
16220 - Tailor 14.44
16250 - Washer Machine 10.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.60
19040 - Tool And Die Maker 25.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.61
21030 - Material Coordinator 22.13
21040 - Material Expediter 22.13
21050 - Material Handling Laborer 14.14
21071 - Order Filler 13.83
21080 - Production Line Worker (Food Processing) 17.61
21110 - Shipping Packer 15.51
21130 - Shipping/Receiving Clerk 15.51
21140 - Store Worker I 15.34
21150 - Stock Clerk 21.18
21210 - Tools And Parts Attendant 17.61
21410 - Warehouse Specialist 17.61
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.79
23019 - Aircraft Logs and Records Technician 21.05
23021 - Aircraft Mechanic I 24.89
23022 - Aircraft Mechanic II 25.79
23023 - Aircraft Mechanic III 26.69
23040 - Aircraft Mechanic Helper 18.38
23050 - Aircraft Painter 23.70
23060 - Aircraft Servicer 21.05
23070 - Aircraft Survival Flight Equipment Technician 23.70
23080 - Aircraft Worker 22.43
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.43

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.89
23110 - Appliance Mechanic 21.60
23120 - Bicycle Repairer 16.36
23125 - Cable Splicer 31.72
23130 - Carpenter Maintenance 23.73
23140 - Carpet Layer 18.53
23160 - Electrician Maintenance 27.70
23181 - Electronics Technician Maintenance I 23.35
23182 - Electronics Technician Maintenance II 24.58
23183 - Electronics Technician Maintenance III 25.82
23260 - Fabric Worker 22.29
23290 - Fire Alarm System Mechanic 22.69
23310 - Fire Extinguisher Repairer 21.04
23311 - Fuel Distribution System Mechanic 34.65
23312 - Fuel Distribution System Operator 28.24
23370 - General Maintenance Worker 18.69
23380 - Ground Support Equipment Mechanic 24.89
23381 - Ground Support Equipment Servicer 21.05
23382 - Ground Support Equipment Worker 22.43
23391 - Gunsmith I 21.04
23392 - Gunsmith II 23.36
23393 - Gunsmith III 25.82
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.25
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.20
23430 - Heavy Equipment Mechanic 24.12
23440 - Heavy Equipment Operator 27.07
23460 - Instrument Mechanic 31.30
23465 - Laboratory/Shelter Mechanic 24.58
23470 - Laborer 14.14
23510 - Locksmith 19.64
23530 - Machinery Maintenance Mechanic 26.35
23550 - Machinist Maintenance 21.74
23580 - Maintenance Trades Helper 15.30
23591 - Metrology Technician I 31.30
23592 - Metrology Technician II 32.42
23593 - Metrology Technician III 33.56
23640 - Millwright 26.49
23710 - Office Appliance Repairer 20.86
23760 - Painter Maintenance 23.18
23790 - Pipefitter Maintenance 27.03
23810 - Plumber Maintenance 25.82
23820 - Pneudraulic Systems Mechanic 25.82
23850 - Rigger 27.63
23870 - Scale Mechanic 23.36
23890 - Sheet-Metal Worker Maintenance 25.00
23910 - Small Engine Mechanic 19.34
23931 - Telecommunications Mechanic I 24.73

23932 - Telecommunications Mechanic II 25.62
23950 - Telephone Lineman 22.24
23960 - Welder Combination Maintenance 20.76
23965 - Well Driller 25.12
23970 - Woodcraft Worker 25.82
23980 - Woodworker 21.04
24000 - Personal Needs Occupations
24550 - Case Manager 15.97
24570 - Child Care Attendant 10.52
24580 - Child Care Center Clerk 13.12
24610 - Chore Aide 11.89
24620 - Family Readiness And Support Services Coordinator 15.97
24630 - Homemaker 15.97
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.12
25040 - Sewage Plant Operator 21.74
25070 - Stationary Engineer 25.12
25190 - Ventilation Equipment Tender 18.98
25210 - Water Treatment Plant Operator 21.74
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.24
27007 - Baggage Inspector 12.26
27008 - Corrections Officer 16.27
27010 - Court Security Officer 21.92
27030 - Detection Dog Handler 13.80
27040 - Detention Officer 16.27
27070 - Firefighter 25.31
27101 - Guard I 12.26
27102 - Guard II 13.72
27131 - Police Officer I 28.35
27132 - Police Officer II 31.50
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.87
28042 - Carnival Equipment Repairer 13.73
28043 - Carnival Worker 9.93
28210 - Gate Attendant/Gate Tender 14.21
28310 - Lifeguard 11.51
28350 - Park Attendant (Aide) 15.90
28510 - Recreation Aide/Health Facility Attendant 11.99
28515 - Recreation Specialist 19.69
28630 - Sports Official 12.66
28690 - Swimming Pool Operator 18.83
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.36
29020 - Hatch Tender 28.36
29030 - Line Handler 28.36
29041 - Stevedore I 27.07
29042 - Stevedore II 29.77
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.22
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.73
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.54
30021 - Archeological Technician I 17.67
30022 - Archeological Technician II 19.76
30023 - Archeological Technician III 24.49
30030 - Cartographic Technician 24.49
30040 - Civil Engineering Technician 28.79
30051 - Cryogenic Technician I 27.87
30052 - Cryogenic Technician II 30.78
30061 - Drafter/CAD Operator I 17.67
30062 - Drafter/CAD Operator II 19.76
30063 - Drafter/CAD Operator III 22.02
30064 - Drafter/CAD Operator IV 27.12
30081 - Engineering Technician I 15.59
30082 - Engineering Technician II 17.51
30083 - Engineering Technician III 19.59
30084 - Engineering Technician IV 24.27
30085 - Engineering Technician V 29.68
30086 - Engineering Technician VI 35.92
30090 - Environmental Technician 23.38
30095 - Evidence Control Specialist 25.17
30210 - Laboratory Technician 21.42
30221 - Latent Fingerprint Technician I 29.18
30222 - Latent Fingerprint Technician II 32.23
30240 - Mathematical Technician 24.49
30361 - Paralegal/Legal Assistant I 19.43
30362 - Paralegal/Legal Assistant II 24.08
30363 - Paralegal/Legal Assistant III 29.45
30364 - Paralegal/Legal Assistant IV 35.63
30375 - Petroleum Supply Specialist 30.78
30390 - Photo-Optics Technician 24.49
30395 - Radiation Control Technician 30.78
30461 - Technical Writer I 22.39
30462 - Technical Writer II 27.39
30463 - Technical Writer III 33.14
30491 - Unexploded Ordnance (UXO) Technician I 25.56
30492 - Unexploded Ordnance (UXO) Technician II 30.93
30493 - Unexploded Ordnance (UXO) Technician III 37.07
30494 - Unexploded (UXO) Safety Escort 25.56
30495 - Unexploded (UXO) Sweep Personnel 25.56
30501 - Weather Forecaster I 27.87
30502 - Weather Forecaster II 33.90
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.02
30621 - Weather Observer Senior (see 2) 24.49
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.93
31020 - Bus Aide 15.53
31030 - Bus Driver 21.08

31043 - Driver Courier	15.40
31260 - Parking and Lot Attendant	10.59
31290 - Shuttle Bus Driver	16.43
31310 - Taxi Driver	13.27
31361 - Truckdriver Light	16.43
31362 - Truckdriver Medium	17.40
31363 - Truckdriver Heavy	22.25
31364 - Truckdriver Tractor-Trailer	22.25
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.08
99030 - Cashier	10.68
99050 - Desk Clerk	10.82
99095 - Embalmer	28.12
99130 - Flight Follower	25.56
99251 - Laboratory Animal Caretaker I	15.86
99252 - Laboratory Animal Caretaker II	16.92
99260 - Marketing Analyst	27.04
99310 - Mortician	28.12
99410 - Pest Controller	18.58
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	19.60
99711 - Recycling Specialist	23.54
99730 - Refuse Collector	17.61
99810 - Sales Clerk	11.43
99820 - School Crossing Guard	16.74
99830 - Survey Party Chief	25.45
99831 - Surveying Aide	15.36
99832 - Surveying Technician	20.90
99840 - Vending Machine Attendant	17.70
99841 - Vending Machine Repairer	21.57
99842 - Vending Machine Repairer Helper	17.70

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4787
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Boone Hamilton Hancock Hendricks Johnson Madison Marion Morgan Putnam Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.11
01012 - Accounting Clerk II		18.10
01013 - Accounting Clerk III		20.24
01020 - Administrative Assistant		28.42
01035 - Court Reporter		19.20
01041 - Customer Service Representative I		14.44
01042 - Customer Service Representative II		15.76
01043 - Customer Service Representative III		17.70
01051 - Data Entry Operator I		14.10
01052 - Data Entry Operator II		15.39
01060 - Dispatcher Motor Vehicle		18.79
01070 - Document Preparation Clerk		17.39
01090 - Duplicating Machine Operator		17.39
01111 - General Clerk I		14.13

01112 - General Clerk II	15.42
01113 - General Clerk III	17.32
01120 - Housing Referral Assistant	20.59
01141 - Messenger Courier	14.04
01191 - Order Clerk I	17.36
01192 - Order Clerk II	18.94
01261 - Personnel Assistant (Employment) I	16.78
01262 - Personnel Assistant (Employment) II	18.76
01263 - Personnel Assistant (Employment) III	20.91
01270 - Production Control Clerk	22.13
01290 - Rental Clerk	15.07
01300 - Scheduler Maintenance	16.51
01311 - Secretary I	16.51
01312 - Secretary II	18.47
01313 - Secretary III	20.59
01320 - Service Order Dispatcher	17.76
01410 - Supply Technician	28.42
01420 - Survey Worker	17.46
01460 - Switchboard Operator/Receptionist	15.24
01531 - Travel Clerk I	18.84
01532 - Travel Clerk II	20.09
01533 - Travel Clerk III	21.31
01611 - Word Processor I	14.05
01612 - Word Processor II	15.78
01613 - Word Processor III	17.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.84
05010 - Automotive Electrician	20.28
05040 - Automotive Glass Installer	19.42
05070 - Automotive Worker	19.39
05110 - Mobile Equipment Servicer	17.72
05130 - Motor Equipment Metal Mechanic	21.16
05160 - Motor Equipment Metal Worker	19.39
05190 - Motor Vehicle Mechanic	21.16
05220 - Motor Vehicle Mechanic Helper	17.09
05250 - Motor Vehicle Upholstery Worker	18.62
05280 - Motor Vehicle Wrecker	19.39
05310 - Painter Automotive	21.87
05340 - Radiator Repair Specialist	19.39
05370 - Tire Repairer	14.84
05400 - Transmission Repair Specialist	21.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.11
07041 - Cook I	13.99
07042 - Cook II	15.53
07070 - Dishwasher	9.72
07130 - Food Service Worker	11.80
07210 - Meat Cutter	14.48
07260 - Waiter/Waitress	9.75
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 20.52
09040 - Furniture Handler 15.60
09080 - Furniture Refinisher 20.52
09090 - Furniture Refinisher Helper 17.34
09110 - Furniture Repairer Minor 19.02
09130 - Upholsterer 20.69
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.34
11060 - Elevator Operator 13.19
11090 - Gardener 20.48
11122 - Housekeeping Aide 13.19
11150 - Janitor 13.19
11210 - Laborer Grounds Maintenance 15.99
11240 - Maid or Houseman 11.59
11260 - Pruner 14.37
11270 - Tractor Operator 19.21
11330 - Trail Maintenance Worker 15.99
11360 - Window Cleaner 14.68
12000 - Health Occupations
12010 - Ambulance Driver 18.04
12011 - Breath Alcohol Technician 20.84
12012 - Certified Occupational Therapist Assistant 29.03
12015 - Certified Physical Therapist Assistant 28.82
12020 - Dental Assistant 20.83
12025 - Dental Hygienist 39.04
12030 - EKG Technician 29.23
12035 - Electroneurodiagnostic Technologist 29.23
12040 - Emergency Medical Technician 18.04
12071 - Licensed Practical Nurse I 18.64
12072 - Licensed Practical Nurse II 20.84
12073 - Licensed Practical Nurse III 23.23
12100 - Medical Assistant 17.58
12130 - Medical Laboratory Technician 22.35
12160 - Medical Record Clerk 18.78
12190 - Medical Record Technician 21.00
12195 - Medical Transcriptionist 19.72
12210 - Nuclear Medicine Technologist 37.84
12221 - Nursing Assistant I 11.78
12222 - Nursing Assistant II 13.23
12223 - Nursing Assistant III 14.44
12224 - Nursing Assistant IV 16.22
12235 - Optical Dispenser 15.22
12236 - Optical Technician 22.15
12250 - Pharmacy Technician 17.32
12280 - Phlebotomist 17.18
12305 - Radiologic Technologist 30.68
12311 - Registered Nurse I 23.99
12312 - Registered Nurse II 29.35
12313 - Registered Nurse II Specialist 29.35
12314 - Registered Nurse III 35.51

12315 - Registered Nurse III Anesthetist		35.51
12316 - Registered Nurse IV		42.56
12317 - Scheduler (Drug and Alcohol Testing)		25.82
12320 - Substance Abuse Treatment Counselor		20.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.84
13012 - Exhibits Specialist II		24.59
13013 - Exhibits Specialist III		30.06
13041 - Illustrator I		19.93
13042 - Illustrator II		24.69
13043 - Illustrator III		30.20
13047 - Librarian		24.08
13050 - Library Aide/Clerk		13.82
13054 - Library Information Technology Systems Administrator		25.49
13058 - Library Technician		16.41
13061 - Media Specialist I		15.68
13062 - Media Specialist II		17.53
13063 - Media Specialist III		19.55
13071 - Photographer I		17.57
13072 - Photographer II		19.66
13073 - Photographer III		24.34
13074 - Photographer IV		29.78
13075 - Photographer V		36.03
13090 - Technical Order Library Clerk		15.86
13110 - Video Teleconference Technician		18.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.91
14042 - Computer Operator II		21.15
14043 - Computer Operator III		23.58
14044 - Computer Operator IV		26.21
14045 - Computer Operator V		30.26
14071 - Computer Programmer I	(see 1)	21.92
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.91
14160 - Personal Computer Support Technician		26.97
14170 - System Support Specialist		32.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.63
15020 - Aircrew Training Devices Instructor (Rated)		35.84
15030 - Air Crew Training Devices Instructor (Pilot)		42.96
15050 - Computer Based Training Specialist / Instructor		29.63
15060 - Educational Technologist		30.94
15070 - Flight Instructor (Pilot)		42.96
15080 - Graphic Artist		21.97

15085 - Maintenance Test Pilot Fixed Jet/Prop 39.59
15086 - Maintenance Test Pilot Rotary Wing 39.59
15088 - Non-Maintenance Test/Co-Pilot 39.59
15090 - Technical Instructor 23.11
15095 - Technical Instructor/Course Developer 28.27
15110 - Test Proctor 18.66
15120 - Tutor 18.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.46
19040 - Tool And Die Maker 30.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.63
21030 - Material Coordinator 22.13
21040 - Material Expediter 22.13
21050 - Material Handling Laborer 15.55
21071 - Order Filler 14.34
21080 - Production Line Worker (Food Processing) 17.63
21110 - Shipping Packer 16.00
21130 - Shipping/Receiving Clerk 16.00
21140 - Store Worker I 15.50
21150 - Stock Clerk 21.40
21210 - Tools And Parts Attendant 17.63
21410 - Warehouse Specialist 17.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.16
23019 - Aircraft Logs and Records Technician 26.52
23021 - Aircraft Mechanic I 30.08
23022 - Aircraft Mechanic II 31.16
23023 - Aircraft Mechanic III 32.26
23040 - Aircraft Mechanic Helper 24.43
23050 - Aircraft Painter 29.05
23060 - Aircraft Servicer 26.52
23070 - Aircraft Survival Flight Equipment Technician 29.05
23080 - Aircraft Worker 27.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.08

23110 - Appliance Mechanic 21.60
23120 - Bicycle Repairer 18.00
23125 - Cable Splicer 34.89
23130 - Carpenter Maintenance 23.85
23140 - Carpet Layer 18.41
23160 - Electrician Maintenance 28.10
23181 - Electronics Technician Maintenance I 27.54
23182 - Electronics Technician Maintenance II 28.98
23183 - Electronics Technician Maintenance III 30.45
23260 - Fabric Worker 23.80
23290 - Fire Alarm System Mechanic 22.69
23310 - Fire Extinguisher Repairer 22.47
23311 - Fuel Distribution System Mechanic 34.65
23312 - Fuel Distribution System Operator 28.47
23370 - General Maintenance Worker 19.09
23380 - Ground Support Equipment Mechanic 30.08
23381 - Ground Support Equipment Servicer 26.52
23382 - Ground Support Equipment Worker 27.71
23391 - Gunsmith I 22.47
23392 - Gunsmith II 24.94
23393 - Gunsmith III 27.57
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.49
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.44
23430 - Heavy Equipment Mechanic 24.12
23440 - Heavy Equipment Operator 29.78
23460 - Instrument Mechanic 34.22
23465 - Laboratory/Shelter Mechanic 26.25
23470 - Laborer 15.13
23510 - Locksmith 21.45
23530 - Machinery Maintenance Mechanic 28.94
23550 - Machinist Maintenance 21.74
23580 - Maintenance Trades Helper 17.34
23591 - Metrology Technician I 34.22
23592 - Metrology Technician II 35.45
23593 - Metrology Technician III 36.69
23640 - Millwright 31.43
23710 - Office Appliance Repairer 21.45
23760 - Painter Maintenance 23.40
23790 - Pipefitter Maintenance 27.03
23810 - Plumber Maintenance 25.82
23820 - Pneudraulic Systems Mechanic 27.57
23850 - Rigger 30.53
23870 - Scale Mechanic 24.94
23890 - Sheet-Metal Worker Maintenance 25.00
23910 - Small Engine Mechanic 20.33
23931 - Telecommunications Mechanic I 27.20
23932 - Telecommunications Mechanic II 28.18
23950 - Telephone Lineman 22.68

23960 - Welder Combination Maintenance		21.37
23965 - Well Driller		25.82
23970 - Woodcraft Worker		27.57
23980 - Woodworker		22.47
24000 - Personal Needs Occupations		
24550 - Case Manager		16.73
24570 - Child Care Attendant		11.21
24580 - Child Care Center Clerk		13.97
24610 - Chore Aide		11.87
24620 - Family Readiness And Support Services Coordinator		16.73
24630 - Homemaker		16.73
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.72
25040 - Sewage Plant Operator		22.56
25070 - Stationary Engineer		26.72
25190 - Ventilation Equipment Tender		20.72
25210 - Water Treatment Plant Operator		22.56
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.74
27007 - Baggage Inspector		13.45
27008 - Corrections Officer		18.80
27010 - Court Security Officer		22.16
27030 - Detection Dog Handler		17.22
27040 - Detention Officer		18.80
27070 - Firefighter		28.15
27101 - Guard I		13.45
27102 - Guard II		17.22
27131 - Police Officer I		29.31
27132 - Police Officer II		32.58
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.59
28042 - Carnival Equipment Repairer		14.50
28043 - Carnival Worker		10.17
28210 - Gate Attendant/Gate Tender		15.46
28310 - Lifeguard		12.16
28350 - Park Attendant (Aide)		17.28
28510 - Recreation Aide/Health Facility Attendant		12.35
28515 - Recreation Specialist		19.26
28630 - Sports Official		13.76
28690 - Swimming Pool Operator		18.29
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		31.32
29020 - Hatch Tender		31.32
29030 - Line Handler		31.32
29041 - Stevedore I		28.97
29042 - Stevedore II		32.87
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.62
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.01

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.85
30021 - Archeological Technician I 20.44
30022 - Archeological Technician II 23.07
30023 - Archeological Technician III 28.33
30030 - Cartographic Technician 28.33
30040 - Civil Engineering Technician 28.79
30051 - Cryogenic Technician I 30.66
30052 - Cryogenic Technician II 33.86
30061 - Drafter/CAD Operator I 20.44
30062 - Drafter/CAD Operator II 23.07
30063 - Drafter/CAD Operator III 25.49
30064 - Drafter/CAD Operator IV 31.37
30081 - Engineering Technician I 16.48
30082 - Engineering Technician II 18.50
30083 - Engineering Technician III 21.32
30084 - Engineering Technician IV 27.03
30085 - Engineering Technician V 31.36
30086 - Engineering Technician VI 37.94
30090 - Environmental Technician 23.53
30095 - Evidence Control Specialist 27.69
30210 - Laboratory Technician 22.14
30221 - Latent Fingerprint Technician I 30.02
30222 - Latent Fingerprint Technician II 33.16
30240 - Mathematical Technician 28.36
30361 - Paralegal/Legal Assistant I 19.43
30362 - Paralegal/Legal Assistant II 24.08
30363 - Paralegal/Legal Assistant III 29.45
30364 - Paralegal/Legal Assistant IV 35.63
30375 - Petroleum Supply Specialist 33.86
30390 - Photo-Optics Technician 28.33
30395 - Radiation Control Technician 33.86
30461 - Technical Writer I 22.65
30462 - Technical Writer II 27.71
30463 - Technical Writer III 33.53
30491 - Unexploded Ordnance (UXO) Technician I 25.82
30492 - Unexploded Ordnance (UXO) Technician II 31.24
30493 - Unexploded Ordnance (UXO) Technician III 37.44
30494 - Unexploded (UXO) Safety Escort 25.82
30495 - Unexploded (UXO) Sweep Personnel 25.82
30501 - Weather Forecaster I 31.37
30502 - Weather Forecaster II 38.16
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.49
30621 - Weather Observer Senior (see 2) 28.33
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.24
31020 - Bus Aide 16.44
31030 - Bus Driver 22.31
31043 - Driver Courier 17.68
31260 - Parking and Lot Attendant 10.71

31290 - Shuttle Bus Driver	17.52
31310 - Taxi Driver	14.19
31361 - Truckdriver Light	19.25
31362 - Truckdriver Medium	22.44
31363 - Truckdriver Heavy	22.86
31364 - Truckdriver Tractor-Trailer	22.86
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.23
99030 - Cashier	11.07
99050 - Desk Clerk	11.28
99095 - Embalmer	28.83
99130 - Flight Follower	25.82
99251 - Laboratory Animal Caretaker I	15.86
99252 - Laboratory Animal Caretaker II	16.92
99260 - Marketing Analyst	27.43
99310 - Mortician	28.83
99410 - Pest Controller	18.26
99510 - Photofinishing Worker	13.57
99710 - Recycling Laborer	20.52
99711 - Recycling Specialist	24.65
99730 - Refuse Collector	18.44
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	15.46
99830 - Survey Party Chief	26.49
99831 - Surveying Aide	16.30
99832 - Surveying Technician	21.25
99840 - Vending Machine Attendant	15.64
99841 - Vending Machine Repairer	18.51
99842 - Vending Machine Repairer Helper	15.64

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 30 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4788
Revision No.: 14
Date Of Last Revision: 05/07/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Boone Hamilton Hancock Hendricks Johnson Madison Marion Morgan Putnam Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.88
01012 - Accounting Clerk II		17.83
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		26.94
01035 - Court Reporter		18.18
01041 - Customer Service Representative I		13.87
01042 - Customer Service Representative II		15.59
01043 - Customer Service Representative III		17.01
01051 - Data Entry Operator I		13.62
01052 - Data Entry Operator II		14.86
01060 - Dispatcher Motor Vehicle		18.32

01070 - Document Preparation Clerk 15.97
01090 - Duplicating Machine Operator 15.97
01111 - General Clerk I 13.67
01112 - General Clerk II 14.91
01113 - General Clerk III 16.74
01120 - Housing Referral Assistant 20.59
01141 - Messenger Courier 14.04
01191 - Order Clerk I 15.97
01192 - Order Clerk II 17.42
01261 - Personnel Assistant (Employment) I 16.06
01262 - Personnel Assistant (Employment) II 17.96
01263 - Personnel Assistant (Employment) III 20.03
01270 - Production Control Clerk 22.13
01290 - Rental Clerk 15.07
01300 - Scheduler Maintenance 16.51
01311 - Secretary I 16.51
01312 - Secretary II 18.47
01313 - Secretary III 20.59
01320 - Service Order Dispatcher 17.76
01410 - Supply Technician 26.94
01420 - Survey Worker 17.11
01460 - Switchboard Operator/Receptionist 14.44
01531 - Travel Clerk I 17.13
01532 - Travel Clerk II 18.26
01533 - Travel Clerk III 19.37
01611 - Word Processor I 14.05
01612 - Word Processor II 15.78
01613 - Word Processor III 17.65
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.84
05010 - Automotive Electrician 20.28
05040 - Automotive Glass Installer 19.42
05070 - Automotive Worker 19.39
05110 - Mobile Equipment Servicer 17.72
05130 - Motor Equipment Metal Mechanic 21.16
05160 - Motor Equipment Metal Worker 19.39
05190 - Motor Vehicle Mechanic 21.16
05220 - Motor Vehicle Mechanic Helper 17.09
05250 - Motor Vehicle Upholstery Worker 18.62
05280 - Motor Vehicle Wrecker 19.39
05310 - Painter Automotive 21.87
05340 - Radiator Repair Specialist 19.39
05370 - Tire Repairer 14.84
05400 - Transmission Repair Specialist 21.16
07000 - Food Preparation And Service Occupations
07010 - Baker 14.11
07041 - Cook I 13.19
07042 - Cook II 14.64
07070 - Dishwasher 9.62
07130 - Food Service Worker 11.64

07210 - Meat Cutter	14.42
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.52
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	20.52
09090 - Furniture Refinisher Helper	17.34
09110 - Furniture Repairer Minor	19.02
09130 - Upholsterer	20.69
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.47
11060 - Elevator Operator	12.56
11090 - Gardener	19.17
11122 - Housekeeping Aide	12.56
11150 - Janitor	12.56
11210 - Laborer Grounds Maintenance	14.96
11240 - Maid or Houseman	11.06
11260 - Pruner	13.44
11270 - Tractor Operator	17.97
11330 - Trail Maintenance Worker	14.96
11360 - Window Cleaner	13.98
12000 - Health Occupations	
12010 - Ambulance Driver	18.04
12011 - Breath Alcohol Technician	20.36
12012 - Certified Occupational Therapist Assistant	29.03
12015 - Certified Physical Therapist Assistant	28.82
12020 - Dental Assistant	20.83
12025 - Dental Hygienist	37.83
12030 - EKG Technician	28.62
12035 - Electroneurodiagnostic Technologist	28.62
12040 - Emergency Medical Technician	18.04
12071 - Licensed Practical Nurse I	18.20
12072 - Licensed Practical Nurse II	20.36
12073 - Licensed Practical Nurse III	22.70
12100 - Medical Assistant	17.18
12130 - Medical Laboratory Technician	21.91
12160 - Medical Record Clerk	17.80
12190 - Medical Record Technician	20.36
12195 - Medical Transcriptionist	19.72
12210 - Nuclear Medicine Technologist	36.28
12221 - Nursing Assistant I	11.13
12222 - Nursing Assistant II	12.51
12223 - Nursing Assistant III	13.65
12224 - Nursing Assistant IV	15.32
12235 - Optical Dispenser	14.98
12236 - Optical Technician	22.15
12250 - Pharmacy Technician	16.27
12280 - Phlebotomist	17.18
12305 - Radiologic Technologist	29.80
12311 - Registered Nurse I	23.99

12312 - Registered Nurse II		29.35
12313 - Registered Nurse II Specialist		29.35
12314 - Registered Nurse III		35.51
12315 - Registered Nurse III Anesthetist		35.51
12316 - Registered Nurse IV		42.56
12317 - Scheduler (Drug and Alcohol Testing)		25.22
12320 - Substance Abuse Treatment Counselor		20.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.84
13012 - Exhibits Specialist II		24.59
13013 - Exhibits Specialist III		30.06
13041 - Illustrator I		19.93
13042 - Illustrator II		24.69
13043 - Illustrator III		30.20
13047 - Librarian		24.08
13050 - Library Aide/Clerk		13.82
13054 - Library Information Technology Systems Administrator		25.49
13058 - Library Technician		16.41
13061 - Media Specialist I		15.68
13062 - Media Specialist II		17.53
13063 - Media Specialist III		19.55
13071 - Photographer I		15.97
13072 - Photographer II		17.87
13073 - Photographer III		22.13
13074 - Photographer IV		27.07
13075 - Photographer V		32.75
13090 - Technical Order Library Clerk		15.86
13110 - Video Teleconference Technician		18.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.19
14042 - Computer Operator II		19.23
14043 - Computer Operator III		21.44
14044 - Computer Operator IV		23.83
14045 - Computer Operator V		27.51
14071 - Computer Programmer I	(see 1)	21.92
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.19
14160 - Personal Computer Support Technician		24.52
14170 - System Support Specialist		32.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.63
15020 - Aircrew Training Devices Instructor (Rated)		35.84
15030 - Air Crew Training Devices Instructor (Pilot)		42.96
15050 - Computer Based Training Specialist / Instructor		29.63

15060 - Educational Technologist 30.94
15070 - Flight Instructor (Pilot) 42.96
15080 - Graphic Artist 21.95
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.59
15086 - Maintenance Test Pilot Rotary Wing 39.59
15088 - Non-Maintenance Test/Co-Pilot 39.59
15090 - Technical Instructor 23.11
15095 - Technical Instructor/Course Developer 28.27
15110 - Test Proctor 18.66
15120 - Tutor 18.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.67
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.56
16220 - Tailor 14.44
16250 - Washer Machine 10.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.46
19040 - Tool And Die Maker 30.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.63
21030 - Material Coordinator 22.13
21040 - Material Expediter 22.13
21050 - Material Handling Laborer 15.55
21071 - Order Filler 14.34
21080 - Production Line Worker (Food Processing) 17.63
21110 - Shipping Packer 16.00
21130 - Shipping/Receiving Clerk 16.00
21140 - Store Worker I 15.34
21150 - Stock Clerk 21.18
21210 - Tools And Parts Attendant 17.63
21410 - Warehouse Specialist 17.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.87
23019 - Aircraft Logs and Records Technician 26.52
23021 - Aircraft Mechanic I 29.80
23022 - Aircraft Mechanic II 30.87
23023 - Aircraft Mechanic III 32.03
23040 - Aircraft Mechanic Helper 24.43
23050 - Aircraft Painter 29.05
23060 - Aircraft Servicer 26.52
23070 - Aircraft Survival Flight Equipment Technician 29.05
23080 - Aircraft Worker 27.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 27.71

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 29.80
II
23110 - Appliance Mechanic 21.60
23120 - Bicycle Repairer 16.36
23125 - Cable Splicer 31.72
23130 - Carpenter Maintenance 23.73
23140 - Carpet Layer 18.41
23160 - Electrician Maintenance 28.10
23181 - Electronics Technician Maintenance I 26.10
23182 - Electronics Technician Maintenance II 27.29
23183 - Electronics Technician Maintenance III 28.42
23260 - Fabric Worker 22.29
23290 - Fire Alarm System Mechanic 22.69
23310 - Fire Extinguisher Repairer 21.04
23311 - Fuel Distribution System Mechanic 34.65
23312 - Fuel Distribution System Operator 28.47
23370 - General Maintenance Worker 18.69
23380 - Ground Support Equipment Mechanic 29.80
23381 - Ground Support Equipment Servicer 26.52
23382 - Ground Support Equipment Worker 27.71
23391 - Gunsmith I 21.04
23392 - Gunsmith II 23.36
23393 - Gunsmith III 25.82
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.25
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.20
23430 - Heavy Equipment Mechanic 24.12
23440 - Heavy Equipment Operator 27.07
23460 - Instrument Mechanic 32.35
23465 - Laboratory/Shelter Mechanic 24.58
23470 - Laborer 14.14
23510 - Locksmith 21.45
23530 - Machinery Maintenance Mechanic 28.94
23550 - Machinist Maintenance 21.74
23580 - Maintenance Trades Helper 17.34
23591 - Metrology Technician I 32.35
23592 - Metrology Technician II 33.52
23593 - Metrology Technician III 34.69
23640 - Millwright 31.43
23710 - Office Appliance Repairer 21.45
23760 - Painter Maintenance 23.40
23790 - Pipefitter Maintenance 27.03
23810 - Plumber Maintenance 25.82
23820 - Pneudraulic Systems Mechanic 25.82
23850 - Rigger 27.75
23870 - Scale Mechanic 23.36
23890 - Sheet-Metal Worker Maintenance 25.00
23910 - Small Engine Mechanic 19.88

23931 - Telecommunications Mechanic I	24.73
23932 - Telecommunications Mechanic II	25.62
23950 - Telephone Lineman	22.33
23960 - Welder Combination Maintenance	21.37
23965 - Well Driller	25.82
23970 - Woodcraft Worker	25.82
23980 - Woodworker	21.04
24000 - Personal Needs Occupations	
24550 - Case Manager	15.97
24570 - Child Care Attendant	10.76
24580 - Child Care Center Clerk	13.12
24610 - Chore Aide	11.33
24620 - Family Readiness And Support Services Coordinator	15.97
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.72
25040 - Sewage Plant Operator	21.74
25070 - Stationary Engineer	26.72
25190 - Ventilation Equipment Tender	20.72
25210 - Water Treatment Plant Operator	21.74
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.24
27007 - Baggage Inspector	12.58
27008 - Corrections Officer	18.80
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.22
27040 - Detention Officer	18.80
27070 - Firefighter	27.57
27101 - Guard I	12.58
27102 - Guard II	17.22
27131 - Police Officer I	28.35
27132 - Police Officer II	31.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.87
28042 - Carnival Equipment Repairer	13.73
28043 - Carnival Worker	9.63
28210 - Gate Attendant/Gate Tender	15.46
28310 - Lifeguard	12.16
28350 - Park Attendant (Aide)	17.28
28510 - Recreation Aide/Health Facility Attendant	12.35
28515 - Recreation Specialist	19.02
28630 - Sports Official	13.76
28690 - Swimming Pool Operator	18.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.32
29020 - Hatch Tender	31.32
29030 - Line Handler	31.32
29041 - Stevedore I	28.14
29042 - Stevedore II	32.87

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.22
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.73
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.54
30021 - Archeological Technician I		18.58
30022 - Archeological Technician II		21.49
30023 - Archeological Technician III		25.75
30030 - Cartographic Technician		25.75
30040 - Civil Engineering Technician		28.79
30051 - Cryogenic Technician I		27.87
30052 - Cryogenic Technician II		30.78
30061 - Drafter/CAD Operator I		18.58
30062 - Drafter/CAD Operator II		21.49
30063 - Drafter/CAD Operator III		23.17
30064 - Drafter/CAD Operator IV		28.52
30081 - Engineering Technician I		16.48
30082 - Engineering Technician II		18.50
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		27.03
30085 - Engineering Technician V		31.36
30086 - Engineering Technician VI		37.94
30090 - Environmental Technician		23.53
30095 - Evidence Control Specialist		25.17
30210 - Laboratory Technician		21.67
30221 - Latent Fingerprint Technician I		29.18
30222 - Latent Fingerprint Technician II		32.23
30240 - Mathematical Technician		25.78
30361 - Paralegal/Legal Assistant I		19.43
30362 - Paralegal/Legal Assistant II		24.08
30363 - Paralegal/Legal Assistant III		29.45
30364 - Paralegal/Legal Assistant IV		35.63
30375 - Petroleum Supply Specialist		30.78
30390 - Photo-Optics Technician		25.75
30395 - Radiation Control Technician		30.78
30461 - Technical Writer I		22.39
30462 - Technical Writer II		27.39
30463 - Technical Writer III		33.14
30491 - Unexploded Ordnance (UXO) Technician I		25.56
30492 - Unexploded Ordnance (UXO) Technician II		30.93
30493 - Unexploded Ordnance (UXO) Technician III		37.07
30494 - Unexploded (UXO) Safety Escort		25.56
30495 - Unexploded (UXO) Sweep Personnel		25.56
30501 - Weather Forecaster I		28.52
30502 - Weather Forecaster II		34.69
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.17
30621 - Weather Observer Senior	(see 2)	25.75

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.93
31020 - Bus Aide		15.53

31030 - Bus Driver	21.08
31043 - Driver Courier	16.07
31260 - Parking and Lot Attendant	10.59
31290 - Shuttle Bus Driver	17.52
31310 - Taxi Driver	12.90
31361 - Truckdriver Light	17.52
31362 - Truckdriver Medium	22.44
31363 - Truckdriver Heavy	22.50
31364 - Truckdriver Tractor-Trailer	22.50
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.08
99030 - Cashier	10.68
99050 - Desk Clerk	10.82
99095 - Embalmer	28.12
99130 - Flight Follower	25.56
99251 - Laboratory Animal Caretaker I	15.86
99252 - Laboratory Animal Caretaker II	16.92
99260 - Marketing Analyst	27.04
99310 - Mortician	28.12
99410 - Pest Controller	18.26
99510 - Photofinishing Worker	12.78
99710 - Recycling Laborer	19.60
99711 - Recycling Specialist	23.54
99730 - Refuse Collector	17.61
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	15.46
99830 - Survey Party Chief	26.49
99831 - Surveying Aide	16.30
99832 - Surveying Technician	21.25
99840 - Vending Machine Attendant	14.74
99841 - Vending Machine Repairer	17.26
99842 - Vending Machine Repairer Helper	14.74

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 30 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4789
Revision No.: 13
Date Of Last Revision: 04/28/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Howard

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.70
01012 - Accounting Clerk II		16.51
01013 - Accounting Clerk III		18.46
01020 - Administrative Assistant		23.67
01035 - Court Reporter		17.51
01041 - Customer Service Representative I		13.51
01042 - Customer Service Representative II		14.74
01043 - Customer Service Representative III		16.56
01051 - Data Entry Operator I		12.78
01052 - Data Entry Operator II		13.94
01060 - Dispatcher Motor Vehicle		18.05
01070 - Document Preparation Clerk		13.94
01090 - Duplicating Machine Operator		13.94
01111 - General Clerk I		13.43
01112 - General Clerk II		14.66

01113 - General Clerk III 16.47
01120 - Housing Referral Assistant 19.52
01141 - Messenger Courier 11.37
01191 - Order Clerk I 12.93
01192 - Order Clerk II 15.75
01261 - Personnel Assistant (Employment) I 15.66
01262 - Personnel Assistant (Employment) II 17.51
01263 - Personnel Assistant (Employment) III 19.52
01270 - Production Control Clerk 29.22
01290 - Rental Clerk 13.45
01300 - Scheduler Maintenance 15.66
01311 - Secretary I 15.66
01312 - Secretary II 17.51
01313 - Secretary III 19.52
01320 - Service Order Dispatcher 17.84
01410 - Supply Technician 23.67
01420 - Survey Worker 16.95
01460 - Switchboard Operator/Receptionist 12.38
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.82
01533 - Travel Clerk III 15.80
01611 - Word Processor I 13.94
01612 - Word Processor II 15.66
01613 - Word Processor III 17.51
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.40
05010 - Automotive Electrician 17.20
05040 - Automotive Glass Installer 16.28
05070 - Automotive Worker 16.28
05110 - Mobile Equipment Servicer 14.88
05130 - Motor Equipment Metal Mechanic 18.09
05160 - Motor Equipment Metal Worker 16.28
05190 - Motor Vehicle Mechanic 18.09
05220 - Motor Vehicle Mechanic Helper 14.39
05250 - Motor Vehicle Upholstery Worker 15.53
05280 - Motor Vehicle Wrecker 16.28
05310 - Painter Automotive 17.20
05340 - Radiator Repair Specialist 16.28
05370 - Tire Repairer 12.85
05400 - Transmission Repair Specialist 18.09
07000 - Food Preparation And Service Occupations
07010 - Baker 16.31
07041 - Cook I 13.84
07042 - Cook II 14.83
07070 - Dishwasher 11.07
07130 - Food Service Worker 11.39
07210 - Meat Cutter 16.31
07260 - Waiter/Waitress 11.96
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 26.15

09040 - Furniture Handler 17.37
09080 - Furniture Refinisher 26.15
09090 - Furniture Refinisher Helper 20.87
09110 - Furniture Repairer Minor 23.61
09130 - Upholsterer 26.15
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.18
11060 - Elevator Operator 15.19
11090 - Gardener 17.26
11122 - Housekeeping Aide 15.19
11150 - Janitor 15.19
11210 - Laborer Grounds Maintenance 13.47
11240 - Maid or Houseman 10.86
11260 - Pruner 12.12
11270 - Tractor Operator 16.19
11330 - Trail Maintenance Worker 13.47
11360 - Window Cleaner 15.46
12000 - Health Occupations
12010 - Ambulance Driver 17.30
12011 - Breath Alcohol Technician 22.50
12012 - Certified Occupational Therapist Assistant 30.87
12015 - Certified Physical Therapist Assistant 28.49
12020 - Dental Assistant 21.57
12025 - Dental Hygienist 35.92
12030 - EKG Technician 34.10
12035 - Electroneurodiagnostic Technologist 34.10
12040 - Emergency Medical Technician 17.30
12071 - Licensed Practical Nurse I 20.12
12072 - Licensed Practical Nurse II 22.50
12073 - Licensed Practical Nurse III 25.08
12100 - Medical Assistant 15.32
12130 - Medical Laboratory Technician 22.54
12160 - Medical Record Clerk 18.17
12190 - Medical Record Technician 20.34
12195 - Medical Transcriptionist 20.12
12210 - Nuclear Medicine Technologist 49.45
12221 - Nursing Assistant I 11.58
12222 - Nursing Assistant II 13.02
12223 - Nursing Assistant III 14.20
12224 - Nursing Assistant IV 15.94
12235 - Optical Dispenser 17.34
12236 - Optical Technician 20.12
12250 - Pharmacy Technician 15.67
12280 - Phlebotomist 20.12
12305 - Radiologic Technologist 32.15
12311 - Registered Nurse I 24.34
12312 - Registered Nurse II 29.78
12313 - Registered Nurse II Specialist 29.78
12314 - Registered Nurse III 36.03
12315 - Registered Nurse III Anesthetist 36.03

12316 - Registered Nurse IV		43.18
12317 - Scheduler (Drug and Alcohol Testing)		27.87
12320 - Substance Abuse Treatment Counselor		27.88
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.93
13012 - Exhibits Specialist II		23.45
13013 - Exhibits Specialist III		28.68
13041 - Illustrator I		18.93
13042 - Illustrator II		23.45
13043 - Illustrator III		28.68
13047 - Librarian		25.97
13050 - Library Aide/Clerk		13.34
13054 - Library Information Technology Systems Administrator		23.45
13058 - Library Technician		18.86
13061 - Media Specialist I		16.92
13062 - Media Specialist II		18.93
13063 - Media Specialist III		21.09
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.68
13075 - Photographer V		34.70
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		16.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.53
14042 - Computer Operator II		16.95
14043 - Computer Operator III		18.49
14044 - Computer Operator IV		20.09
14045 - Computer Operator V		22.25
14071 - Computer Programmer I	(see 1)	16.05
14072 - Computer Programmer II	(see 1)	19.91
14073 - Computer Programmer III	(see 1)	23.86
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.35
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.53
14160 - Personal Computer Support Technician		20.09
14170 - System Support Specialist		35.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		22.39
15020 - Aircrew Training Devices Instructor (Rated)		27.08
15030 - Air Crew Training Devices Instructor (Pilot)		32.47
15050 - Computer Based Training Specialist / Instructor		22.39
15060 - Educational Technologist		20.35
15070 - Flight Instructor (Pilot)		32.47
15080 - Graphic Artist		23.74
15085 - Maintenance Test Pilot Fixed Jet/Prop		32.47

15086 - Maintenance Test Pilot Rotary Wing 32.47
15088 - Non-Maintenance Test/Co-Pilot 32.47
15090 - Technical Instructor 19.40
15095 - Technical Instructor/Course Developer 23.74
15110 - Test Proctor 15.66
15120 - Tutor 15.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 30.56
19040 - Tool And Die Maker 32.87
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.12
21030 - Material Coordinator 29.22
21040 - Material Expediter 29.22
21050 - Material Handling Laborer 17.19
21071 - Order Filler 12.40
21080 - Production Line Worker (Food Processing) 23.12
21110 - Shipping Packer 16.83
21130 - Shipping/Receiving Clerk 16.83
21140 - Store Worker I 15.40
21150 - Stock Clerk 21.24
21210 - Tools And Parts Attendant 23.12
21410 - Warehouse Specialist 23.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.49
23019 - Aircraft Logs and Records Technician 23.61
23021 - Aircraft Mechanic I 27.50
23022 - Aircraft Mechanic II 28.49
23023 - Aircraft Mechanic III 29.49
23040 - Aircraft Mechanic Helper 20.87
23050 - Aircraft Painter 26.15
23060 - Aircraft Servicer 23.61
23070 - Aircraft Survival Flight Equipment Technician 26.15
23080 - Aircraft Worker 24.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.50
23110 - Appliance Mechanic 26.15

23120 - Bicycle Repairer 22.21
23125 - Cable Splicer 27.50
23130 - Carpenter Maintenance 19.85
23140 - Carpet Layer 24.75
23160 - Electrician Maintenance 33.67
23181 - Electronics Technician Maintenance I 24.75
23182 - Electronics Technician Maintenance II 26.15
23183 - Electronics Technician Maintenance III 27.50
23260 - Fabric Worker 23.61
23290 - Fire Alarm System Mechanic 27.50
23310 - Fire Extinguisher Repairer 22.26
23311 - Fuel Distribution System Mechanic 27.50
23312 - Fuel Distribution System Operator 22.26
23370 - General Maintenance Worker 20.41
23380 - Ground Support Equipment Mechanic 27.50
23381 - Ground Support Equipment Servicer 23.61
23382 - Ground Support Equipment Worker 24.75
23391 - Gunsmith I 22.26
23392 - Gunsmith II 24.75
23393 - Gunsmith III 27.50
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.44
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.35
23430 - Heavy Equipment Mechanic 27.50
23440 - Heavy Equipment Operator 22.84
23460 - Instrument Mechanic 27.50
23465 - Laboratory/Shelter Mechanic 26.15
23470 - Laborer 17.19
23510 - Locksmith 26.15
23530 - Machinery Maintenance Mechanic 34.82
23550 - Machinist Maintenance 24.42
23580 - Maintenance Trades Helper 20.87
23591 - Metrology Technician I 27.50
23592 - Metrology Technician II 28.49
23593 - Metrology Technician III 29.49
23640 - Millwright 27.50
23710 - Office Appliance Repairer 26.15
23760 - Painter Maintenance 25.25
23790 - Pipefitter Maintenance 34.76
23810 - Plumber Maintenance 32.32
23820 - Pneudraulic Systems Mechanic 27.50
23850 - Rigger 27.50
23870 - Scale Mechanic 24.75
23890 - Sheet-Metal Worker Maintenance 27.50
23910 - Small Engine Mechanic 24.75
23931 - Telecommunications Mechanic I 27.32
23932 - Telecommunications Mechanic II 28.31
23950 - Telephone Lineman 27.50
23960 - Welder Combination Maintenance 23.98

23965 - Well Driller	27.50
23970 - Woodcraft Worker	27.50
23980 - Woodworker	22.26
24000 - Personal Needs Occupations	
24550 - Case Manager	16.24
24570 - Child Care Attendant	11.11
24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	11.37
24620 - Family Readiness And Support Services Coordinator	16.24
24630 - Homemaker	17.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.50
25040 - Sewage Plant Operator	28.36
25070 - Stationary Engineer	27.50
25190 - Ventilation Equipment Tender	22.63
25210 - Water Treatment Plant Operator	28.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.16
27007 - Baggage Inspector	18.02
27008 - Corrections Officer	16.66
27010 - Court Security Officer	16.71
27030 - Detection Dog Handler	20.16
27040 - Detention Officer	16.66
27070 - Firefighter	17.20
27101 - Guard I	18.02
27102 - Guard II	20.16
27131 - Police Officer I	23.97
27132 - Police Officer II	26.63
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.52
28042 - Carnival Equipment Repairer	16.52
28043 - Carnival Worker	12.18
28210 - Gate Attendant/Gate Tender	15.33
28310 - Lifeguard	13.15
28350 - Park Attendant (Aide)	16.50
28510 - Recreation Aide/Health Facility Attendant	12.05
28515 - Recreation Specialist	18.61
28630 - Sports Official	13.15
28690 - Swimming Pool Operator	26.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.75
29020 - Hatch Tender	24.75
29030 - Line Handler	24.75
29041 - Stevedore I	23.61
29042 - Stevedore II	26.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I 15.27
30022 - Archeological Technician II 17.27
30023 - Archeological Technician III 21.39
30030 - Cartographic Technician 21.39
30040 - Civil Engineering Technician 21.39
30051 - Cryogenic Technician I 23.69
30052 - Cryogenic Technician II 26.17
30061 - Drafter/CAD Operator I 15.27
30062 - Drafter/CAD Operator II 17.27
30063 - Drafter/CAD Operator III 19.24
30064 - Drafter/CAD Operator IV 23.69
30081 - Engineering Technician I 13.75
30082 - Engineering Technician II 15.44
30083 - Engineering Technician III 17.27
30084 - Engineering Technician IV 21.39
30085 - Engineering Technician V 26.17
30086 - Engineering Technician VI 31.65
30090 - Environmental Technician 21.39
30095 - Evidence Control Specialist 21.39
30210 - Laboratory Technician 19.24
30221 - Latent Fingerprint Technician I 23.69
30222 - Latent Fingerprint Technician II 26.17
30240 - Mathematical Technician 21.39
30361 - Paralegal/Legal Assistant I 18.87
30362 - Paralegal/Legal Assistant II 23.37
30363 - Paralegal/Legal Assistant III 28.59
30364 - Paralegal/Legal Assistant IV 34.59
30375 - Petroleum Supply Specialist 26.17
30390 - Photo-Optics Technician 21.39
30395 - Radiation Control Technician 26.17
30461 - Technical Writer I 21.39
30462 - Technical Writer II 26.16
30463 - Technical Writer III 31.65
30491 - Unexploded Ordnance (UXO) Technician I 25.60
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.13
30494 - Unexploded (UXO) Safety Escort 25.60
30495 - Unexploded (UXO) Sweep Personnel 25.60
30501 - Weather Forecaster I 23.69
30502 - Weather Forecaster II 28.81
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.24
30621 - Weather Observer Senior (see 2) 21.39
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 16.25
31030 - Bus Driver 22.51
31043 - Driver Courier 18.49
31260 - Parking and Lot Attendant 14.62
31290 - Shuttle Bus Driver 19.71

31310 - Taxi Driver	15.16
31361 - Truckdriver Light	19.71
31362 - Truckdriver Medium	20.92
31363 - Truckdriver Heavy	23.59
31364 - Truckdriver Tractor-Trailer	23.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.70
99050 - Desk Clerk	15.10
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	23.19
99252 - Laboratory Animal Caretaker II	24.73
99260 - Marketing Analyst	28.38
99310 - Mortician	25.60
99410 - Pest Controller	26.24
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.30
99711 - Recycling Specialist	23.19
99730 - Refuse Collector	17.37
99810 - Sales Clerk	11.10
99820 - School Crossing Guard	17.37
99830 - Survey Party Chief	20.10
99831 - Surveying Aide	12.34
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	23.19
99841 - Vending Machine Repairer	27.50
99842 - Vending Machine Repairer Helper	23.19

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4790
Revision No.: 12
Date Of Last Revision: 06/19/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Howard

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.27
01012 - Accounting Clerk II		16.02
01013 - Accounting Clerk III		17.92
01020 - Administrative Assistant		23.67
01035 - Court Reporter		16.98
01041 - Customer Service Representative I		12.73
01042 - Customer Service Representative II		14.31
01043 - Customer Service Representative III		15.61
01051 - Data Entry Operator I		12.39
01052 - Data Entry Operator II		13.52
01060 - Dispatcher Motor Vehicle		18.05
01070 - Document Preparation Clerk		13.52

01090 - Duplicating Machine Operator 13.52
01111 - General Clerk I 13.04
01112 - General Clerk II 14.23
01113 - General Clerk III 15.97
01120 - Housing Referral Assistant 18.92
01141 - Messenger Courier 11.02
01191 - Order Clerk I 12.93
01192 - Order Clerk II 15.75
01261 - Personnel Assistant (Employment) I 15.17
01262 - Personnel Assistant (Employment) II 16.98
01263 - Personnel Assistant (Employment) III 18.92
01270 - Production Control Clerk 28.07
01290 - Rental Clerk 13.33
01300 - Scheduler Maintenance 15.17
01311 - Secretary I 15.17
01312 - Secretary II 16.98
01313 - Secretary III 18.92
01320 - Service Order Dispatcher 17.84
01410 - Supply Technician 23.67
01420 - Survey Worker 15.41
01460 - Switchboard Operator/Receptionist 12.09
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 13.52
01612 - Word Processor II 15.17
01613 - Word Processor III 16.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.40
05010 - Automotive Electrician 16.40
05040 - Automotive Glass Installer 15.86
05070 - Automotive Worker 15.86
05110 - Mobile Equipment Servicer 14.88
05130 - Motor Equipment Metal Mechanic 16.99
05160 - Motor Equipment Metal Worker 15.86
05190 - Motor Vehicle Mechanic 16.99
05220 - Motor Vehicle Mechanic Helper 14.39
05250 - Motor Vehicle Upholstery Worker 15.36
05280 - Motor Vehicle Wrecker 15.86
05310 - Painter Automotive 16.40
05340 - Radiator Repair Specialist 15.86
05370 - Tire Repairer 12.85
05400 - Transmission Repair Specialist 16.99
07000 - Food Preparation And Service Occupations
07010 - Baker 14.83
07041 - Cook I 13.84
07042 - Cook II 14.83
07070 - Dishwasher 11.07
07130 - Food Service Worker 11.21
07210 - Meat Cutter 14.83

07260 - Waiter/Waitress 11.96
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.63
09040 - Furniture Handler 17.11
09080 - Furniture Refinisher 25.63
09090 - Furniture Refinisher Helper 20.57
09110 - Furniture Repairer Minor 23.28
09130 - Upholsterer 25.63
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.07
11060 - Elevator Operator 15.19
11090 - Gardener 17.26
11122 - Housekeeping Aide 15.19
11150 - Janitor 15.19
11210 - Laborer Grounds Maintenance 13.47
11240 - Maid or Houseman 10.33
11260 - Pruner 12.12
11270 - Tractor Operator 16.19
11330 - Trail Maintenance Worker 13.47
11360 - Window Cleaner 15.46
12000 - Health Occupations
12010 - Ambulance Driver 17.30
12011 - Breath Alcohol Technician 21.96
12012 - Certified Occupational Therapist Assistant 30.15
12015 - Certified Physical Therapist Assistant 27.96
12020 - Dental Assistant 21.24
12025 - Dental Hygienist 34.03
12030 - EKG Technician 33.26
12035 - Electroneurodiagnostic Technologist 33.26
12040 - Emergency Medical Technician 17.30
12071 - Licensed Practical Nurse I 19.62
12072 - Licensed Practical Nurse II 21.96
12073 - Licensed Practical Nurse III 24.46
12100 - Medical Assistant 15.14
12130 - Medical Laboratory Technician 22.40
12160 - Medical Record Clerk 16.52
12190 - Medical Record Technician 18.49
12195 - Medical Transcriptionist 19.62
12210 - Nuclear Medicine Technologist 48.22
12221 - Nursing Assistant I 11.58
12222 - Nursing Assistant II 13.02
12223 - Nursing Assistant III 14.20
12224 - Nursing Assistant IV 15.94
12235 - Optical Dispenser 15.76
12236 - Optical Technician 19.62
12250 - Pharmacy Technician 15.28
12280 - Phlebotomist 18.55
12305 - Radiologic Technologist 29.23
12311 - Registered Nurse I 24.34
12312 - Registered Nurse II 29.78

12313 - Registered Nurse II Specialist		29.78
12314 - Registered Nurse III		36.03
12315 - Registered Nurse III Anesthetist		36.03
12316 - Registered Nurse IV		43.18
12317 - Scheduler (Drug and Alcohol Testing)		27.19
12320 - Substance Abuse Treatment Counselor		27.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.93
13012 - Exhibits Specialist II		23.45
13013 - Exhibits Specialist III		28.68
13041 - Illustrator I		18.93
13042 - Illustrator II		23.45
13043 - Illustrator III		28.68
13047 - Librarian		25.97
13050 - Library Aide/Clerk		13.34
13054 - Library Information Technology Systems Administrator		23.45
13058 - Library Technician		18.86
13061 - Media Specialist I		16.92
13062 - Media Specialist II		18.93
13063 - Media Specialist III		21.09
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.68
13075 - Photographer V		34.70
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		16.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.53
14042 - Computer Operator II		16.95
14043 - Computer Operator III		18.49
14044 - Computer Operator IV		20.09
14045 - Computer Operator V		22.25
14071 - Computer Programmer I	(see 1)	16.05
14072 - Computer Programmer II	(see 1)	19.91
14073 - Computer Programmer III	(see 1)	23.86
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.35
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.53
14160 - Personal Computer Support Technician		20.09
14170 - System Support Specialist		35.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		22.39
15020 - Aircrew Training Devices Instructor (Rated)		27.08
15030 - Air Crew Training Devices Instructor (Pilot)		32.47
15050 - Computer Based Training Specialist / Instructor		22.39
15060 - Educational Technologist		20.35

15070 - Flight Instructor (Pilot) 32.47
15080 - Graphic Artist 23.74
15085 - Maintenance Test Pilot Fixed Jet/Prop 32.47
15086 - Maintenance Test Pilot Rotary Wing 32.47
15088 - Non-Maintenance Test/Co-Pilot 32.47
15090 - Technical Instructor 19.40
15095 - Technical Instructor/Course Developer 23.74
15110 - Test Proctor 15.66
15120 - Tutor 15.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 30.56
19040 - Tool And Die Maker 32.87
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.12
21030 - Material Coordinator 28.07
21040 - Material Expediter 28.07
21050 - Material Handling Laborer 17.19
21071 - Order Filler 12.40
21080 - Production Line Worker (Food Processing) 23.12
21110 - Shipping Packer 15.40
21130 - Shipping/Receiving Clerk 15.40
21140 - Store Worker I 15.24
21150 - Stock Clerk 21.02
21210 - Tools And Parts Attendant 23.12
21410 - Warehouse Specialist 23.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.98
23019 - Aircraft Logs and Records Technician 23.28
23021 - Aircraft Mechanic I 27.00
23022 - Aircraft Mechanic II 27.98
23023 - Aircraft Mechanic III 28.96
23040 - Aircraft Mechanic Helper 20.57
23050 - Aircraft Painter 25.78
23060 - Aircraft Servicer 23.28
23070 - Aircraft Survival Flight Equipment Technician 25.78
23080 - Aircraft Worker 24.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.39

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.00
23110 - Appliance Mechanic 25.78
23120 - Bicycle Repairer 20.19
23125 - Cable Splicer 27.00
23130 - Carpenter Maintenance 19.85
23140 - Carpet Layer 24.39
23160 - Electrician Maintenance 33.67
23181 - Electronics Technician Maintenance I 24.39
23182 - Electronics Technician Maintenance II 25.78
23183 - Electronics Technician Maintenance III 27.00
23260 - Fabric Worker 23.28
23290 - Fire Alarm System Mechanic 27.00
23310 - Fire Extinguisher Repairer 21.93
23311 - Fuel Distribution System Mechanic 27.00
23312 - Fuel Distribution System Operator 21.93
23370 - General Maintenance Worker 20.41
23380 - Ground Support Equipment Mechanic 27.00
23381 - Ground Support Equipment Servicer 23.28
23382 - Ground Support Equipment Worker 24.39
23391 - Gunsmith I 21.93
23392 - Gunsmith II 24.39
23393 - Gunsmith III 27.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.44
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.35
23430 - Heavy Equipment Mechanic 27.00
23440 - Heavy Equipment Operator 22.84
23460 - Instrument Mechanic 27.00
23465 - Laboratory/Shelter Mechanic 25.78
23470 - Laborer 17.19
23510 - Locksmith 25.78
23530 - Machinery Maintenance Mechanic 33.36
23550 - Machinist Maintenance 24.42
23580 - Maintenance Trades Helper 20.48
23591 - Metrology Technician I 27.00
23592 - Metrology Technician II 27.98
23593 - Metrology Technician III 28.96
23640 - Millwright 27.00
23710 - Office Appliance Repairer 25.78
23760 - Painter Maintenance 25.25
23790 - Pipefitter Maintenance 31.60
23810 - Plumber Maintenance 29.38
23820 - Pneudraulic Systems Mechanic 27.00
23850 - Rigger 27.00
23870 - Scale Mechanic 24.39
23890 - Sheet-Metal Worker Maintenance 27.00
23910 - Small Engine Mechanic 24.39
23931 - Telecommunications Mechanic I 24.84

23932 - Telecommunications Mechanic II 25.74
23950 - Telephone Lineman 27.00
23960 - Welder Combination Maintenance 23.05
23965 - Well Driller 27.00
23970 - Woodcraft Worker 27.00
23980 - Woodworker 21.93
24000 - Personal Needs Occupations
24550 - Case Manager 16.24
24570 - Child Care Attendant 11.11
24580 - Child Care Center Clerk 16.04
24610 - Chore Aide 11.37
24620 - Family Readiness And Support Services Coordinator 16.24
24630 - Homemaker 17.68
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.00
25040 - Sewage Plant Operator 25.78
25070 - Stationary Engineer 27.00
25190 - Ventilation Equipment Tender 20.57
25210 - Water Treatment Plant Operator 25.78
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.33
27007 - Baggage Inspector 16.38
27008 - Corrections Officer 16.66
27010 - Court Security Officer 16.71
27030 - Detection Dog Handler 18.33
27040 - Detention Officer 16.66
27070 - Firefighter 17.20
27101 - Guard I 16.38
27102 - Guard II 18.33
27131 - Police Officer I 23.97
27132 - Police Officer II 26.63
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.52
28042 - Carnival Equipment Repairer 16.52
28043 - Carnival Worker 12.18
28210 - Gate Attendant/Gate Tender 15.33
28310 - Lifeguard 13.15
28350 - Park Attendant (Aide) 16.50
28510 - Recreation Aide/Health Facility Attendant 12.05
28515 - Recreation Specialist 18.61
28630 - Sports Official 13.15
28690 - Swimming Pool Operator 26.46
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.39
29020 - Hatch Tender 24.39
29030 - Line Handler 24.39
29041 - Stevedore I 23.28
29042 - Stevedore II 25.78
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 15.27
30022 - Archeological Technician II 17.27
30023 - Archeological Technician III 21.39
30030 - Cartographic Technician 21.39
30040 - Civil Engineering Technician 21.39
30051 - Cryogenic Technician I 23.69
30052 - Cryogenic Technician II 26.17
30061 - Drafter/CAD Operator I 15.27
30062 - Drafter/CAD Operator II 17.27
30063 - Drafter/CAD Operator III 19.24
30064 - Drafter/CAD Operator IV 23.69
30081 - Engineering Technician I 13.75
30082 - Engineering Technician II 15.44
30083 - Engineering Technician III 17.27
30084 - Engineering Technician IV 21.39
30085 - Engineering Technician V 26.17
30086 - Engineering Technician VI 31.65
30090 - Environmental Technician 21.39
30095 - Evidence Control Specialist 21.39
30210 - Laboratory Technician 19.24
30221 - Latent Fingerprint Technician I 23.69
30222 - Latent Fingerprint Technician II 26.17
30240 - Mathematical Technician 21.39
30361 - Paralegal/Legal Assistant I 18.87
30362 - Paralegal/Legal Assistant II 23.37
30363 - Paralegal/Legal Assistant III 28.59
30364 - Paralegal/Legal Assistant IV 34.59
30375 - Petroleum Supply Specialist 26.17
30390 - Photo-Optics Technician 21.39
30395 - Radiation Control Technician 26.17
30461 - Technical Writer I 21.39
30462 - Technical Writer II 26.16
30463 - Technical Writer III 31.65
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 23.69
30502 - Weather Forecaster II 28.81
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.24
30621 - Weather Observer Senior (see 2) 21.39
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.25
31030 - Bus Driver 22.11

31043 - Driver Courier	18.49
31260 - Parking and Lot Attendant	14.62
31290 - Shuttle Bus Driver	19.71
31310 - Taxi Driver	15.16
31361 - Truckdriver Light	19.71
31362 - Truckdriver Medium	20.92
31363 - Truckdriver Heavy	22.72
31364 - Truckdriver Tractor-Trailer	22.72
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.17
99050 - Desk Clerk	14.95
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	22.96
99252 - Laboratory Animal Caretaker II	24.48
99260 - Marketing Analyst	28.38
99310 - Mortician	25.35
99410 - Pest Controller	25.98
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.10
99711 - Recycling Specialist	22.96
99730 - Refuse Collector	17.19
99810 - Sales Clerk	11.10
99820 - School Crossing Guard	17.19
99830 - Survey Party Chief	19.90
99831 - Surveying Aide	12.22
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	22.96
99841 - Vending Machine Repairer	27.22
99842 - Vending Machine Repairer Helper	22.96

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the

employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4792
Revision No.: 14
Date Of Last Revision: 05/07/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Benton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		20.25
01041 - Customer Service Representative I		11.58
01042 - Customer Service Representative II		13.02
01043 - Customer Service Representative III		14.20
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.75

01090 - Duplicating Machine Operator	13.75
01111 - General Clerk I	13.26
01112 - General Clerk II	14.46
01113 - General Clerk III	16.34
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	13.98
01191 - Order Clerk I	15.69
01192 - Order Clerk II	17.58
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	22.71
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.04
01410 - Supply Technician	28.01
01420 - Survey Worker	18.89
01460 - Switchboard Operator/Receptionist	13.53
01531 - Travel Clerk I	14.44
01532 - Travel Clerk II	15.41
01533 - Travel Clerk III	16.34
01611 - Word Processor I	15.50
01612 - Word Processor II	17.41
01613 - Word Processor III	19.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.89
05010 - Automotive Electrician	23.06
05040 - Automotive Glass Installer	21.85
05070 - Automotive Worker	21.85
05110 - Mobile Equipment Servicer	19.92
05130 - Motor Equipment Metal Mechanic	26.41
05160 - Motor Equipment Metal Worker	21.85
05190 - Motor Vehicle Mechanic	25.88
05220 - Motor Vehicle Mechanic Helper	18.73
05250 - Motor Vehicle Upholstery Worker	20.90
05280 - Motor Vehicle Wrecker	21.85
05310 - Painter Automotive	23.06
05340 - Radiator Repair Specialist	21.85
05370 - Tire Repairer	15.22
05400 - Transmission Repair Specialist	26.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.69
07041 - Cook I	13.34
07042 - Cook II	15.03
07070 - Dishwasher	10.19
07130 - Food Service Worker	11.50
07210 - Meat Cutter	15.46

07260 - Waiter/Waitress	9.93
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.16
09040 - Furniture Handler	18.12
09080 - Furniture Refinisher	23.16
09090 - Furniture Refinisher Helper	20.70
09110 - Furniture Repairer Minor	23.10
09130 - Upholsterer	23.16
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.29
11060 - Elevator Operator	12.75
11090 - Gardener	17.64
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer Grounds Maintenance	14.17
11240 - Maid or Houseman	12.78
11260 - Pruner	12.75
11270 - Tractor Operator	16.58
11330 - Trail Maintenance Worker	14.17
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	19.01
12011 - Breath Alcohol Technician	21.34
12012 - Certified Occupational Therapist Assistant	29.28
12015 - Certified Physical Therapist Assistant	27.50
12020 - Dental Assistant	18.12
12025 - Dental Hygienist	38.41
12030 - EKG Technician	32.34
12035 - Electroneurodiagnostic Technologist	32.34
12040 - Emergency Medical Technician	19.01
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.34
12073 - Licensed Practical Nurse III	23.79
12100 - Medical Assistant	17.02
12130 - Medical Laboratory Technician	20.22
12160 - Medical Record Clerk	18.58
12190 - Medical Record Technician	21.34
12195 - Medical Transcriptionist	18.24
12210 - Nuclear Medicine Technologist	46.89
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	17.15
12236 - Optical Technician	19.07
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	17.28
12305 - Radiologic Technologist	31.10
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57

12313 - Registered Nurse II Specialist		32.57
12314 - Registered Nurse III		38.43
12315 - Registered Nurse III Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		26.43
12320 - Substance Abuse Treatment Counselor		25.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.55
13013 - Exhibits Specialist III		32.62
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		33.70
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		31.05
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.33
13072 - Photographer II		20.53
13073 - Photographer III		25.48
13074 - Photographer IV		31.15
13075 - Photographer V		37.57
13090 - Technical Order Library Clerk		16.30
13110 - Video Teleconference Technician		18.45
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		26.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		30.14

15070 - Flight Instructor (Pilot) 46.94
15080 - Graphic Artist 26.41
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.34
15086 - Maintenance Test Pilot Rotary Wing 38.34
15088 - Non-Maintenance Test/Co-Pilot 38.34
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 28.67
15110 - Test Proctor 19.62
15120 - Tutor 18.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.67
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.56
16220 - Tailor 14.44
16250 - Washer Machine 10.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.19
19040 - Tool And Die Maker 29.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.60
21030 - Material Coordinator 22.71
21040 - Material Expediter 22.71
21050 - Material Handling Laborer 17.05
21071 - Order Filler 15.18
21080 - Production Line Worker (Food Processing) 18.60
21110 - Shipping Packer 20.41
21130 - Shipping/Receiving Clerk 20.41
21140 - Store Worker I 15.24
21150 - Stock Clerk 21.02
21210 - Tools And Parts Attendant 18.60
21410 - Warehouse Specialist 18.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.96
23019 - Aircraft Logs and Records Technician 23.85
23021 - Aircraft Mechanic I 28.13
23022 - Aircraft Mechanic II 29.96
23023 - Aircraft Mechanic III 31.40
23040 - Aircraft Mechanic Helper 20.38
23050 - Aircraft Painter 24.99
23060 - Aircraft Servicer 23.85
23070 - Aircraft Survival Flight Equipment Technician 24.99
23080 - Aircraft Worker 25.02
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.02

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.13
23110 - Appliance Mechanic 23.58
23120 - Bicycle Repairer 19.58
23125 - Cable Splicer 27.69
23130 - Carpenter Maintenance 31.86
23140 - Carpet Layer 28.36
23160 - Electrician Maintenance 34.00
23181 - Electronics Technician Maintenance I 26.30
23182 - Electronics Technician Maintenance II 27.75
23183 - Electronics Technician Maintenance III 29.24
23260 - Fabric Worker 21.49
23290 - Fire Alarm System Mechanic 24.80
23310 - Fire Extinguisher Repairer 21.36
23311 - Fuel Distribution System Mechanic 27.14
23312 - Fuel Distribution System Operator 21.66
23370 - General Maintenance Worker 22.99
23380 - Ground Support Equipment Mechanic 28.13
23381 - Ground Support Equipment Servicer 23.85
23382 - Ground Support Equipment Worker 25.02
23391 - Gunsmith I 21.36
23392 - Gunsmith II 24.07
23393 - Gunsmith III 26.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.25
23430 - Heavy Equipment Mechanic 28.00
23440 - Heavy Equipment Operator 32.57
23460 - Instrument Mechanic 24.55
23465 - Laboratory/Shelter Mechanic 25.18
23470 - Laborer 16.05
23510 - Locksmith 23.58
23530 - Machinery Maintenance Mechanic 26.40
23550 - Machinist Maintenance 27.46
23580 - Maintenance Trades Helper 17.31
23591 - Metrology Technician I 24.55
23592 - Metrology Technician II 25.43
23593 - Metrology Technician III 27.49
23640 - Millwright 30.77
23710 - Office Appliance Repairer 21.40
23760 - Painter Maintenance 23.57
23790 - Pipefitter Maintenance 31.00
23810 - Plumber Maintenance 29.42
23820 - Pneudraulic Systems Mechanic 26.76
23850 - Rigger 27.57
23870 - Scale Mechanic 24.07
23890 - Sheet-Metal Worker Maintenance 31.13
23910 - Small Engine Mechanic 21.93
23931 - Telecommunications Mechanic I 27.78

23932 - Telecommunications Mechanic II	28.87
23950 - Telephone Lineman	27.68
23960 - Welder Combination Maintenance	21.92
23965 - Well Driller	27.68
23970 - Woodcraft Worker	26.76
23980 - Woodworker	19.75
24000 - Personal Needs Occupations	
24550 - Case Manager	14.63
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	14.44
24610 - Chore Aide	10.90
24620 - Family Readiness And Support Services Coordinator	14.63
24630 - Homemaker	14.63
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.95
25040 - Sewage Plant Operator	24.22
25070 - Stationary Engineer	29.95
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	24.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.40
27007 - Baggage Inspector	14.54
27008 - Corrections Officer	29.58
27010 - Court Security Officer	29.58
27030 - Detection Dog Handler	16.27
27040 - Detention Officer	29.58
27070 - Firefighter	29.58
27101 - Guard I	14.54
27102 - Guard II	16.27
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.83
28042 - Carnival Equipment Repairer	13.68
28043 - Carnival Worker	10.02
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.27
28510 - Recreation Aide/Health Facility Attendant	11.26
28515 - Recreation Specialist	19.11
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	17.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.59
29020 - Hatch Tender	25.59
29030 - Line Handler	25.59
29041 - Stevedore I	24.43
29042 - Stevedore II	26.81
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.89
30022 - Archeological Technician II 19.73
30023 - Archeological Technician III 26.32
30030 - Cartographic Technician 26.33
30040 - Civil Engineering Technician 25.64
30051 - Cryogenic Technician I 27.11
30052 - Cryogenic Technician II 29.95
30061 - Drafter/CAD Operator I 17.89
30062 - Drafter/CAD Operator II 19.73
30063 - Drafter/CAD Operator III 21.99
30064 - Drafter/CAD Operator IV 28.96
30081 - Engineering Technician I 18.16
30082 - Engineering Technician II 20.39
30083 - Engineering Technician III 22.81
30084 - Engineering Technician IV 28.26
30085 - Engineering Technician V 34.56
30086 - Engineering Technician VI 45.66
30090 - Environmental Technician 24.79
30095 - Evidence Control Specialist 24.48
30210 - Laboratory Technician 22.13
30221 - Latent Fingerprint Technician I 27.11
30222 - Latent Fingerprint Technician II 29.95
30240 - Mathematical Technician 26.15
30361 - Paralegal/Legal Assistant I 21.05
30362 - Paralegal/Legal Assistant II 26.08
30363 - Paralegal/Legal Assistant III 31.89
30364 - Paralegal/Legal Assistant IV 38.59
30375 - Petroleum Supply Specialist 29.95
30390 - Photo-Optics Technician 26.33
30395 - Radiation Control Technician 29.95
30461 - Technical Writer I 27.48
30462 - Technical Writer II 33.60
30463 - Technical Writer III 40.66
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.46
30502 - Weather Forecaster II 33.39
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.99
30621 - Weather Observer Senior (see 2) 24.79
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 18.07
31030 - Bus Driver 24.58

31043 - Driver Courier	19.14
31260 - Parking and Lot Attendant	16.26
31290 - Shuttle Bus Driver	20.81
31310 - Taxi Driver	14.26
31361 - Truckdriver Light	20.81
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	25.75
31364 - Truckdriver Tractor-Trailer	25.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.94
99050 - Desk Clerk	11.94
99095 - Embalmer	32.31
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.39
99252 - Laboratory Animal Caretaker II	15.34
99260 - Marketing Analyst	26.03
99310 - Mortician	32.31
99410 - Pest Controller	23.36
99510 - Photofinishing Worker	13.78
99710 - Recycling Laborer	22.03
99711 - Recycling Specialist	26.47
99730 - Refuse Collector	19.82
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	17.19
99830 - Survey Party Chief	24.34
99831 - Surveying Aide	17.26
99832 - Surveying Technician	21.44
99840 - Vending Machine Attendant	21.57
99841 - Vending Machine Repairer	24.93
99842 - Vending Machine Repairer Helper	21.04

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the

employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4793
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Tippecanoe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.43
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.64
01020 - Administrative Assistant		26.62
01035 - Court Reporter		18.14
01041 - Customer Service Representative I		12.74
01042 - Customer Service Representative II		14.32
01043 - Customer Service Representative III		15.62
01051 - Data Entry Operator I		13.61
01052 - Data Entry Operator II		14.85
01060 - Dispatcher Motor Vehicle		20.66
01070 - Document Preparation Clerk		14.20
01090 - Duplicating Machine Operator		14.20
01111 - General Clerk I		13.72
01112 - General Clerk II		14.97

01113 - General Clerk III 16.82
01120 - Housing Referral Assistant 20.59
01141 - Messenger Courier 15.05
01191 - Order Clerk I 14.73
01192 - Order Clerk II 16.07
01261 - Personnel Assistant (Employment) I 15.73
01262 - Personnel Assistant (Employment) II 17.59
01263 - Personnel Assistant (Employment) III 19.61
01270 - Production Control Clerk 23.42
01290 - Rental Clerk 15.07
01300 - Scheduler Maintenance 16.51
01311 - Secretary I 16.51
01312 - Secretary II 18.47
01313 - Secretary III 20.59
01320 - Service Order Dispatcher 18.73
01410 - Supply Technician 26.62
01420 - Survey Worker 17.58
01460 - Switchboard Operator/Receptionist 13.61
01531 - Travel Clerk I 14.40
01532 - Travel Clerk II 15.35
01533 - Travel Clerk III 16.38
01611 - Word Processor I 14.20
01612 - Word Processor II 15.95
01613 - Word Processor III 17.84
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.67
05010 - Automotive Electrician 20.01
05040 - Automotive Glass Installer 19.42
05070 - Automotive Worker 19.39
05110 - Mobile Equipment Servicer 17.72
05130 - Motor Equipment Metal Mechanic 20.84
05160 - Motor Equipment Metal Worker 19.39
05190 - Motor Vehicle Mechanic 20.84
05220 - Motor Vehicle Mechanic Helper 17.09
05250 - Motor Vehicle Upholstery Worker 18.62
05280 - Motor Vehicle Wrecker 19.39
05310 - Painter Automotive 21.87
05340 - Radiator Repair Specialist 19.39
05370 - Tire Repairer 14.84
05400 - Transmission Repair Specialist 20.84
07000 - Food Preparation And Service Occupations
07010 - Baker 16.69
07041 - Cook I 13.70
07042 - Cook II 15.22
07070 - Dishwasher 9.44
07130 - Food Service Worker 11.77
07210 - Meat Cutter 17.01
07260 - Waiter/Waitress 9.41
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.83

09040 - Furniture Handler 18.12
09080 - Furniture Refinisher 24.83
09090 - Furniture Refinisher Helper 21.78
09110 - Furniture Repairer Minor 24.65
09130 - Upholsterer 24.83
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.10
11060 - Elevator Operator 13.10
11090 - Gardener 19.40
11122 - Housekeeping Aide 12.04
11150 - Janitor 12.04
11210 - Laborer Grounds Maintenance 15.14
11240 - Maid or Houseman 12.95
11260 - Pruner 14.03
11270 - Tractor Operator 18.19
11330 - Trail Maintenance Worker 15.14
11360 - Window Cleaner 13.38
12000 - Health Occupations
12010 - Ambulance Driver 17.46
12011 - Breath Alcohol Technician 21.94
12012 - Certified Occupational Therapist Assistant 30.11
12015 - Certified Physical Therapist Assistant 27.95
12020 - Dental Assistant 18.12
12025 - Dental Hygienist 38.41
12030 - EKG Technician 33.26
12035 - Electroneurodiagnostic Technologist 33.26
12040 - Emergency Medical Technician 17.46
12071 - Licensed Practical Nurse I 19.63
12072 - Licensed Practical Nurse II 21.94
12073 - Licensed Practical Nurse III 24.46
12100 - Medical Assistant 17.41
12130 - Medical Laboratory Technician 20.22
12160 - Medical Record Clerk 20.44
12190 - Medical Record Technician 23.02
12195 - Medical Transcriptionist 19.63
12210 - Nuclear Medicine Technologist 48.23
12221 - Nursing Assistant I 12.05
12222 - Nursing Assistant II 13.53
12223 - Nursing Assistant III 14.77
12224 - Nursing Assistant IV 16.59
12235 - Optical Dispenser 17.11
12236 - Optical Technician 19.63
12250 - Pharmacy Technician 15.95
12280 - Phlebotomist 16.94
12305 - Radiologic Technologist 30.18
12311 - Registered Nurse I 23.99
12312 - Registered Nurse II 29.35
12313 - Registered Nurse II Specialist 29.35
12314 - Registered Nurse III 35.51
12315 - Registered Nurse III Anesthetist 35.51

12316 - Registered Nurse IV		42.56
12317 - Scheduler (Drug and Alcohol Testing)		27.19
12320 - Substance Abuse Treatment Counselor		25.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.04
13012 - Exhibits Specialist II		22.35
13013 - Exhibits Specialist III		27.33
13041 - Illustrator I		19.93
13042 - Illustrator II		24.69
13043 - Illustrator III		30.20
13047 - Librarian		24.08
13050 - Library Aide/Clerk		13.82
13054 - Library Information Technology Systems Administrator		25.49
13058 - Library Technician		16.41
13061 - Media Specialist I		15.68
13062 - Media Specialist II		17.53
13063 - Media Specialist III		19.55
13071 - Photographer I		15.46
13072 - Photographer II		17.30
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.71
13090 - Technical Order Library Clerk		16.30
13110 - Video Teleconference Technician		20.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.91
14042 - Computer Operator II		21.15
14043 - Computer Operator III		23.58
14044 - Computer Operator IV		26.21
14045 - Computer Operator V		30.26
14071 - Computer Programmer I	(see 1)	21.92
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.91
14160 - Personal Computer Support Technician		26.97
14170 - System Support Specialist		29.45
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.01
15020 - Aircrew Training Devices Instructor (Rated)		36.32
15030 - Air Crew Training Devices Instructor (Pilot)		43.52
15050 - Computer Based Training Specialist / Instructor		30.01
15060 - Educational Technologist		30.94
15070 - Flight Instructor (Pilot)		43.52
15080 - Graphic Artist		23.87
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.17

15086 - Maintenance Test Pilot Rotary Wing 42.17
15088 - Non-Maintenance Test/Co-Pilot 42.17
15090 - Technical Instructor 23.11
15095 - Technical Instructor/Course Developer 28.27
15110 - Test Proctor 18.66
15120 - Tutor 18.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.46
19040 - Tool And Die Maker 30.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.39
21030 - Material Coordinator 23.42
21040 - Material Expediter 23.42
21050 - Material Handling Laborer 16.88
21071 - Order Filler 15.04
21080 - Production Line Worker (Food Processing) 19.39
21110 - Shipping Packer 20.41
21130 - Shipping/Receiving Clerk 20.41
21140 - Store Worker I 15.40
21150 - Stock Clerk 21.24
21210 - Tools And Parts Attendant 19.39
21410 - Warehouse Specialist 19.39
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.87
23019 - Aircraft Logs and Records Technician 26.52
23021 - Aircraft Mechanic I 29.80
23022 - Aircraft Mechanic II 30.87
23023 - Aircraft Mechanic III 32.03
23040 - Aircraft Mechanic Helper 24.43
23050 - Aircraft Painter 29.05
23060 - Aircraft Servicer 26.52
23070 - Aircraft Survival Flight Equipment Technician 29.05
23080 - Aircraft Worker 27.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.80
23110 - Appliance Mechanic 23.63

23120 - Bicycle Repairer	20.11
23125 - Cable Splicer	25.01
23130 - Carpenter Maintenance	22.98
23140 - Carpet Layer	22.36
23160 - Electrician Maintenance	32.39
23181 - Electronics Technician Maintenance I	23.75
23182 - Electronics Technician Maintenance II	25.84
23183 - Electronics Technician Maintenance III	26.89
23260 - Fabric Worker	21.49
23290 - Fire Alarm System Mechanic	24.85
23310 - Fire Extinguisher Repairer	20.25
23311 - Fuel Distribution System Mechanic	24.90
23312 - Fuel Distribution System Operator	20.25
23370 - General Maintenance Worker	19.14
23380 - Ground Support Equipment Mechanic	29.80
23381 - Ground Support Equipment Servicer	26.52
23382 - Ground Support Equipment Worker	27.71
23391 - Gunsmith I	20.25
23392 - Gunsmith II	22.51
23393 - Gunsmith III	24.85
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.30
23430 - Heavy Equipment Mechanic	26.31
23440 - Heavy Equipment Operator	27.31
23460 - Instrument Mechanic	24.85
23465 - Laboratory/Shelter Mechanic	23.63
23470 - Laborer	16.05
23510 - Locksmith	23.63
23530 - Machinery Maintenance Mechanic	28.94
23550 - Machinist Maintenance	24.85
23580 - Maintenance Trades Helper	17.34
23591 - Metrology Technician I	24.85
23592 - Metrology Technician II	25.75
23593 - Metrology Technician III	26.65
23640 - Millwright	30.77
23710 - Office Appliance Repairer	21.45
23760 - Painter Maintenance	20.52
23790 - Pipefitter Maintenance	28.51
23810 - Plumber Maintenance	27.22
23820 - Pneudraulic Systems Mechanic	24.85
23850 - Rigger	24.85
23870 - Scale Mechanic	22.51
23890 - Sheet-Metal Worker Maintenance	27.34
23910 - Small Engine Mechanic	22.36
23931 - Telecommunications Mechanic I	25.28
23932 - Telecommunications Mechanic II	26.18
23950 - Telephone Lineman	24.85
23960 - Welder Combination Maintenance	22.72

23965 - Well Driller	24.85
23970 - Woodcraft Worker	24.85
23980 - Woodworker	20.25
24000 - Personal Needs Occupations	
24550 - Case Manager	14.71
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	14.38
24610 - Chore Aide	11.58
24620 - Family Readiness And Support Services Coordinator	14.71
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.85
25040 - Sewage Plant Operator	23.12
25070 - Stationary Engineer	24.85
25190 - Ventilation Equipment Tender	18.86
25210 - Water Treatment Plant Operator	23.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.25
27007 - Baggage Inspector	14.54
27008 - Corrections Officer	27.53
27010 - Court Security Officer	30.18
27030 - Detection Dog Handler	17.22
27040 - Detention Officer	27.53
27070 - Firefighter	30.18
27101 - Guard I	14.54
27102 - Guard II	17.22
27131 - Police Officer I	25.63
27132 - Police Officer II	28.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.56
28042 - Carnival Equipment Repairer	13.39
28043 - Carnival Worker	9.40
28210 - Gate Attendant/Gate Tender	15.46
28310 - Lifeguard	12.28
28350 - Park Attendant (Aide)	17.28
28510 - Recreation Aide/Health Facility Attendant	12.35
28515 - Recreation Specialist	19.11
28630 - Sports Official	13.76
28690 - Swimming Pool Operator	18.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.59
29020 - Hatch Tender	25.59
29030 - Line Handler	25.59
29041 - Stevedore I	23.25
29042 - Stevedore II	26.81
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		18.58
30022 - Archeological Technician II		21.49
30023 - Archeological Technician III		25.75
30030 - Cartographic Technician		25.75
30040 - Civil Engineering Technician		24.79
30051 - Cryogenic Technician I		27.11
30052 - Cryogenic Technician II		29.95
30061 - Drafter/CAD Operator I		18.58
30062 - Drafter/CAD Operator II		21.49
30063 - Drafter/CAD Operator III		23.17
30064 - Drafter/CAD Operator IV		28.52
30081 - Engineering Technician I		16.48
30082 - Engineering Technician II		18.50
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		27.03
30085 - Engineering Technician V		31.36
30086 - Engineering Technician VI		37.94
30090 - Environmental Technician		24.48
30095 - Evidence Control Specialist		24.48
30210 - Laboratory Technician		20.75
30221 - Latent Fingerprint Technician I		27.11
30222 - Latent Fingerprint Technician II		29.95
30240 - Mathematical Technician		28.36
30361 - Paralegal/Legal Assistant I		20.74
30362 - Paralegal/Legal Assistant II		25.69
30363 - Paralegal/Legal Assistant III		31.43
30364 - Paralegal/Legal Assistant IV		38.02
30375 - Petroleum Supply Specialist		29.95
30390 - Photo-Optics Technician		25.75
30395 - Radiation Control Technician		29.95
30461 - Technical Writer I		24.48
30462 - Technical Writer II		29.95
30463 - Technical Writer III		36.23
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		27.46
30502 - Weather Forecaster II		33.39
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.17
30621 - Weather Observer Senior	(see 2)	25.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		16.24
31030 - Bus Driver		24.58
31043 - Driver Courier		16.07
31260 - Parking and Lot Attendant		15.74
31290 - Shuttle Bus Driver		18.23

31310 - Taxi Driver	15.05
31361 - Truckdriver Light	17.52
31362 - Truckdriver Medium	22.44
31363 - Truckdriver Heavy	26.64
31364 - Truckdriver Tractor-Trailer	26.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.95
99050 - Desk Clerk	10.64
99095 - Embalmer	26.25
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	14.39
99252 - Laboratory Animal Caretaker II	15.34
99260 - Marketing Analyst	27.16
99310 - Mortician	26.25
99410 - Pest Controller	23.32
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	22.01
99711 - Recycling Specialist	26.46
99730 - Refuse Collector	19.81
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	17.01
99830 - Survey Party Chief	24.75
99831 - Surveying Aide	15.24
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	23.19
99841 - Vending Machine Repairer	27.50
99842 - Vending Machine Repairer Helper	23.19

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4794
Revision No.: 14
Date Of Last Revision: 05/07/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Tippecanoe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.18
01012 - Accounting Clerk II		17.03
01013 - Accounting Clerk III		19.06
01020 - Administrative Assistant		24.20
01035 - Court Reporter		18.14
01041 - Customer Service Representative I		11.58
01042 - Customer Service Representative II		13.02
01043 - Customer Service Representative III		14.20
01051 - Data Entry Operator I		13.61
01052 - Data Entry Operator II		14.85
01060 - Dispatcher Motor Vehicle		20.66
01070 - Document Preparation Clerk		14.05

01090 - Duplicating Machine Operator	14.05
01111 - General Clerk I	13.26
01112 - General Clerk II	14.46
01113 - General Clerk III	16.23
01120 - Housing Referral Assistant	20.59
01141 - Messenger Courier	13.98
01191 - Order Clerk I	14.73
01192 - Order Clerk II	16.07
01261 - Personnel Assistant (Employment) I	15.48
01262 - Personnel Assistant (Employment) II	17.32
01263 - Personnel Assistant (Employment) III	19.31
01270 - Production Control Clerk	22.71
01290 - Rental Clerk	15.07
01300 - Scheduler Maintenance	16.51
01311 - Secretary I	16.51
01312 - Secretary II	18.47
01313 - Secretary III	20.59
01320 - Service Order Dispatcher	18.73
01410 - Supply Technician	24.20
01420 - Survey Worker	17.00
01460 - Switchboard Operator/Receptionist	13.61
01531 - Travel Clerk I	14.15
01532 - Travel Clerk II	15.09
01533 - Travel Clerk III	16.01
01611 - Word Processor I	13.75
01612 - Word Processor II	15.44
01613 - Word Processor III	17.27
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.67
05010 - Automotive Electrician	20.01
05040 - Automotive Glass Installer	19.42
05070 - Automotive Worker	19.39
05110 - Mobile Equipment Servicer	17.72
05130 - Motor Equipment Metal Mechanic	20.84
05160 - Motor Equipment Metal Worker	19.39
05190 - Motor Vehicle Mechanic	20.84
05220 - Motor Vehicle Mechanic Helper	17.09
05250 - Motor Vehicle Upholstery Worker	18.62
05280 - Motor Vehicle Wrecker	19.39
05310 - Painter Automotive	21.87
05340 - Radiator Repair Specialist	19.39
05370 - Tire Repairer	14.84
05400 - Transmission Repair Specialist	20.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.69
07041 - Cook I	12.45
07042 - Cook II	13.84
07070 - Dishwasher	9.31
07130 - Food Service Worker	11.50
07210 - Meat Cutter	15.46

07260 - Waiter/Waitress	9.41
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.83
09040 - Furniture Handler	18.12
09080 - Furniture Refinisher	24.83
09090 - Furniture Refinisher Helper	21.78
09110 - Furniture Repairer Minor	24.65
09130 - Upholsterer	24.83
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.91
11060 - Elevator Operator	11.91
11090 - Gardener	17.64
11122 - Housekeeping Aide	12.04
11150 - Janitor	12.04
11210 - Laborer Grounds Maintenance	13.76
11240 - Maid or Houseman	11.77
11260 - Pruner	12.75
11270 - Tractor Operator	16.54
11330 - Trail Maintenance Worker	13.76
11360 - Window Cleaner	13.38
12000 - Health Occupations	
12010 - Ambulance Driver	17.46
12011 - Breath Alcohol Technician	21.34
12012 - Certified Occupational Therapist Assistant	29.28
12015 - Certified Physical Therapist Assistant	27.95
12020 - Dental Assistant	18.12
12025 - Dental Hygienist	38.41
12030 - EKG Technician	32.34
12035 - Electroneurodiagnostic Technologist	32.34
12040 - Emergency Medical Technician	17.46
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.34
12073 - Licensed Practical Nurse III	23.79
12100 - Medical Assistant	17.02
12130 - Medical Laboratory Technician	20.22
12160 - Medical Record Clerk	18.58
12190 - Medical Record Technician	21.34
12195 - Medical Transcriptionist	18.24
12210 - Nuclear Medicine Technologist	46.89
12221 - Nursing Assistant I	11.18
12222 - Nursing Assistant II	12.58
12223 - Nursing Assistant III	13.72
12224 - Nursing Assistant IV	15.40
12235 - Optical Dispenser	16.74
12236 - Optical Technician	19.07
12250 - Pharmacy Technician	15.16
12280 - Phlebotomist	16.94
12305 - Radiologic Technologist	29.31
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	29.35

12313 - Registered Nurse II Specialist		29.35
12314 - Registered Nurse III		35.51
12315 - Registered Nurse III Anesthetist		35.51
12316 - Registered Nurse IV		42.56
12317 - Scheduler (Drug and Alcohol Testing)		26.43
12320 - Substance Abuse Treatment Counselor		25.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.04
13012 - Exhibits Specialist II		22.35
13013 - Exhibits Specialist III		27.33
13041 - Illustrator I		19.93
13042 - Illustrator II		24.69
13043 - Illustrator III		30.20
13047 - Librarian		24.08
13050 - Library Aide/Clerk		13.82
13054 - Library Information Technology Systems Administrator		25.49
13058 - Library Technician		16.41
13061 - Media Specialist I		15.68
13062 - Media Specialist II		17.53
13063 - Media Specialist III		19.55
13071 - Photographer I		15.46
13072 - Photographer II		17.30
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.71
13090 - Technical Order Library Clerk		16.30
13110 - Video Teleconference Technician		18.45
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.19
14042 - Computer Operator II		19.23
14043 - Computer Operator III		21.44
14044 - Computer Operator IV		23.83
14045 - Computer Operator V		27.51
14071 - Computer Programmer I	(see 1)	21.92
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.19
14160 - Personal Computer Support Technician		24.52
14170 - System Support Specialist		26.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.63
15020 - Aircrew Training Devices Instructor (Rated)		35.84
15030 - Air Crew Training Devices Instructor (Pilot)		42.96
15050 - Computer Based Training Specialist / Instructor		29.63
15060 - Educational Technologist		30.94

15070 - Flight Instructor (Pilot) 42.96
15080 - Graphic Artist 22.54
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.34
15086 - Maintenance Test Pilot Rotary Wing 38.34
15088 - Non-Maintenance Test/Co-Pilot 38.34
15090 - Technical Instructor 23.11
15095 - Technical Instructor/Course Developer 28.27
15110 - Test Proctor 18.66
15120 - Tutor 18.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.67
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.56
16220 - Tailor 14.44
16250 - Washer Machine 10.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.46
19040 - Tool And Die Maker 30.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.39
21030 - Material Coordinator 22.71
21040 - Material Expediter 22.71
21050 - Material Handling Laborer 16.88
21071 - Order Filler 14.34
21080 - Production Line Worker (Food Processing) 19.39
21110 - Shipping Packer 20.41
21130 - Shipping/Receiving Clerk 20.41
21140 - Store Worker I 15.24
21150 - Stock Clerk 21.02
21210 - Tools And Parts Attendant 19.39
21410 - Warehouse Specialist 19.39
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.87
23019 - Aircraft Logs and Records Technician 26.52
23021 - Aircraft Mechanic I 29.80
23022 - Aircraft Mechanic II 30.87
23023 - Aircraft Mechanic III 32.03
23040 - Aircraft Mechanic Helper 24.43
23050 - Aircraft Painter 29.05
23060 - Aircraft Servicer 26.52
23070 - Aircraft Survival Flight Equipment Technician 29.05
23080 - Aircraft Worker 27.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.71

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.80
23110 - Appliance Mechanic 23.12
23120 - Bicycle Repairer 19.58
23125 - Cable Splicer 25.01
23130 - Carpenter Maintenance 22.98
23140 - Carpet Layer 21.96
23160 - Electrician Maintenance 32.39
23181 - Electronics Technician Maintenance I 23.75
23182 - Electronics Technician Maintenance II 25.84
23183 - Electronics Technician Maintenance III 26.89
23260 - Fabric Worker 21.49
23290 - Fire Alarm System Mechanic 24.20
23310 - Fire Extinguisher Repairer 20.25
23311 - Fuel Distribution System Mechanic 24.90
23312 - Fuel Distribution System Operator 20.25
23370 - General Maintenance Worker 19.14
23380 - Ground Support Equipment Mechanic 29.80
23381 - Ground Support Equipment Servicer 26.52
23382 - Ground Support Equipment Worker 27.71
23391 - Gunsmith I 20.25
23392 - Gunsmith II 22.51
23393 - Gunsmith III 24.55
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.01
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.84
23430 - Heavy Equipment Mechanic 24.82
23440 - Heavy Equipment Operator 27.31
23460 - Instrument Mechanic 24.55
23465 - Laboratory/Shelter Mechanic 23.58
23470 - Laborer 16.05
23510 - Locksmith 23.58
23530 - Machinery Maintenance Mechanic 28.94
23550 - Machinist Maintenance 24.20
23580 - Maintenance Trades Helper 17.34
23591 - Metrology Technician I 24.55
23592 - Metrology Technician II 25.43
23593 - Metrology Technician III 26.33
23640 - Millwright 30.77
23710 - Office Appliance Repairer 21.45
23760 - Painter Maintenance 20.52
23790 - Pipefitter Maintenance 28.51
23810 - Plumber Maintenance 27.22
23820 - Pneudraulic Systems Mechanic 24.55
23850 - Rigger 24.55
23870 - Scale Mechanic 22.51
23890 - Sheet-Metal Worker Maintenance 27.34
23910 - Small Engine Mechanic 21.96
23931 - Telecommunications Mechanic I 25.28

23932 - Telecommunications Mechanic II	26.18
23950 - Telephone Lineman	24.20
23960 - Welder Combination Maintenance	22.72
23965 - Well Driller	24.55
23970 - Woodcraft Worker	24.55
23980 - Woodworker	20.25
24000 - Personal Needs Occupations	
24550 - Case Manager	14.58
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	14.38
24610 - Chore Aide	11.33
24620 - Family Readiness And Support Services Coordinator	14.58
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.27
25040 - Sewage Plant Operator	23.12
25070 - Stationary Engineer	24.27
25190 - Ventilation Equipment Tender	18.80
25210 - Water Treatment Plant Operator	23.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.40
27007 - Baggage Inspector	14.54
27008 - Corrections Officer	25.03
27010 - Court Security Officer	28.77
27030 - Detection Dog Handler	17.22
27040 - Detention Officer	25.03
27070 - Firefighter	29.58
27101 - Guard I	14.54
27102 - Guard II	17.22
27131 - Police Officer I	25.63
27132 - Police Officer II	28.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.56
28042 - Carnival Equipment Repairer	13.39
28043 - Carnival Worker	9.40
28210 - Gate Attendant/Gate Tender	15.46
28310 - Lifeguard	12.28
28350 - Park Attendant (Aide)	17.28
28510 - Recreation Aide/Health Facility Attendant	12.35
28515 - Recreation Specialist	19.11
28630 - Sports Official	13.76
28690 - Swimming Pool Operator	18.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.59
29020 - Hatch Tender	25.59
29030 - Line Handler	25.59
29041 - Stevedore I	23.25
29042 - Stevedore II	26.81
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.58
30022 - Archeological Technician II 21.49
30023 - Archeological Technician III 25.75
30030 - Cartographic Technician 25.75
30040 - Civil Engineering Technician 24.79
30051 - Cryogenic Technician I 27.11
30052 - Cryogenic Technician II 29.95
30061 - Drafter/CAD Operator I 18.58
30062 - Drafter/CAD Operator II 21.49
30063 - Drafter/CAD Operator III 23.17
30064 - Drafter/CAD Operator IV 28.52
30081 - Engineering Technician I 16.48
30082 - Engineering Technician II 18.50
30083 - Engineering Technician III 21.32
30084 - Engineering Technician IV 27.03
30085 - Engineering Technician V 31.36
30086 - Engineering Technician VI 37.94
30090 - Environmental Technician 24.48
30095 - Evidence Control Specialist 24.48
30210 - Laboratory Technician 18.86
30221 - Latent Fingerprint Technician I 27.11
30222 - Latent Fingerprint Technician II 29.95
30240 - Mathematical Technician 25.78
30361 - Paralegal/Legal Assistant I 18.85
30362 - Paralegal/Legal Assistant II 23.35
30363 - Paralegal/Legal Assistant III 28.57
30364 - Paralegal/Legal Assistant IV 34.56
30375 - Petroleum Supply Specialist 29.95
30390 - Photo-Optics Technician 25.75
30395 - Radiation Control Technician 29.95
30461 - Technical Writer I 24.48
30462 - Technical Writer II 29.95
30463 - Technical Writer III 36.23
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.46
30502 - Weather Forecaster II 33.39
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.17
30621 - Weather Observer Senior (see 2) 25.75
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.24
31030 - Bus Driver 24.58

31043 - Driver Courier	16.07
31260 - Parking and Lot Attendant	15.74
31290 - Shuttle Bus Driver	17.52
31310 - Taxi Driver	13.68
31361 - Truckdriver Light	17.52
31362 - Truckdriver Medium	22.44
31363 - Truckdriver Heavy	25.75
31364 - Truckdriver Tractor-Trailer	25.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.46
99050 - Desk Clerk	10.56
99095 - Embalmer	26.25
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.39
99252 - Laboratory Animal Caretaker II	15.34
99260 - Marketing Analyst	26.03
99310 - Mortician	26.25
99410 - Pest Controller	21.20
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	22.01
99711 - Recycling Specialist	26.46
99730 - Refuse Collector	19.81
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	15.46
99830 - Survey Party Chief	24.75
99831 - Surveying Aide	15.24
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	22.96
99841 - Vending Machine Repairer	26.93
99842 - Vending Machine Repairer Helper	22.96

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the

employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4795
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Carroll

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.32
01012 - Accounting Clerk II		18.34
01013 - Accounting Clerk III		20.52
01020 - Administrative Assistant		26.62
01035 - Court Reporter		17.84
01041 - Customer Service Representative I		12.74
01042 - Customer Service Representative II		14.32
01043 - Customer Service Representative III		15.62
01051 - Data Entry Operator I		13.61
01052 - Data Entry Operator II		14.85
01060 - Dispatcher Motor Vehicle		20.66
01070 - Document Preparation Clerk		14.20
01090 - Duplicating Machine Operator		14.20
01111 - General Clerk I		13.72
01112 - General Clerk II		14.97

01113 - General Clerk III 16.82
01120 - Housing Referral Assistant 19.88
01141 - Messenger Courier 15.05
01191 - Order Clerk I 14.73
01192 - Order Clerk II 16.07
01261 - Personnel Assistant (Employment) I 15.73
01262 - Personnel Assistant (Employment) II 17.59
01263 - Personnel Assistant (Employment) III 19.61
01270 - Production Control Clerk 24.49
01290 - Rental Clerk 13.67
01300 - Scheduler Maintenance 15.95
01311 - Secretary I 15.95
01312 - Secretary II 17.84
01313 - Secretary III 19.88
01320 - Service Order Dispatcher 18.73
01410 - Supply Technician 26.62
01420 - Survey Worker 17.58
01460 - Switchboard Operator/Receptionist 13.36
01531 - Travel Clerk I 14.40
01532 - Travel Clerk II 15.35
01533 - Travel Clerk III 16.38
01611 - Word Processor I 14.20
01612 - Word Processor II 15.95
01613 - Word Processor III 17.84
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.40
05010 - Automotive Electrician 17.96
05040 - Automotive Glass Installer 16.99
05070 - Automotive Worker 16.99
05110 - Mobile Equipment Servicer 15.28
05130 - Motor Equipment Metal Mechanic 18.88
05160 - Motor Equipment Metal Worker 16.99
05190 - Motor Vehicle Mechanic 18.88
05220 - Motor Vehicle Mechanic Helper 14.39
05250 - Motor Vehicle Upholstery Worker 16.21
05280 - Motor Vehicle Wrecker 16.99
05310 - Painter Automotive 17.96
05340 - Radiator Repair Specialist 16.99
05370 - Tire Repairer 14.60
05400 - Transmission Repair Specialist 18.88
07000 - Food Preparation And Service Occupations
07010 - Baker 16.69
07041 - Cook I 14.56
07042 - Cook II 16.19
07070 - Dishwasher 11.07
07130 - Food Service Worker 11.77
07210 - Meat Cutter 17.01
07260 - Waiter/Waitress 11.96
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.63

09040 - Furniture Handler 18.12
09080 - Furniture Refinisher 23.63
09090 - Furniture Refinisher Helper 21.78
09110 - Furniture Repairer Minor 23.98
09130 - Upholsterer 23.63
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.10
11060 - Elevator Operator 15.19
11090 - Gardener 19.40
11122 - Housekeeping Aide 15.19
11150 - Janitor 15.19
11210 - Laborer Grounds Maintenance 15.14
11240 - Maid or Houseman 13.26
11260 - Pruner 14.03
11270 - Tractor Operator 18.73
11330 - Trail Maintenance Worker 15.14
11360 - Window Cleaner 15.46
12000 - Health Occupations
12010 - Ambulance Driver 17.46
12011 - Breath Alcohol Technician 21.94
12012 - Certified Occupational Therapist Assistant 30.11
12015 - Certified Physical Therapist Assistant 27.82
12020 - Dental Assistant 18.12
12025 - Dental Hygienist 37.51
12030 - EKG Technician 33.26
12035 - Electroneurodiagnostic Technologist 33.26
12040 - Emergency Medical Technician 17.46
12071 - Licensed Practical Nurse I 19.63
12072 - Licensed Practical Nurse II 21.94
12073 - Licensed Practical Nurse III 24.46
12100 - Medical Assistant 17.41
12130 - Medical Laboratory Technician 20.22
12160 - Medical Record Clerk 18.99
12190 - Medical Record Technician 23.02
12195 - Medical Transcriptionist 19.63
12210 - Nuclear Medicine Technologist 48.23
12221 - Nursing Assistant I 12.05
12222 - Nursing Assistant II 13.53
12223 - Nursing Assistant III 14.77
12224 - Nursing Assistant IV 16.59
12235 - Optical Dispenser 17.11
12236 - Optical Technician 19.63
12250 - Pharmacy Technician 15.95
12280 - Phlebotomist 16.94
12305 - Radiologic Technologist 30.18
12311 - Registered Nurse I 23.23
12312 - Registered Nurse II 28.43
12313 - Registered Nurse II Specialist 28.43
12314 - Registered Nurse III 34.39
12315 - Registered Nurse III Anesthetist 34.39

12316 - Registered Nurse IV		41.22
12317 - Scheduler (Drug and Alcohol Testing)		27.19
12320 - Substance Abuse Treatment Counselor		25.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.21
13012 - Exhibits Specialist II		21.31
13013 - Exhibits Specialist III		26.07
13041 - Illustrator I		17.21
13042 - Illustrator II		21.31
13043 - Illustrator III		26.07
13047 - Librarian		23.60
13050 - Library Aide/Clerk		13.34
13054 - Library Information Technology Systems Administrator		21.31
13058 - Library Technician		13.72
13061 - Media Specialist I		15.38
13062 - Media Specialist II		17.21
13063 - Media Specialist III		19.18
13071 - Photographer I		15.38
13072 - Photographer II		17.21
13073 - Photographer III		21.31
13074 - Photographer IV		26.07
13075 - Photographer V		31.54
13090 - Technical Order Library Clerk		16.30
13110 - Video Teleconference Technician		20.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.53
14042 - Computer Operator II		16.95
14043 - Computer Operator III		18.49
14044 - Computer Operator IV		20.09
14045 - Computer Operator V		22.25
14071 - Computer Programmer I	(see 1)	18.96
14072 - Computer Programmer II	(see 1)	23.49
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.53
14160 - Personal Computer Support Technician		20.09
14170 - System Support Specialist		24.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.07
15020 - Aircrew Training Devices Instructor (Rated)		35.18
15030 - Air Crew Training Devices Instructor (Pilot)		42.17
15050 - Computer Based Training Specialist / Instructor		29.07
15060 - Educational Technologist		29.42
15070 - Flight Instructor (Pilot)		42.17
15080 - Graphic Artist		23.87
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.17

15086 - Maintenance Test Pilot Rotary Wing 42.17
15088 - Non-Maintenance Test/Co-Pilot 42.17
15090 - Technical Instructor 22.37
15095 - Technical Instructor/Course Developer 27.37
15110 - Test Proctor 18.06
15120 - Tutor 18.06
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.25
19040 - Tool And Die Maker 29.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.12
21030 - Material Coordinator 24.54
21040 - Material Expediter 24.54
21050 - Material Handling Laborer 17.19
21071 - Order Filler 15.00
21080 - Production Line Worker (Food Processing) 23.12
21110 - Shipping Packer 20.41
21130 - Shipping/Receiving Clerk 20.41
21140 - Store Worker I 15.40
21150 - Stock Clerk 21.24
21210 - Tools And Parts Attendant 23.12
21410 - Warehouse Specialist 23.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.75
23019 - Aircraft Logs and Records Technician 22.26
23021 - Aircraft Mechanic I 24.85
23022 - Aircraft Mechanic II 25.75
23023 - Aircraft Mechanic III 26.65
23040 - Aircraft Mechanic Helper 19.56
23050 - Aircraft Painter 23.65
23060 - Aircraft Servicer 22.26
23070 - Aircraft Survival Flight Equipment Technician 23.65
23080 - Aircraft Worker 22.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.99
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.85
23110 - Appliance Mechanic 23.67

23120 - Bicycle Repairer 20.11
23125 - Cable Splicer 24.85
23130 - Carpenter Maintenance 22.98
23140 - Carpet Layer 22.51
23160 - Electrician Maintenance 32.39
23181 - Electronics Technician Maintenance I 22.51
23182 - Electronics Technician Maintenance II 23.67
23183 - Electronics Technician Maintenance III 24.85
23260 - Fabric Worker 21.49
23290 - Fire Alarm System Mechanic 24.85
23310 - Fire Extinguisher Repairer 20.69
23311 - Fuel Distribution System Mechanic 24.85
23312 - Fuel Distribution System Operator 20.25
23370 - General Maintenance Worker 20.41
23380 - Ground Support Equipment Mechanic 24.85
23381 - Ground Support Equipment Servicer 22.26
23382 - Ground Support Equipment Worker 22.99
23391 - Gunsmith I 20.25
23392 - Gunsmith II 22.51
23393 - Gunsmith III 24.85
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.86
23430 - Heavy Equipment Mechanic 26.31
23440 - Heavy Equipment Operator 27.31
23460 - Instrument Mechanic 24.85
23465 - Laboratory/Shelter Mechanic 23.67
23470 - Laborer 17.19
23510 - Locksmith 23.67
23530 - Machinery Maintenance Mechanic 28.78
23550 - Machinist Maintenance 24.85
23580 - Maintenance Trades Helper 15.39
23591 - Metrology Technician I 24.85
23592 - Metrology Technician II 25.76
23593 - Metrology Technician III 26.72
23640 - Millwright 26.86
23710 - Office Appliance Repairer 23.67
23760 - Painter Maintenance 23.67
23790 - Pipefitter Maintenance 28.51
23810 - Plumber Maintenance 27.22
23820 - Pneudraulic Systems Mechanic 24.85
23850 - Rigger 24.85
23870 - Scale Mechanic 22.51
23890 - Sheet-Metal Worker Maintenance 30.32
23910 - Small Engine Mechanic 22.51
23931 - Telecommunications Mechanic I 25.28
23932 - Telecommunications Mechanic II 26.18
23950 - Telephone Lineman 24.85
23960 - Welder Combination Maintenance 22.97

23965 - Well Driller	24.85
23970 - Woodcraft Worker	24.85
23980 - Woodworker	20.25
24000 - Personal Needs Occupations	
24550 - Case Manager	14.95
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	11.58
24620 - Family Readiness And Support Services Coordinator	14.95
24630 - Homemaker	17.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.44
25040 - Sewage Plant Operator	23.92
25070 - Stationary Engineer	25.44
25190 - Ventilation Equipment Tender	19.22
25210 - Water Treatment Plant Operator	23.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.25
27007 - Baggage Inspector	14.89
27008 - Corrections Officer	24.90
27010 - Court Security Officer	29.60
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	24.90
27070 - Firefighter	30.18
27101 - Guard I	14.89
27102 - Guard II	16.66
27131 - Police Officer I	25.63
27132 - Police Officer II	28.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.52
28042 - Carnival Equipment Repairer	16.52
28043 - Carnival Worker	12.18
28210 - Gate Attendant/Gate Tender	14.41
28310 - Lifeguard	12.28
28350 - Park Attendant (Aide)	15.43
28510 - Recreation Aide/Health Facility Attendant	11.26
28515 - Recreation Specialist	19.11
28630 - Sports Official	12.28
28690 - Swimming Pool Operator	21.60
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.72
29020 - Hatch Tender	24.72
29030 - Line Handler	24.72
29041 - Stevedore I	23.44
29042 - Stevedore II	26.04
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		17.66
30022 - Archeological Technician II		19.76
30023 - Archeological Technician III		24.48
30030 - Cartographic Technician		24.48
30040 - Civil Engineering Technician		24.48
30051 - Cryogenic Technician I		27.11
30052 - Cryogenic Technician II		29.95
30061 - Drafter/CAD Operator I		17.66
30062 - Drafter/CAD Operator II		19.76
30063 - Drafter/CAD Operator III		22.03
30064 - Drafter/CAD Operator IV		27.11
30081 - Engineering Technician I		15.19
30082 - Engineering Technician II		17.05
30083 - Engineering Technician III		19.08
30084 - Engineering Technician IV		23.63
30085 - Engineering Technician V		28.91
30086 - Engineering Technician VI		34.97
30090 - Environmental Technician		24.48
30095 - Evidence Control Specialist		24.48
30210 - Laboratory Technician		20.46
30221 - Latent Fingerprint Technician I		27.11
30222 - Latent Fingerprint Technician II		29.95
30240 - Mathematical Technician		26.93
30361 - Paralegal/Legal Assistant I		19.99
30362 - Paralegal/Legal Assistant II		24.75
30363 - Paralegal/Legal Assistant III		30.28
30364 - Paralegal/Legal Assistant IV		36.63
30375 - Petroleum Supply Specialist		29.95
30390 - Photo-Optics Technician		24.48
30395 - Radiation Control Technician		29.95
30461 - Technical Writer I		24.48
30462 - Technical Writer II		29.95
30463 - Technical Writer III		36.23
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		27.46
30502 - Weather Forecaster II		33.39
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.03
30621 - Weather Observer Senior	(see 2)	24.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		17.91
31030 - Bus Driver		24.43
31043 - Driver Courier		14.31
31260 - Parking and Lot Attendant		16.26
31290 - Shuttle Bus Driver		16.79

31310 - Taxi Driver	15.10
31361 - Truckdriver Light	15.26
31362 - Truckdriver Medium	16.63
31363 - Truckdriver Heavy	26.64
31364 - Truckdriver Tractor-Trailer	26.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.95
99050 - Desk Clerk	10.64
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	16.28
99252 - Laboratory Animal Caretaker II	17.51
99260 - Marketing Analyst	27.16
99310 - Mortician	25.60
99410 - Pest Controller	26.24
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	22.01
99711 - Recycling Specialist	26.46
99730 - Refuse Collector	19.81
99810 - Sales Clerk	11.33
99820 - School Crossing Guard	17.37
99830 - Survey Party Chief	20.93
99831 - Surveying Aide	12.85
99832 - Surveying Technician	17.60
99840 - Vending Machine Attendant	23.19
99841 - Vending Machine Repairer	27.50
99842 - Vending Machine Repairer Helper	23.19

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4796
Revision No.: 14
Date Of Last Revision: 05/07/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Carroll

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.84
01012 - Accounting Clerk II		16.67
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		24.20
01035 - Court Reporter		17.27
01041 - Customer Service Representative I		11.58
01042 - Customer Service Representative II		13.02
01043 - Customer Service Representative III		14.20
01051 - Data Entry Operator I		13.61
01052 - Data Entry Operator II		14.85
01060 - Dispatcher Motor Vehicle		20.66
01070 - Document Preparation Clerk		13.75

01090 - Duplicating Machine Operator 13.75
01111 - General Clerk I 13.26
01112 - General Clerk II 14.46
01113 - General Clerk III 16.23
01120 - Housing Referral Assistant 19.25
01141 - Messenger Courier 13.98
01191 - Order Clerk I 14.73
01192 - Order Clerk II 16.07
01261 - Personnel Assistant (Employment) I 15.34
01262 - Personnel Assistant (Employment) II 17.16
01263 - Personnel Assistant (Employment) III 19.12
01270 - Production Control Clerk 24.49
01290 - Rental Clerk 12.43
01300 - Scheduler Maintenance 15.44
01311 - Secretary I 15.44
01312 - Secretary II 17.27
01313 - Secretary III 19.25
01320 - Service Order Dispatcher 18.73
01410 - Supply Technician 24.20
01420 - Survey Worker 17.00
01460 - Switchboard Operator/Receptionist 12.60
01531 - Travel Clerk I 14.15
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.01
01611 - Word Processor I 13.75
01612 - Word Processor II 15.44
01613 - Word Processor III 17.27
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.40
05010 - Automotive Electrician 17.96
05040 - Automotive Glass Installer 16.99
05070 - Automotive Worker 16.99
05110 - Mobile Equipment Servicer 15.28
05130 - Motor Equipment Metal Mechanic 18.88
05160 - Motor Equipment Metal Worker 16.99
05190 - Motor Vehicle Mechanic 18.88
05220 - Motor Vehicle Mechanic Helper 14.39
05250 - Motor Vehicle Upholstery Worker 16.21
05280 - Motor Vehicle Wrecker 16.99
05310 - Painter Automotive 17.96
05340 - Radiator Repair Specialist 16.99
05370 - Tire Repairer 13.27
05400 - Transmission Repair Specialist 18.88
07000 - Food Preparation And Service Occupations
07010 - Baker 16.69
07041 - Cook I 13.84
07042 - Cook II 14.83
07070 - Dishwasher 11.07
07130 - Food Service Worker 11.50
07210 - Meat Cutter 15.46

07260 - Waiter/Waitress	11.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.30
09040 - Furniture Handler	18.12
09080 - Furniture Refinisher	23.30
09090 - Furniture Refinisher Helper	21.78
09110 - Furniture Repairer Minor	23.98
09130 - Upholsterer	23.30
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.91
11060 - Elevator Operator	15.19
11090 - Gardener	17.64
11122 - Housekeeping Aide	15.19
11150 - Janitor	15.19
11210 - Laborer Grounds Maintenance	13.76
11240 - Maid or Houseman	12.32
11260 - Pruner	12.75
11270 - Tractor Operator	17.03
11330 - Trail Maintenance Worker	13.76
11360 - Window Cleaner	15.46
12000 - Health Occupations	
12010 - Ambulance Driver	17.46
12011 - Breath Alcohol Technician	21.34
12012 - Certified Occupational Therapist Assistant	29.28
12015 - Certified Physical Therapist Assistant	27.50
12020 - Dental Assistant	18.12
12025 - Dental Hygienist	37.51
12030 - EKG Technician	32.34
12035 - Electroneurodiagnostic Technologist	32.34
12040 - Emergency Medical Technician	17.46
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.34
12073 - Licensed Practical Nurse III	23.79
12100 - Medical Assistant	17.02
12130 - Medical Laboratory Technician	20.22
12160 - Medical Record Clerk	17.26
12190 - Medical Record Technician	21.34
12195 - Medical Transcriptionist	18.24
12210 - Nuclear Medicine Technologist	46.89
12221 - Nursing Assistant I	11.18
12222 - Nursing Assistant II	12.58
12223 - Nursing Assistant III	13.72
12224 - Nursing Assistant IV	15.40
12235 - Optical Dispenser	16.74
12236 - Optical Technician	19.07
12250 - Pharmacy Technician	15.16
12280 - Phlebotomist	16.94
12305 - Radiologic Technologist	29.31
12311 - Registered Nurse I	23.23
12312 - Registered Nurse II	28.43

12313 - Registered Nurse II Specialist		28.43
12314 - Registered Nurse III		34.39
12315 - Registered Nurse III Anesthetist		34.39
12316 - Registered Nurse IV		41.22
12317 - Scheduler (Drug and Alcohol Testing)		26.43
12320 - Substance Abuse Treatment Counselor		25.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.21
13012 - Exhibits Specialist II		21.31
13013 - Exhibits Specialist III		26.07
13041 - Illustrator I		17.21
13042 - Illustrator II		21.31
13043 - Illustrator III		26.07
13047 - Librarian		23.60
13050 - Library Aide/Clerk		13.34
13054 - Library Information Technology Systems Administrator		21.31
13058 - Library Technician		13.72
13061 - Media Specialist I		15.38
13062 - Media Specialist II		17.21
13063 - Media Specialist III		19.18
13071 - Photographer I		15.38
13072 - Photographer II		17.21
13073 - Photographer III		21.31
13074 - Photographer IV		26.07
13075 - Photographer V		31.54
13090 - Technical Order Library Clerk		16.30
13110 - Video Teleconference Technician		18.45
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.21
14042 - Computer Operator II		15.41
14043 - Computer Operator III		16.81
14044 - Computer Operator IV		18.26
14045 - Computer Operator V		20.23
14071 - Computer Programmer I	(see 1)	18.96
14072 - Computer Programmer II	(see 1)	23.49
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.43
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.21
14160 - Personal Computer Support Technician		18.26
14170 - System Support Specialist		22.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.43
15020 - Aircrew Training Devices Instructor (Rated)		31.98
15030 - Air Crew Training Devices Instructor (Pilot)		38.34
15050 - Computer Based Training Specialist / Instructor		26.43
15060 - Educational Technologist		29.09

15070 - Flight Instructor (Pilot) 38.34
15080 - Graphic Artist 22.54
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.34
15086 - Maintenance Test Pilot Rotary Wing 38.34
15088 - Non-Maintenance Test/Co-Pilot 38.34
15090 - Technical Instructor 21.87
15095 - Technical Instructor/Course Developer 26.76
15110 - Test Proctor 17.66
15120 - Tutor 17.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.67
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.56
16220 - Tailor 14.44
16250 - Washer Machine 10.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.25
19040 - Tool And Die Maker 29.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.12
21030 - Material Coordinator 24.54
21040 - Material Expediter 24.54
21050 - Material Handling Laborer 17.19
21071 - Order Filler 13.64
21080 - Production Line Worker (Food Processing) 23.12
21110 - Shipping Packer 20.41
21130 - Shipping/Receiving Clerk 20.41
21140 - Store Worker I 15.24
21150 - Stock Clerk 21.02
21210 - Tools And Parts Attendant 23.12
21410 - Warehouse Specialist 23.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.43
23019 - Aircraft Logs and Records Technician 22.26
23021 - Aircraft Mechanic I 24.55
23022 - Aircraft Mechanic II 25.43
23023 - Aircraft Mechanic III 26.33
23040 - Aircraft Mechanic Helper 19.56
23050 - Aircraft Painter 23.65
23060 - Aircraft Servicer 22.26
23070 - Aircraft Survival Flight Equipment Technician 23.65
23080 - Aircraft Worker 22.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.99

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.55
23110 - Appliance Mechanic 23.67
23120 - Bicycle Repairer 19.58
23125 - Cable Splicer 24.55
23130 - Carpenter Maintenance 22.98
23140 - Carpet Layer 22.51
23160 - Electrician Maintenance 32.39
23181 - Electronics Technician Maintenance I 22.51
23182 - Electronics Technician Maintenance II 23.67
23183 - Electronics Technician Maintenance III 24.55
23260 - Fabric Worker 21.49
23290 - Fire Alarm System Mechanic 24.55
23310 - Fire Extinguisher Repairer 20.69
23311 - Fuel Distribution System Mechanic 24.55
23312 - Fuel Distribution System Operator 20.25
23370 - General Maintenance Worker 20.41
23380 - Ground Support Equipment Mechanic 24.55
23381 - Ground Support Equipment Servicer 22.26
23382 - Ground Support Equipment Worker 22.99
23391 - Gunsmith I 20.25
23392 - Gunsmith II 22.51
23393 - Gunsmith III 24.55
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.86
23430 - Heavy Equipment Mechanic 24.82
23440 - Heavy Equipment Operator 27.31
23460 - Instrument Mechanic 24.55
23465 - Laboratory/Shelter Mechanic 23.67
23470 - Laborer 17.19
23510 - Locksmith 23.67
23530 - Machinery Maintenance Mechanic 27.05
23550 - Machinist Maintenance 24.55
23580 - Maintenance Trades Helper 15.39
23591 - Metrology Technician I 24.55
23592 - Metrology Technician II 25.76
23593 - Metrology Technician III 26.72
23640 - Millwright 26.86
23710 - Office Appliance Repairer 23.67
23760 - Painter Maintenance 23.67
23790 - Pipefitter Maintenance 28.51
23810 - Plumber Maintenance 27.22
23820 - Pneudraulic Systems Mechanic 24.55
23850 - Rigger 24.55
23870 - Scale Mechanic 22.51
23890 - Sheet-Metal Worker Maintenance 30.32
23910 - Small Engine Mechanic 22.51
23931 - Telecommunications Mechanic I 25.28

23932 - Telecommunications Mechanic II 26.18
23950 - Telephone Lineman 24.42
23960 - Welder Combination Maintenance 22.97
23965 - Well Driller 24.55
23970 - Woodcraft Worker 24.55
23980 - Woodworker 20.25
24000 - Personal Needs Occupations
24550 - Case Manager 14.95
24570 - Child Care Attendant 11.68
24580 - Child Care Center Clerk 16.04
24610 - Chore Aide 11.19
24620 - Family Readiness And Support Services Coordinator 14.95
24630 - Homemaker 17.68
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.44
25040 - Sewage Plant Operator 23.92
25070 - Stationary Engineer 25.44
25190 - Ventilation Equipment Tender 19.22
25210 - Water Treatment Plant Operator 23.92
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.35
27007 - Baggage Inspector 14.89
27008 - Corrections Officer 22.64
27010 - Court Security Officer 26.91
27030 - Detection Dog Handler 16.66
27040 - Detention Officer 22.64
27070 - Firefighter 27.70
27101 - Guard I 14.89
27102 - Guard II 16.66
27131 - Police Officer I 25.63
27132 - Police Officer II 28.47
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.52
28042 - Carnival Equipment Repairer 16.52
28043 - Carnival Worker 12.18
28210 - Gate Attendant/Gate Tender 14.41
28310 - Lifeguard 12.28
28350 - Park Attendant (Aide) 15.43
28510 - Recreation Aide/Health Facility Attendant 11.26
28515 - Recreation Specialist 19.11
28630 - Sports Official 12.28
28690 - Swimming Pool Operator 21.60
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.72
29020 - Hatch Tender 24.72
29030 - Line Handler 24.72
29041 - Stevedore I 23.44
29042 - Stevedore II 26.04
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.66
30022 - Archeological Technician II 19.76
30023 - Archeological Technician III 24.48
30030 - Cartographic Technician 24.48
30040 - Civil Engineering Technician 24.48
30051 - Cryogenic Technician I 27.11
30052 - Cryogenic Technician II 29.95
30061 - Drafter/CAD Operator I 17.66
30062 - Drafter/CAD Operator II 19.76
30063 - Drafter/CAD Operator III 22.03
30064 - Drafter/CAD Operator IV 27.11
30081 - Engineering Technician I 15.19
30082 - Engineering Technician II 17.05
30083 - Engineering Technician III 19.08
30084 - Engineering Technician IV 23.63
30085 - Engineering Technician V 28.91
30086 - Engineering Technician VI 34.97
30090 - Environmental Technician 24.48
30095 - Evidence Control Specialist 24.48
30210 - Laboratory Technician 18.60
30221 - Latent Fingerprint Technician I 27.11
30222 - Latent Fingerprint Technician II 29.95
30240 - Mathematical Technician 24.48
30361 - Paralegal/Legal Assistant I 18.17
30362 - Paralegal/Legal Assistant II 22.50
30363 - Paralegal/Legal Assistant III 27.53
30364 - Paralegal/Legal Assistant IV 33.30
30375 - Petroleum Supply Specialist 29.95
30390 - Photo-Optics Technician 24.48
30395 - Radiation Control Technician 29.95
30461 - Technical Writer I 24.48
30462 - Technical Writer II 29.95
30463 - Technical Writer III 36.23
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.46
30502 - Weather Forecaster II 33.39
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.03
30621 - Weather Observer Senior (see 2) 24.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 17.91
31030 - Bus Driver 24.43

31043 - Driver Courier	14.31
31260 - Parking and Lot Attendant	16.26
31290 - Shuttle Bus Driver	15.26
31310 - Taxi Driver	13.73
31361 - Truckdriver Light	15.26
31362 - Truckdriver Medium	16.63
31363 - Truckdriver Heavy	25.75
31364 - Truckdriver Tractor-Trailer	25.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.34
99050 - Desk Clerk	10.15
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.28
99252 - Laboratory Animal Caretaker II	17.51
99260 - Marketing Analyst	26.03
99310 - Mortician	25.35
99410 - Pest Controller	25.26
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	22.01
99711 - Recycling Specialist	26.46
99730 - Refuse Collector	19.81
99810 - Sales Clerk	11.10
99820 - School Crossing Guard	17.19
99830 - Survey Party Chief	20.93
99831 - Surveying Aide	12.85
99832 - Surveying Technician	17.60
99840 - Vending Machine Attendant	22.96
99841 - Vending Machine Repairer	27.22
99842 - Vending Machine Repairer Helper	22.96

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the

employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4797
Revision No.: 15
Date Of Last Revision: 04/29/2021

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of La Porte

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		20.25
01041 - Customer Service Representative I		13.75
01042 - Customer Service Representative II		15.00
01043 - Customer Service Representative III		16.85
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		15.32
01112 - General Clerk II		16.72

01113 - General Clerk III 18.78
01120 - Housing Referral Assistant 22.12
01141 - Messenger Courier 11.93
01191 - Order Clerk I 16.25
01192 - Order Clerk II 17.73
01261 - Personnel Assistant (Employment) I 17.84
01262 - Personnel Assistant (Employment) II 19.95
01263 - Personnel Assistant (Employment) III 22.24
01270 - Production Control Clerk 23.93
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.36
01311 - Secretary I 18.36
01312 - Secretary II 19.84
01313 - Secretary III 22.12
01320 - Service Order Dispatcher 21.04
01410 - Supply Technician 28.01
01420 - Survey Worker 18.89
01460 - Switchboard Operator/Receptionist 13.81
01531 - Travel Clerk I 14.55
01532 - Travel Clerk II 15.74
01533 - Travel Clerk III 17.04
01611 - Word Processor I 15.50
01612 - Word Processor II 17.41
01613 - Word Processor III 19.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.89
05010 - Automotive Electrician 23.06
05040 - Automotive Glass Installer 21.85
05070 - Automotive Worker 21.85
05110 - Mobile Equipment Servicer 19.92
05130 - Motor Equipment Metal Mechanic 26.41
05160 - Motor Equipment Metal Worker 21.85
05190 - Motor Vehicle Mechanic 25.88
05220 - Motor Vehicle Mechanic Helper 18.73
05250 - Motor Vehicle Upholstery Worker 20.90
05280 - Motor Vehicle Wrecker 21.85
05310 - Painter Automotive 23.06
05340 - Radiator Repair Specialist 21.85
05370 - Tire Repairer 15.22
05400 - Transmission Repair Specialist 26.41
07000 - Food Preparation And Service Occupations
07010 - Baker 18.30
07041 - Cook I 13.34
07042 - Cook II 15.03
07070 - Dishwasher 10.73
07130 - Food Service Worker 11.57
07210 - Meat Cutter 17.18
07260 - Waiter/Waitress 9.93
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.14

09040 - Furniture Handler 14.56
09080 - Furniture Refinisher 19.14
09090 - Furniture Refinisher Helper 15.55
09110 - Furniture Repairer Minor 17.35
09130 - Upholsterer 19.14
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.16
11060 - Elevator Operator 14.59
11090 - Gardener 16.97
11122 - Housekeeping Aide 13.26
11150 - Janitor 13.26
11210 - Laborer Grounds Maintenance 13.50
11240 - Maid or Houseman 12.11
11260 - Pruner 12.35
11270 - Tractor Operator 15.85
11330 - Trail Maintenance Worker 13.50
11360 - Window Cleaner 14.49
12000 - Health Occupations
12010 - Ambulance Driver 19.25
12011 - Breath Alcohol Technician 23.30
12012 - Certified Occupational Therapist Assistant 31.94
12015 - Certified Physical Therapist Assistant 32.29
12020 - Dental Assistant 19.37
12025 - Dental Hygienist 32.27
12030 - EKG Technician 35.30
12035 - Electroneurodiagnostic Technologist 35.30
12040 - Emergency Medical Technician 19.25
12071 - Licensed Practical Nurse I 21.05
12072 - Licensed Practical Nurse II 23.53
12073 - Licensed Practical Nurse III 26.23
12100 - Medical Assistant 17.88
12130 - Medical Laboratory Technician 23.47
12160 - Medical Record Clerk 17.69
12190 - Medical Record Technician 19.79
12195 - Medical Transcriptionist 20.82
12210 - Nuclear Medicine Technologist 51.17
12221 - Nursing Assistant I 12.85
12222 - Nursing Assistant II 14.44
12223 - Nursing Assistant III 15.76
12224 - Nursing Assistant IV 17.70
12235 - Optical Dispenser 23.30
12236 - Optical Technician 21.05
12250 - Pharmacy Technician 16.70
12280 - Phlebotomist 20.82
12305 - Radiologic Technologist 34.21
12311 - Registered Nurse I 29.17
12312 - Registered Nurse II 32.64
12313 - Registered Nurse II Specialist 32.64
12314 - Registered Nurse III 39.49
12315 - Registered Nurse III Anesthetist 39.49

12316 - Registered Nurse IV		47.34
12317 - Scheduler (Drug and Alcohol Testing)		28.84
12320 - Substance Abuse Treatment Counselor		22.91
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.55
13013 - Exhibits Specialist III		32.62
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		33.70
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		31.05
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.33
13072 - Photographer II		20.53
13073 - Photographer III		25.48
13074 - Photographer IV		31.15
13075 - Photographer V		37.57
13090 - Technical Order Library Clerk		18.55
13110 - Video Teleconference Technician		17.51
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		27.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		30.14
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		29.57
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.94

15086 - Maintenance Test Pilot Rotary Wing 46.94
15088 - Non-Maintenance Test/Co-Pilot 46.94
15090 - Technical Instructor 28.25
15095 - Technical Instructor/Course Developer 29.57
15110 - Test Proctor 21.58
15120 - Tutor 21.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.31
16030 - Counter Attendant 15.31
16040 - Dry Cleaner 17.50
16070 - Finisher Flatwork Machine 15.31
16090 - Presser Hand 15.31
16110 - Presser Machine Drycleaning 15.31
16130 - Presser Machine Shirts 15.31
16160 - Presser Machine Wearing Apparel Laundry 15.31
16190 - Sewing Machine Operator 18.23
16220 - Tailor 18.96
16250 - Washer Machine 16.04
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.33
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.91
21030 - Material Coordinator 23.93
21040 - Material Expediter 23.93
21050 - Material Handling Laborer 17.05
21071 - Order Filler 13.80
21080 - Production Line Worker (Food Processing) 16.91
21110 - Shipping Packer 17.36
21130 - Shipping/Receiving Clerk 17.36
21140 - Store Worker I 15.84
21150 - Stock Clerk 20.76
21210 - Tools And Parts Attendant 16.91
21410 - Warehouse Specialist 16.91
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.96
23019 - Aircraft Logs and Records Technician 23.85
23021 - Aircraft Mechanic I 28.13
23022 - Aircraft Mechanic II 29.96
23023 - Aircraft Mechanic III 31.40
23040 - Aircraft Mechanic Helper 20.38
23050 - Aircraft Painter 24.99
23060 - Aircraft Servicer 23.85
23070 - Aircraft Survival Flight Equipment Technician 24.99
23080 - Aircraft Worker 25.02
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.02
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.13
23110 - Appliance Mechanic 23.60

23120 - Bicycle Repairer	19.66
23125 - Cable Splicer	27.69
23130 - Carpenter Maintenance	31.86
23140 - Carpet Layer	28.36
23160 - Electrician Maintenance	35.27
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	27.75
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	21.33
23290 - Fire Alarm System Mechanic	24.86
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System Mechanic	27.14
23312 - Fuel Distribution System Operator	21.66
23370 - General Maintenance Worker	22.99
23380 - Ground Support Equipment Mechanic	28.13
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.02
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.25
23430 - Heavy Equipment Mechanic	30.80
23440 - Heavy Equipment Operator	32.57
23460 - Instrument Mechanic	24.86
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	15.01
23510 - Locksmith	23.60
23530 - Machinery Maintenance Mechanic	25.96
23550 - Machinist Maintenance	27.46
23580 - Maintenance Trades Helper	18.59
23591 - Metrology Technician I	24.86
23592 - Metrology Technician II	26.13
23593 - Metrology Technician III	27.49
23640 - Millwright	29.97
23710 - Office Appliance Repairer	23.60
23760 - Painter Maintenance	25.96
23790 - Pipefitter Maintenance	34.10
23810 - Plumber Maintenance	32.36
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	27.57
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker Maintenance	29.95
23910 - Small Engine Mechanic	22.15
23931 - Telecommunications Mechanic I	27.78
23932 - Telecommunications Mechanic II	28.89
23950 - Telephone Lineman	27.68
23960 - Welder Combination Maintenance	19.93

23965 - Well Driller		27.68
23970 - Woodcraft Worker		26.76
23980 - Woodworker		19.85
24000 - Personal Needs Occupations		
24550 - Case Manager		16.09
24570 - Child Care Attendant		11.61
24580 - Child Care Center Clerk		14.44
24610 - Chore Aide		11.46
24620 - Family Readiness And Support Services Coordinator		16.09
24630 - Homemaker		16.09
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		29.95
25040 - Sewage Plant Operator		24.22
25070 - Stationary Engineer		29.95
25190 - Ventilation Equipment Tender		23.04
25210 - Water Treatment Plant Operator		24.22
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.86
27007 - Baggage Inspector		14.64
27008 - Corrections Officer		28.70
27010 - Court Security Officer		28.70
27030 - Detection Dog Handler		16.98
27040 - Detention Officer		28.70
27070 - Firefighter		27.04
27101 - Guard I		14.64
27102 - Guard II		16.98
27131 - Police Officer I		30.33
27132 - Police Officer II		33.11
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.11
28042 - Carnival Equipment Repairer		15.05
28043 - Carnival Worker		11.02
28210 - Gate Attendant/Gate Tender		16.44
28310 - Lifeguard		13.38
28350 - Park Attendant (Aide)		18.27
28510 - Recreation Aide/Health Facility Attendant		12.27
28515 - Recreation Specialist		20.82
28630 - Sports Official		14.64
28690 - Swimming Pool Operator		23.25
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.75
29020 - Hatch Tender		23.75
29030 - Line Handler		23.75
29041 - Stevedore I		22.40
29042 - Stevedore II		25.07
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.68
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.81
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.93

30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.73
30023 - Archeological Technician III		26.32
30030 - Cartographic Technician		26.33
30040 - Civil Engineering Technician		25.64
30051 - Cryogenic Technician I		23.80
30052 - Cryogenic Technician II		26.29
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.73
30063 - Drafter/CAD Operator III		21.99
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		18.16
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		45.66
30090 - Environmental Technician		23.93
30095 - Evidence Control Specialist		21.49
30210 - Laboratory Technician		22.13
30221 - Latent Fingerprint Technician I		23.80
30222 - Latent Fingerprint Technician II		26.29
30240 - Mathematical Technician		26.15
30361 - Paralegal/Legal Assistant I		21.05
30362 - Paralegal/Legal Assistant II		26.08
30363 - Paralegal/Legal Assistant III		31.89
30364 - Paralegal/Legal Assistant IV		38.59
30375 - Petroleum Supply Specialist		26.29
30390 - Photo-Optics Technician		26.33
30395 - Radiation Control Technician		26.29
30461 - Technical Writer I		27.48
30462 - Technical Writer II		33.60
30463 - Technical Writer III		40.66
30491 - Unexploded Ordnance (UXO) Technician I		28.39
30492 - Unexploded Ordnance (UXO) Technician II		34.35
30493 - Unexploded Ordnance (UXO) Technician III		41.18
30494 - Unexploded (UXO) Safety Escort		28.39
30495 - Unexploded (UXO) Sweep Personnel		28.39
30501 - Weather Forecaster I		28.96
30502 - Weather Forecaster II		35.23
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.35
31020 - Bus Aide		18.36
31030 - Bus Driver		23.28
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		14.92
31290 - Shuttle Bus Driver		20.81

31310 - Taxi Driver	19.51
31361 - Truckdriver Light	20.81
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	26.83
31364 - Truckdriver Tractor-Trailer	26.83
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.75
99030 - Cashier	10.06
99050 - Desk Clerk	11.94
99095 - Embalmer	32.31
99130 - Flight Follower	28.39
99251 - Laboratory Animal Caretaker I	20.72
99252 - Laboratory Animal Caretaker II	22.12
99260 - Marketing Analyst	26.08
99310 - Mortician	32.31
99410 - Pest Controller	25.55
99510 - Photofinishing Worker	14.92
99710 - Recycling Laborer	20.89
99711 - Recycling Specialist	24.46
99730 - Refuse Collector	19.11
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	17.46
99830 - Survey Party Chief	23.57
99831 - Surveying Aide	16.71
99832 - Surveying Technician	20.76
99840 - Vending Machine Attendant	22.41
99841 - Vending Machine Repairer	27.08
99842 - Vending Machine Repairer Helper	22.41

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4798
Revision No.: 13
Date Of Last Revision: 06/19/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of La Porte

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		20.25
01041 - Customer Service Representative I		12.56
01042 - Customer Service Representative II		14.13
01043 - Customer Service Representative III		15.41
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67

01090 - Duplicating Machine Operator 13.67
01111 - General Clerk I 15.06
01112 - General Clerk II 16.43
01113 - General Clerk III 18.44
01120 - Housing Referral Assistant 22.12
01141 - Messenger Courier 11.93
01191 - Order Clerk I 16.25
01192 - Order Clerk II 17.73
01261 - Personnel Assistant (Employment) I 17.84
01262 - Personnel Assistant (Employment) II 19.95
01263 - Personnel Assistant (Employment) III 22.24
01270 - Production Control Clerk 23.07
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.36
01311 - Secretary I 18.36
01312 - Secretary II 19.84
01313 - Secretary III 22.12
01320 - Service Order Dispatcher 21.04
01410 - Supply Technician 28.01
01420 - Survey Worker 18.89
01460 - Switchboard Operator/Receptionist 13.53
01531 - Travel Clerk I 14.02
01532 - Travel Clerk II 15.16
01533 - Travel Clerk III 16.43
01611 - Word Processor I 15.50
01612 - Word Processor II 17.41
01613 - Word Processor III 19.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.89
05010 - Automotive Electrician 23.06
05040 - Automotive Glass Installer 21.85
05070 - Automotive Worker 21.85
05110 - Mobile Equipment Servicer 19.92
05130 - Motor Equipment Metal Mechanic 26.41
05160 - Motor Equipment Metal Worker 21.85
05190 - Motor Vehicle Mechanic 25.88
05220 - Motor Vehicle Mechanic Helper 18.73
05250 - Motor Vehicle Upholstery Worker 20.90
05280 - Motor Vehicle Wrecker 21.85
05310 - Painter Automotive 23.06
05340 - Radiator Repair Specialist 21.85
05370 - Tire Repairer 15.22
05400 - Transmission Repair Specialist 26.41
07000 - Food Preparation And Service Occupations
07010 - Baker 16.64
07041 - Cook I 13.34
07042 - Cook II 15.03
07070 - Dishwasher 10.19
07130 - Food Service Worker 11.57
07210 - Meat Cutter 16.94

07260 - Waiter/Waitress	9.93
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.14
09040 - Furniture Handler	14.56
09080 - Furniture Refinisher	19.14
09090 - Furniture Refinisher Helper	15.55
09110 - Furniture Repairer Minor	17.35
09130 - Upholsterer	19.14
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.87
11060 - Elevator Operator	13.26
11090 - Gardener	15.99
11122 - Housekeeping Aide	13.26
11150 - Janitor	13.26
11210 - Laborer Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	15.07
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	14.49
12000 - Health Occupations	
12010 - Ambulance Driver	19.25
12011 - Breath Alcohol Technician	21.18
12012 - Certified Occupational Therapist Assistant	29.04
12015 - Certified Physical Therapist Assistant	29.78
12020 - Dental Assistant	18.15
12025 - Dental Hygienist	31.96
12030 - EKG Technician	32.09
12035 - Electroneurodiagnostic Technologist	32.09
12040 - Emergency Medical Technician	19.25
12071 - Licensed Practical Nurse I	19.65
12072 - Licensed Practical Nurse II	21.99
12073 - Licensed Practical Nurse III	24.51
12100 - Medical Assistant	16.30
12130 - Medical Laboratory Technician	23.47
12160 - Medical Record Clerk	17.69
12190 - Medical Record Technician	19.79
12195 - Medical Transcriptionist	18.93
12210 - Nuclear Medicine Technologist	46.52
12221 - Nursing Assistant I	12.85
12222 - Nursing Assistant II	14.44
12223 - Nursing Assistant III	15.76
12224 - Nursing Assistant IV	17.70
12235 - Optical Dispenser	21.18
12236 - Optical Technician	19.14
12250 - Pharmacy Technician	16.70
12280 - Phlebotomist	18.93
12305 - Radiologic Technologist	31.10
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.64

12313 - Registered Nurse II Specialist		32.64
12314 - Registered Nurse III		39.49
12315 - Registered Nurse III Anesthetist		39.49
12316 - Registered Nurse IV		47.34
12317 - Scheduler (Drug and Alcohol Testing)		26.22
12320 - Substance Abuse Treatment Counselor		22.91
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.55
13013 - Exhibits Specialist III		32.62
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		33.70
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		31.05
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.33
13072 - Photographer II		20.53
13073 - Photographer III		25.48
13074 - Photographer IV		31.15
13075 - Photographer V		37.57
13090 - Technical Order Library Clerk		18.55
13110 - Video Teleconference Technician		17.51
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		27.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		30.14

15070 - Flight Instructor (Pilot) 46.94
15080 - Graphic Artist 29.57
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.94
15086 - Maintenance Test Pilot Rotary Wing 46.94
15088 - Non-Maintenance Test/Co-Pilot 46.94
15090 - Technical Instructor 28.25
15095 - Technical Instructor/Course Developer 29.57
15110 - Test Proctor 21.58
15120 - Tutor 21.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.66
16030 - Counter Attendant 14.66
16040 - Dry Cleaner 16.76
16070 - Finisher Flatwork Machine 14.66
16090 - Presser Hand 14.66
16110 - Presser Machine Drycleaning 14.66
16130 - Presser Machine Shirts 14.66
16160 - Presser Machine Wearing Apparel Laundry 14.66
16190 - Sewing Machine Operator 17.46
16220 - Tailor 18.16
16250 - Washer Machine 15.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.33
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.91
21030 - Material Coordinator 23.07
21040 - Material Expediter 23.07
21050 - Material Handling Laborer 17.05
21071 - Order Filler 13.80
21080 - Production Line Worker (Food Processing) 16.91
21110 - Shipping Packer 17.00
21130 - Shipping/Receiving Clerk 17.00
21140 - Store Worker I 15.68
21150 - Stock Clerk 20.55
21210 - Tools And Parts Attendant 16.91
21410 - Warehouse Specialist 16.91
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.96
23019 - Aircraft Logs and Records Technician 23.85
23021 - Aircraft Mechanic I 28.13
23022 - Aircraft Mechanic II 29.96
23023 - Aircraft Mechanic III 31.40
23040 - Aircraft Mechanic Helper 20.38
23050 - Aircraft Painter 24.99
23060 - Aircraft Servicer 23.85
23070 - Aircraft Survival Flight Equipment Technician 24.99
23080 - Aircraft Worker 25.02
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.02

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.13
23110 - Appliance Mechanic 23.60
23120 - Bicycle Repairer 19.66
23125 - Cable Splicer 27.69
23130 - Carpenter Maintenance 31.86
23140 - Carpet Layer 28.36
23160 - Electrician Maintenance 35.27
23181 - Electronics Technician Maintenance I 26.30
23182 - Electronics Technician Maintenance II 27.75
23183 - Electronics Technician Maintenance III 29.24
23260 - Fabric Worker 21.33
23290 - Fire Alarm System Mechanic 24.86
23310 - Fire Extinguisher Repairer 21.36
23311 - Fuel Distribution System Mechanic 27.14
23312 - Fuel Distribution System Operator 21.66
23370 - General Maintenance Worker 22.99
23380 - Ground Support Equipment Mechanic 28.13
23381 - Ground Support Equipment Servicer 23.85
23382 - Ground Support Equipment Worker 25.02
23391 - Gunsmith I 21.36
23392 - Gunsmith II 24.07
23393 - Gunsmith III 26.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.25
23430 - Heavy Equipment Mechanic 30.80
23440 - Heavy Equipment Operator 32.57
23460 - Instrument Mechanic 24.86
23465 - Laboratory/Shelter Mechanic 25.18
23470 - Laborer 14.20
23510 - Locksmith 23.60
23530 - Machinery Maintenance Mechanic 24.79
23550 - Machinist Maintenance 27.46
23580 - Maintenance Trades Helper 18.59
23591 - Metrology Technician I 24.86
23592 - Metrology Technician II 26.13
23593 - Metrology Technician III 27.49
23640 - Millwright 29.97
23710 - Office Appliance Repairer 23.60
23760 - Painter Maintenance 23.60
23790 - Pipefitter Maintenance 34.10
23810 - Plumber Maintenance 32.36
23820 - Pneudraulic Systems Mechanic 26.76
23850 - Rigger 27.57
23870 - Scale Mechanic 24.07
23890 - Sheet-Metal Worker Maintenance 29.95
23910 - Small Engine Mechanic 22.15
23931 - Telecommunications Mechanic I 27.78

23932 - Telecommunications Mechanic II 28.89
23950 - Telephone Lineman 27.68
23960 - Welder Combination Maintenance 19.93
23965 - Well Driller 27.68
23970 - Woodcraft Worker 26.76
23980 - Woodworker 19.85
24000 - Personal Needs Occupations
24550 - Case Manager 16.09
24570 - Child Care Attendant 11.61
24580 - Child Care Center Clerk 14.44
24610 - Chore Aide 11.46
24620 - Family Readiness And Support Services Coordinator 16.09
24630 - Homemaker 16.09
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.95
25040 - Sewage Plant Operator 24.22
25070 - Stationary Engineer 29.95
25190 - Ventilation Equipment Tender 23.04
25210 - Water Treatment Plant Operator 24.22
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.86
27007 - Baggage Inspector 13.31
27008 - Corrections Officer 28.70
27010 - Court Security Officer 28.70
27030 - Detection Dog Handler 15.44
27040 - Detention Officer 28.70
27070 - Firefighter 27.04
27101 - Guard I 13.31
27102 - Guard II 15.44
27131 - Police Officer I 30.33
27132 - Police Officer II 33.11
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.11
28042 - Carnival Equipment Repairer 15.05
28043 - Carnival Worker 11.02
28210 - Gate Attendant/Gate Tender 16.44
28310 - Lifeguard 13.38
28350 - Park Attendant (Aide) 18.27
28510 - Recreation Aide/Health Facility Attendant 12.27
28515 - Recreation Specialist 20.82
28630 - Sports Official 14.64
28690 - Swimming Pool Operator 23.25
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.75
29020 - Hatch Tender 23.75
29030 - Line Handler 23.75
29041 - Stevedore I 22.40
29042 - Stevedore II 25.07
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.24
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.59
30021 - Archeological Technician I 17.64
30022 - Archeological Technician II 19.73
30023 - Archeological Technician III 26.32
30030 - Cartographic Technician 26.33
30040 - Civil Engineering Technician 25.64
30051 - Cryogenic Technician I 23.80
30052 - Cryogenic Technician II 26.29
30061 - Drafter/CAD Operator I 17.64
30062 - Drafter/CAD Operator II 19.73
30063 - Drafter/CAD Operator III 21.99
30064 - Drafter/CAD Operator IV 28.96
30081 - Engineering Technician I 18.16
30082 - Engineering Technician II 20.39
30083 - Engineering Technician III 22.81
30084 - Engineering Technician IV 28.26
30085 - Engineering Technician V 34.56
30086 - Engineering Technician VI 45.66
30090 - Environmental Technician 23.93
30095 - Evidence Control Specialist 21.49
30210 - Laboratory Technician 22.13
30221 - Latent Fingerprint Technician I 23.80
30222 - Latent Fingerprint Technician II 26.29
30240 - Mathematical Technician 26.15
30361 - Paralegal/Legal Assistant I 21.05
30362 - Paralegal/Legal Assistant II 26.08
30363 - Paralegal/Legal Assistant III 31.89
30364 - Paralegal/Legal Assistant IV 38.59
30375 - Petroleum Supply Specialist 26.29
30390 - Photo-Optics Technician 26.33
30395 - Radiation Control Technician 26.29
30461 - Technical Writer I 27.48
30462 - Technical Writer II 33.60
30463 - Technical Writer III 40.66
30491 - Unexploded Ordnance (UXO) Technician I 28.11
30492 - Unexploded Ordnance (UXO) Technician II 34.01
30493 - Unexploded Ordnance (UXO) Technician III 40.77
30494 - Unexploded (UXO) Safety Escort 28.11
30495 - Unexploded (UXO) Sweep Personnel 28.11
30501 - Weather Forecaster I 28.96
30502 - Weather Forecaster II 35.23
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.99
30621 - Weather Observer Senior (see 2) 24.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.01
31020 - Bus Aide 18.36
31030 - Bus Driver 23.28

31043 - Driver Courier	19.14
31260 - Parking and Lot Attendant	14.92
31290 - Shuttle Bus Driver	20.81
31310 - Taxi Driver	18.99
31361 - Truckdriver Light	20.81
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.68
31364 - Truckdriver Tractor-Trailer	24.68
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	9.94
99050 - Desk Clerk	11.94
99095 - Embalmer	32.31
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	18.84
99252 - Laboratory Animal Caretaker II	20.11
99260 - Marketing Analyst	23.71
99310 - Mortician	32.31
99410 - Pest Controller	25.29
99510 - Photofinishing Worker	14.77
99710 - Recycling Laborer	20.89
99711 - Recycling Specialist	24.46
99730 - Refuse Collector	19.11
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	17.28
99830 - Survey Party Chief	23.57
99831 - Surveying Aide	16.71
99832 - Surveying Technician	20.76
99840 - Vending Machine Attendant	21.57
99841 - Vending Machine Repairer	24.93
99842 - Vending Machine Repairer Helper	21.04

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4799
Revision No.: 13
Date Of Last Revision: 04/28/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Delaware

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.37
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.05
01020 - Administrative Assistant		23.40
01035 - Court Reporter		18.14
01041 - Customer Service Representative I		13.35
01042 - Customer Service Representative II		14.57
01043 - Customer Service Representative III		16.37
01051 - Data Entry Operator I		13.28
01052 - Data Entry Operator II		14.71
01060 - Dispatcher Motor Vehicle		18.47
01070 - Document Preparation Clerk		15.46
01090 - Duplicating Machine Operator		15.46
01111 - General Clerk I		13.47
01112 - General Clerk II		14.70

01113 - General Clerk III	16.51
01120 - Housing Referral Assistant	20.59
01141 - Messenger Courier	11.99
01191 - Order Clerk I	13.48
01192 - Order Clerk II	15.84
01261 - Personnel Assistant (Employment) I	16.11
01262 - Personnel Assistant (Employment) II	18.02
01263 - Personnel Assistant (Employment) III	20.09
01270 - Production Control Clerk	21.18
01290 - Rental Clerk	15.07
01300 - Scheduler Maintenance	16.51
01311 - Secretary I	16.51
01312 - Secretary II	18.47
01313 - Secretary III	20.59
01320 - Service Order Dispatcher	17.76
01410 - Supply Technician	23.40
01420 - Survey Worker	16.49
01460 - Switchboard Operator/Receptionist	13.61
01531 - Travel Clerk I	13.87
01532 - Travel Clerk II	14.82
01533 - Travel Clerk III	15.80
01611 - Word Processor I	14.35
01612 - Word Processor II	16.11
01613 - Word Processor III	18.02
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.67
05010 - Automotive Electrician	20.01
05040 - Automotive Glass Installer	19.42
05070 - Automotive Worker	19.39
05110 - Mobile Equipment Servicer	17.72
05130 - Motor Equipment Metal Mechanic	20.84
05160 - Motor Equipment Metal Worker	19.39
05190 - Motor Vehicle Mechanic	20.84
05220 - Motor Vehicle Mechanic Helper	17.09
05250 - Motor Vehicle Upholstery Worker	18.62
05280 - Motor Vehicle Wrecker	19.39
05310 - Painter Automotive	21.87
05340 - Radiator Repair Specialist	19.39
05370 - Tire Repairer	14.84
05400 - Transmission Repair Specialist	20.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.07
07041 - Cook I	13.70
07042 - Cook II	15.21
07070 - Dishwasher	9.93
07130 - Food Service Worker	11.42
07210 - Meat Cutter	17.61
07260 - Waiter/Waitress	10.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.35

09040 - Furniture Handler 15.60
09080 - Furniture Refinisher 22.35
09090 - Furniture Refinisher Helper 17.99
09110 - Furniture Repairer Minor 20.33
09130 - Upholsterer 22.35
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.62
11060 - Elevator Operator 15.83
11090 - Gardener 17.09
11122 - Housekeeping Aide 14.39
11150 - Janitor 14.39
11210 - Laborer Grounds Maintenance 13.34
11240 - Maid or Houseman 10.36
11260 - Pruner 11.99
11270 - Tractor Operator 16.02
11330 - Trail Maintenance Worker 13.34
11360 - Window Cleaner 16.01
12000 - Health Occupations
12010 - Ambulance Driver 19.79
12011 - Breath Alcohol Technician 19.79
12012 - Certified Occupational Therapist Assistant 27.15
12015 - Certified Physical Therapist Assistant 30.34
12020 - Dental Assistant 18.92
12025 - Dental Hygienist 34.85
12030 - EKG Technician 29.99
12035 - Electroneurodiagnostic Technologist 29.99
12040 - Emergency Medical Technician 19.79
12071 - Licensed Practical Nurse I 17.70
12072 - Licensed Practical Nurse II 19.79
12073 - Licensed Practical Nurse III 22.06
12100 - Medical Assistant 15.00
12130 - Medical Laboratory Technician 21.22
12160 - Medical Record Clerk 16.01
12190 - Medical Record Technician 18.88
12195 - Medical Transcriptionist 17.70
12210 - Nuclear Medicine Technologist 43.50
12221 - Nursing Assistant I 12.07
12222 - Nursing Assistant II 13.56
12223 - Nursing Assistant III 14.80
12224 - Nursing Assistant IV 16.62
12235 - Optical Dispenser 16.12
12236 - Optical Technician 17.70
12250 - Pharmacy Technician 15.85
12280 - Phlebotomist 17.70
12305 - Radiologic Technologist 29.99
12311 - Registered Nurse I 24.52
12312 - Registered Nurse II 29.99
12313 - Registered Nurse II Specialist 29.99
12314 - Registered Nurse III 36.30
12315 - Registered Nurse III Anesthetist 36.30

12316 - Registered Nurse IV		43.50
12317 - Scheduler (Drug and Alcohol Testing)		24.52
12320 - Substance Abuse Treatment Counselor		20.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.39
13012 - Exhibits Specialist II		22.79
13013 - Exhibits Specialist III		27.87
13041 - Illustrator I		19.93
13042 - Illustrator II		24.69
13043 - Illustrator III		30.20
13047 - Librarian		25.23
13050 - Library Aide/Clerk		14.62
13054 - Library Information Technology Systems Administrator		25.49
13058 - Library Technician		16.69
13061 - Media Specialist I		16.44
13062 - Media Specialist II		18.39
13063 - Media Specialist III		20.51
13071 - Photographer I		16.44
13072 - Photographer II		18.39
13073 - Photographer III		22.79
13074 - Photographer IV		27.87
13075 - Photographer V		33.72
13090 - Technical Order Library Clerk		15.85
13110 - Video Teleconference Technician		18.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.33
14042 - Computer Operator II		21.61
14043 - Computer Operator III		24.09
14044 - Computer Operator IV		26.77
14045 - Computer Operator V		29.65
14071 - Computer Programmer I	(see 1)	23.26
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.33
14160 - Personal Computer Support Technician		26.77
14170 - System Support Specialist		29.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.63
15020 - Aircrew Training Devices Instructor (Rated)		35.84
15030 - Air Crew Training Devices Instructor (Pilot)		42.96
15050 - Computer Based Training Specialist / Instructor		29.63
15060 - Educational Technologist		30.94
15070 - Flight Instructor (Pilot)		42.96
15080 - Graphic Artist		23.97
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.02

15086 - Maintenance Test Pilot Rotary Wing 39.02
15088 - Non-Maintenance Test/Co-Pilot 39.02
15090 - Technical Instructor 22.96
15095 - Technical Instructor/Course Developer 28.09
15110 - Test Proctor 18.54
15120 - Tutor 18.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.46
19040 - Tool And Die Maker 30.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.63
21030 - Material Coordinator 21.18
21040 - Material Expediter 21.18
21050 - Material Handling Laborer 15.55
21071 - Order Filler 13.04
21080 - Production Line Worker (Food Processing) 17.63
21110 - Shipping Packer 16.00
21130 - Shipping/Receiving Clerk 16.00
21140 - Store Worker I 15.50
21150 - Stock Clerk 21.40
21210 - Tools And Parts Attendant 17.63
21410 - Warehouse Specialist 17.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.87
23019 - Aircraft Logs and Records Technician 26.52
23021 - Aircraft Mechanic I 29.80
23022 - Aircraft Mechanic II 30.87
23023 - Aircraft Mechanic III 32.03
23040 - Aircraft Mechanic Helper 24.43
23050 - Aircraft Painter 29.05
23060 - Aircraft Servicer 26.52
23070 - Aircraft Survival Flight Equipment Technician 29.05
23080 - Aircraft Worker 27.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.80
23110 - Appliance Mechanic 24.40

23120 - Bicycle Repairer	20.89
23125 - Cable Splicer	25.63
23130 - Carpenter Maintenance	22.00
23140 - Carpet Layer	23.18
23160 - Electrician Maintenance	28.73
23181 - Electronics Technician Maintenance I	23.75
23182 - Electronics Technician Maintenance II	25.84
23183 - Electronics Technician Maintenance III	26.89
23260 - Fabric Worker	22.12
23290 - Fire Alarm System Mechanic	25.63
23310 - Fire Extinguisher Repairer	20.89
23311 - Fuel Distribution System Mechanic	25.63
23312 - Fuel Distribution System Operator	20.89
23370 - General Maintenance Worker	18.38
23380 - Ground Support Equipment Mechanic	29.80
23381 - Ground Support Equipment Servicer	26.52
23382 - Ground Support Equipment Worker	27.71
23391 - Gunsmith I	20.89
23392 - Gunsmith II	23.18
23393 - Gunsmith III	25.63
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.59
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.44
23430 - Heavy Equipment Mechanic	25.63
23440 - Heavy Equipment Operator	32.83
23460 - Instrument Mechanic	25.63
23465 - Laboratory/Shelter Mechanic	24.40
23470 - Laborer	15.31
23510 - Locksmith	24.40
23530 - Machinery Maintenance Mechanic	28.94
23550 - Machinist Maintenance	22.01
23580 - Maintenance Trades Helper	19.58
23591 - Metrology Technician I	25.63
23592 - Metrology Technician II	26.56
23593 - Metrology Technician III	27.49
23640 - Millwright	28.58
23710 - Office Appliance Repairer	24.40
23760 - Painter Maintenance	21.98
23790 - Pipefitter Maintenance	28.16
23810 - Plumber Maintenance	26.81
23820 - Pneudraulic Systems Mechanic	25.63
23850 - Rigger	25.63
23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker Maintenance	25.63
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	25.63
23932 - Telecommunications Mechanic II	26.56
23950 - Telephone Lineman	25.63
23960 - Welder Combination Maintenance	21.80

23965 - Well Driller	25.63
23970 - Woodcraft Worker	25.63
23980 - Woodworker	20.89
24000 - Personal Needs Occupations	
24550 - Case Manager	16.87
24570 - Child Care Attendant	13.09
24580 - Child Care Center Clerk	16.31
24610 - Chore Aide	11.65
24620 - Family Readiness And Support Services Coordinator	16.87
24630 - Homemaker	16.87
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.63
25040 - Sewage Plant Operator	21.65
25070 - Stationary Engineer	25.63
25190 - Ventilation Equipment Tender	19.58
25210 - Water Treatment Plant Operator	21.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.98
27007 - Baggage Inspector	17.85
27008 - Corrections Officer	24.32
27010 - Court Security Officer	24.32
27030 - Detection Dog Handler	19.98
27040 - Detention Officer	24.32
27070 - Firefighter	24.32
27101 - Guard I	17.85
27102 - Guard II	19.98
27131 - Police Officer I	23.19
27132 - Police Officer II	25.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.39
28042 - Carnival Equipment Repairer	15.36
28043 - Carnival Worker	11.08
28210 - Gate Attendant/Gate Tender	15.46
28310 - Lifeguard	12.76
28350 - Park Attendant (Aide)	17.28
28510 - Recreation Aide/Health Facility Attendant	12.35
28515 - Recreation Specialist	19.85
28630 - Sports Official	13.76
28690 - Swimming Pool Operator	22.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.18
29020 - Hatch Tender	24.18
29030 - Line Handler	24.18
29041 - Stevedore I	22.12
29042 - Stevedore II	25.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.62
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.01
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.85

30021 - Archeological Technician I		18.58
30022 - Archeological Technician II		21.49
30023 - Archeological Technician III		25.75
30030 - Cartographic Technician		25.75
30040 - Civil Engineering Technician		22.58
30051 - Cryogenic Technician I		21.74
30052 - Cryogenic Technician II		24.01
30061 - Drafter/CAD Operator I		18.58
30062 - Drafter/CAD Operator II		21.49
30063 - Drafter/CAD Operator III		23.17
30064 - Drafter/CAD Operator IV		28.52
30081 - Engineering Technician I		16.48
30082 - Engineering Technician II		18.50
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		27.03
30085 - Engineering Technician V		31.36
30086 - Engineering Technician VI		37.94
30090 - Environmental Technician		22.09
30095 - Evidence Control Specialist		19.63
30210 - Laboratory Technician		18.86
30221 - Latent Fingerprint Technician I		21.74
30222 - Latent Fingerprint Technician II		24.01
30240 - Mathematical Technician		25.78
30361 - Paralegal/Legal Assistant I		17.68
30362 - Paralegal/Legal Assistant II		21.90
30363 - Paralegal/Legal Assistant III		26.79
30364 - Paralegal/Legal Assistant IV		32.42
30375 - Petroleum Supply Specialist		24.01
30390 - Photo-Optics Technician		25.75
30395 - Radiation Control Technician		24.01
30461 - Technical Writer I		21.24
30462 - Technical Writer II		25.98
30463 - Technical Writer III		31.44
30491 - Unexploded Ordnance (UXO) Technician I		25.82
30492 - Unexploded Ordnance (UXO) Technician II		31.24
30493 - Unexploded Ordnance (UXO) Technician III		37.44
30494 - Unexploded (UXO) Safety Escort		25.82
30495 - Unexploded (UXO) Sweep Personnel		25.82
30501 - Weather Forecaster I		28.52
30502 - Weather Forecaster II		34.69
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.17
30621 - Weather Observer Senior	(see 2)	25.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.24
31020 - Bus Aide		16.24
31030 - Bus Driver		22.04
31043 - Driver Courier		16.07
31260 - Parking and Lot Attendant		14.59
31290 - Shuttle Bus Driver		17.52

31310 - Taxi Driver	15.05
31361 - Truckdriver Light	17.52
31362 - Truckdriver Medium	22.44
31363 - Truckdriver Heavy	23.09
31364 - Truckdriver Tractor-Trailer	23.09
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.23
99030 - Cashier	10.58
99050 - Desk Clerk	12.78
99095 - Embalmer	26.25
99130 - Flight Follower	25.82
99251 - Laboratory Animal Caretaker I	14.69
99252 - Laboratory Animal Caretaker II	15.68
99260 - Marketing Analyst	28.04
99310 - Mortician	26.25
99410 - Pest Controller	25.65
99510 - Photofinishing Worker	13.57
99710 - Recycling Laborer	19.44
99711 - Recycling Specialist	23.35
99730 - Refuse Collector	17.47
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	17.29
99830 - Survey Party Chief	22.50
99831 - Surveying Aide	13.85
99832 - Surveying Technician	18.05
99840 - Vending Machine Attendant	23.35
99841 - Vending Machine Repairer	27.64
99842 - Vending Machine Repairer Helper	23.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 30 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4800
Revision No.: 12
Date Of Last Revision: 06/19/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Delaware

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.37
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.05
01020 - Administrative Assistant		22.88
01035 - Court Reporter		18.14
01041 - Customer Service Representative I		12.22
01042 - Customer Service Representative II		13.74
01043 - Customer Service Representative III		15.00
01051 - Data Entry Operator I		13.28
01052 - Data Entry Operator II		14.71
01060 - Dispatcher Motor Vehicle		18.47
01070 - Document Preparation Clerk		15.46

01090 - Duplicating Machine Operator 15.46
01111 - General Clerk I 13.22
01112 - General Clerk II 14.45
01113 - General Clerk III 15.92
01120 - Housing Referral Assistant 20.59
01141 - Messenger Courier 11.99
01191 - Order Clerk I 13.48
01192 - Order Clerk II 15.84
01261 - Personnel Assistant (Employment) I 16.11
01262 - Personnel Assistant (Employment) II 18.02
01263 - Personnel Assistant (Employment) III 20.09
01270 - Production Control Clerk 21.18
01290 - Rental Clerk 15.07
01300 - Scheduler Maintenance 16.51
01311 - Secretary I 16.51
01312 - Secretary II 18.47
01313 - Secretary III 20.59
01320 - Service Order Dispatcher 17.76
01410 - Supply Technician 22.88
01420 - Survey Worker 16.49
01460 - Switchboard Operator/Receptionist 13.61
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 14.35
01612 - Word Processor II 16.11
01613 - Word Processor III 18.02
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.67
05010 - Automotive Electrician 20.01
05040 - Automotive Glass Installer 19.42
05070 - Automotive Worker 19.39
05110 - Mobile Equipment Servicer 17.72
05130 - Motor Equipment Metal Mechanic 20.84
05160 - Motor Equipment Metal Worker 19.39
05190 - Motor Vehicle Mechanic 20.84
05220 - Motor Vehicle Mechanic Helper 17.09
05250 - Motor Vehicle Upholstery Worker 18.62
05280 - Motor Vehicle Wrecker 19.39
05310 - Painter Automotive 21.87
05340 - Radiator Repair Specialist 19.39
05370 - Tire Repairer 14.84
05400 - Transmission Repair Specialist 20.84
07000 - Food Preparation And Service Occupations
07010 - Baker 16.47
07041 - Cook I 12.76
07042 - Cook II 14.16
07070 - Dishwasher 9.93
07130 - Food Service Worker 10.41
07210 - Meat Cutter 16.01

07260 - Waiter/Waitress	10.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.35
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	22.35
09090 - Furniture Refinisher Helper	17.99
09110 - Furniture Repairer Minor	20.33
09130 - Upholsterer	22.35
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.47
11060 - Elevator Operator	14.39
11090 - Gardener	15.84
11122 - Housekeeping Aide	14.39
11150 - Janitor	14.39
11210 - Laborer Grounds Maintenance	12.36
11240 - Maid or Houseman	9.42
11260 - Pruner	11.94
11270 - Tractor Operator	14.85
11330 - Trail Maintenance Worker	12.36
11360 - Window Cleaner	16.01
12000 - Health Occupations	
12010 - Ambulance Driver	19.63
12011 - Breath Alcohol Technician	19.63
12012 - Certified Occupational Therapist Assistant	26.93
12015 - Certified Physical Therapist Assistant	30.34
12020 - Dental Assistant	18.88
12025 - Dental Hygienist	34.80
12030 - EKG Technician	29.75
12035 - Electroneurodiagnostic Technologist	29.75
12040 - Emergency Medical Technician	19.63
12071 - Licensed Practical Nurse I	17.55
12072 - Licensed Practical Nurse II	19.63
12073 - Licensed Practical Nurse III	21.89
12100 - Medical Assistant	14.91
12130 - Medical Laboratory Technician	19.29
12160 - Medical Record Clerk	15.65
12190 - Medical Record Technician	18.88
12195 - Medical Transcriptionist	17.55
12210 - Nuclear Medicine Technologist	43.14
12221 - Nursing Assistant I	11.62
12222 - Nursing Assistant II	13.06
12223 - Nursing Assistant III	14.25
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	16.12
12236 - Optical Technician	17.55
12250 - Pharmacy Technician	15.85
12280 - Phlebotomist	17.55
12305 - Radiologic Technologist	29.75
12311 - Registered Nurse I	24.49
12312 - Registered Nurse II	29.95

12313 - Registered Nurse II Specialist		29.95
12314 - Registered Nurse III		36.24
12315 - Registered Nurse III Anesthetist		36.24
12316 - Registered Nurse IV		43.44
12317 - Scheduler (Drug and Alcohol Testing)		24.32
12320 - Substance Abuse Treatment Counselor		20.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.39
13012 - Exhibits Specialist II		22.79
13013 - Exhibits Specialist III		27.87
13041 - Illustrator I		19.93
13042 - Illustrator II		24.69
13043 - Illustrator III		30.20
13047 - Librarian		25.23
13050 - Library Aide/Clerk		14.62
13054 - Library Information Technology Systems Administrator		25.49
13058 - Library Technician		16.69
13061 - Media Specialist I		16.44
13062 - Media Specialist II		18.39
13063 - Media Specialist III		20.51
13071 - Photographer I		16.44
13072 - Photographer II		18.39
13073 - Photographer III		22.79
13074 - Photographer IV		27.87
13075 - Photographer V		33.72
13090 - Technical Order Library Clerk		15.85
13110 - Video Teleconference Technician		18.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.91
14042 - Computer Operator II		21.15
14043 - Computer Operator III		23.58
14044 - Computer Operator IV		26.21
14045 - Computer Operator V		29.43
14071 - Computer Programmer I	(see 1)	23.26
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.91
14160 - Personal Computer Support Technician		26.58
14170 - System Support Specialist		26.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.63
15020 - Aircrew Training Devices Instructor (Rated)		35.84
15030 - Air Crew Training Devices Instructor (Pilot)		42.96
15050 - Computer Based Training Specialist / Instructor		29.63
15060 - Educational Technologist		30.94

15070 - Flight Instructor (Pilot) 42.96
15080 - Graphic Artist 21.79
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.11
15086 - Maintenance Test Pilot Rotary Wing 37.11
15088 - Non-Maintenance Test/Co-Pilot 37.11
15090 - Technical Instructor 21.01
15095 - Technical Instructor/Course Developer 25.70
15110 - Test Proctor 16.96
15120 - Tutor 16.96
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.46
19040 - Tool And Die Maker 30.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.63
21030 - Material Coordinator 21.18
21040 - Material Expediter 21.18
21050 - Material Handling Laborer 15.55
21071 - Order Filler 13.04
21080 - Production Line Worker (Food Processing) 17.63
21110 - Shipping Packer 16.00
21130 - Shipping/Receiving Clerk 16.00
21140 - Store Worker I 15.34
21150 - Stock Clerk 21.18
21210 - Tools And Parts Attendant 17.63
21410 - Warehouse Specialist 17.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.87
23019 - Aircraft Logs and Records Technician 26.52
23021 - Aircraft Mechanic I 29.80
23022 - Aircraft Mechanic II 30.87
23023 - Aircraft Mechanic III 32.03
23040 - Aircraft Mechanic Helper 24.43
23050 - Aircraft Painter 29.05
23060 - Aircraft Servicer 26.52
23070 - Aircraft Survival Flight Equipment Technician 29.05
23080 - Aircraft Worker 27.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.71

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.80
23110 - Appliance Mechanic 24.40
23120 - Bicycle Repairer 20.89
23125 - Cable Splicer 25.63
23130 - Carpenter Maintenance 22.00
23140 - Carpet Layer 23.18
23160 - Electrician Maintenance 28.73
23181 - Electronics Technician Maintenance I 23.75
23182 - Electronics Technician Maintenance II 25.84
23183 - Electronics Technician Maintenance III 26.89
23260 - Fabric Worker 22.12
23290 - Fire Alarm System Mechanic 25.63
23310 - Fire Extinguisher Repairer 20.89
23311 - Fuel Distribution System Mechanic 25.63
23312 - Fuel Distribution System Operator 20.89
23370 - General Maintenance Worker 18.38
23380 - Ground Support Equipment Mechanic 29.80
23381 - Ground Support Equipment Servicer 26.52
23382 - Ground Support Equipment Worker 27.71
23391 - Gunsmith I 20.89
23392 - Gunsmith II 23.18
23393 - Gunsmith III 25.63
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.73
23430 - Heavy Equipment Mechanic 25.63
23440 - Heavy Equipment Operator 31.96
23460 - Instrument Mechanic 25.63
23465 - Laboratory/Shelter Mechanic 24.40
23470 - Laborer 14.93
23510 - Locksmith 24.40
23530 - Machinery Maintenance Mechanic 28.94
23550 - Machinist Maintenance 22.01
23580 - Maintenance Trades Helper 19.58
23591 - Metrology Technician I 25.63
23592 - Metrology Technician II 26.56
23593 - Metrology Technician III 27.49
23640 - Millwright 28.58
23710 - Office Appliance Repairer 24.40
23760 - Painter Maintenance 21.98
23790 - Pipefitter Maintenance 27.54
23810 - Plumber Maintenance 25.62
23820 - Pneudraulic Systems Mechanic 25.63
23850 - Rigger 25.63
23870 - Scale Mechanic 23.18
23890 - Sheet-Metal Worker Maintenance 25.63
23910 - Small Engine Mechanic 23.18
23931 - Telecommunications Mechanic I 25.63

23932 - Telecommunications Mechanic II 26.56
23950 - Telephone Lineman 25.63
23960 - Welder Combination Maintenance 21.80
23965 - Well Driller 25.63
23970 - Woodcraft Worker 25.63
23980 - Woodworker 20.89
24000 - Personal Needs Occupations
24550 - Case Manager 16.87
24570 - Child Care Attendant 12.92
24580 - Child Care Center Clerk 15.82
24610 - Chore Aide 11.45
24620 - Family Readiness And Support Services Coordinator 16.87
24630 - Homemaker 16.87
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.63
25040 - Sewage Plant Operator 21.65
25070 - Stationary Engineer 25.63
25190 - Ventilation Equipment Tender 19.58
25210 - Water Treatment Plant Operator 21.19
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.98
27007 - Baggage Inspector 17.85
27008 - Corrections Officer 23.18
27010 - Court Security Officer 23.18
27030 - Detection Dog Handler 19.98
27040 - Detention Officer 23.18
27070 - Firefighter 23.18
27101 - Guard I 17.85
27102 - Guard II 19.98
27131 - Police Officer I 23.19
27132 - Police Officer II 25.74
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.08
28042 - Carnival Equipment Repairer 13.96
28043 - Carnival Worker 10.07
28210 - Gate Attendant/Gate Tender 15.46
28310 - Lifeguard 12.76
28350 - Park Attendant (Aide) 17.28
28510 - Recreation Aide/Health Facility Attendant 12.35
28515 - Recreation Specialist 19.85
28630 - Sports Official 13.76
28690 - Swimming Pool Operator 20.12
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.18
29020 - Hatch Tender 24.18
29030 - Line Handler 24.18
29041 - Stevedore I 22.12
29042 - Stevedore II 25.14
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.22
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.73
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.54
30021 - Archeological Technician I 18.58
30022 - Archeological Technician II 21.49
30023 - Archeological Technician III 25.75
30030 - Cartographic Technician 25.75
30040 - Civil Engineering Technician 22.58
30051 - Cryogenic Technician I 21.74
30052 - Cryogenic Technician II 24.01
30061 - Drafter/CAD Operator I 18.58
30062 - Drafter/CAD Operator II 21.49
30063 - Drafter/CAD Operator III 23.17
30064 - Drafter/CAD Operator IV 28.52
30081 - Engineering Technician I 16.48
30082 - Engineering Technician II 18.50
30083 - Engineering Technician III 21.32
30084 - Engineering Technician IV 27.03
30085 - Engineering Technician V 31.36
30086 - Engineering Technician VI 37.94
30090 - Environmental Technician 21.25
30095 - Evidence Control Specialist 19.63
30210 - Laboratory Technician 18.86
30221 - Latent Fingerprint Technician I 21.74
30222 - Latent Fingerprint Technician II 24.01
30240 - Mathematical Technician 25.78
30361 - Paralegal/Legal Assistant I 17.54
30362 - Paralegal/Legal Assistant II 21.73
30363 - Paralegal/Legal Assistant III 26.58
30364 - Paralegal/Legal Assistant IV 32.15
30375 - Petroleum Supply Specialist 24.01
30390 - Photo-Optics Technician 25.75
30395 - Radiation Control Technician 24.01
30461 - Technical Writer I 21.24
30462 - Technical Writer II 25.98
30463 - Technical Writer III 31.44
30491 - Unexploded Ordnance (UXO) Technician I 25.56
30492 - Unexploded Ordnance (UXO) Technician II 30.93
30493 - Unexploded Ordnance (UXO) Technician III 37.07
30494 - Unexploded (UXO) Safety Escort 25.56
30495 - Unexploded (UXO) Sweep Personnel 25.56
30501 - Weather Forecaster I 28.52
30502 - Weather Forecaster II 34.69
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.17
30621 - Weather Observer Senior (see 2) 25.75
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.93
31020 - Bus Aide 16.24
31030 - Bus Driver 22.04

31043 - Driver Courier	16.07
31260 - Parking and Lot Attendant	14.59
31290 - Shuttle Bus Driver	17.52
31310 - Taxi Driver	15.05
31361 - Truckdriver Light	17.52
31362 - Truckdriver Medium	22.44
31363 - Truckdriver Heavy	23.09
31364 - Truckdriver Tractor-Trailer	23.09
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.08
99030 - Cashier	10.06
99050 - Desk Clerk	12.78
99095 - Embalmer	26.25
99130 - Flight Follower	25.56
99251 - Laboratory Animal Caretaker I	14.69
99252 - Laboratory Animal Caretaker II	15.68
99260 - Marketing Analyst	28.04
99310 - Mortician	26.25
99410 - Pest Controller	23.32
99510 - Photofinishing Worker	13.43
99710 - Recycling Laborer	19.24
99711 - Recycling Specialist	23.11
99730 - Refuse Collector	17.29
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	17.29
99830 - Survey Party Chief	22.50
99831 - Surveying Aide	13.85
99832 - Surveying Technician	18.05
99840 - Vending Machine Attendant	23.11
99841 - Vending Machine Repairer	26.93
99842 - Vending Machine Repairer Helper	23.11

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 30 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4801
Revision No.: 13
Date Of Last Revision: 04/28/2021

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Clay Sullivan Vermillion Vigo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.41
01012 - Accounting Clerk II		16.19
01013 - Accounting Clerk III		18.10
01020 - Administrative Assistant		22.88
01035 - Court Reporter		18.32
01041 - Customer Service Representative I		12.62
01042 - Customer Service Representative II		13.85
01043 - Customer Service Representative III		15.49
01051 - Data Entry Operator I		13.28
01052 - Data Entry Operator II		14.71
01060 - Dispatcher Motor Vehicle		20.50
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		13.22
01112 - General Clerk II		14.45

01113 - General Clerk III 15.92
01120 - Housing Referral Assistant 20.59
01141 - Messenger Courier 13.60
01191 - Order Clerk I 13.57
01192 - Order Clerk II 15.84
01261 - Personnel Assistant (Employment) I 16.27
01262 - Personnel Assistant (Employment) II 18.21
01263 - Personnel Assistant (Employment) III 20.30
01270 - Production Control Clerk 27.94
01290 - Rental Clerk 15.07
01300 - Scheduler Maintenance 16.51
01311 - Secretary I 16.51
01312 - Secretary II 18.47
01313 - Secretary III 20.59
01320 - Service Order Dispatcher 18.33
01410 - Supply Technician 22.88
01420 - Survey Worker 17.15
01460 - Switchboard Operator/Receptionist 13.61
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.82
01533 - Travel Clerk III 15.80
01611 - Word Processor I 14.34
01612 - Word Processor II 16.11
01613 - Word Processor III 18.01
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.67
05010 - Automotive Electrician 20.01
05040 - Automotive Glass Installer 19.42
05070 - Automotive Worker 19.39
05110 - Mobile Equipment Servicer 17.72
05130 - Motor Equipment Metal Mechanic 20.84
05160 - Motor Equipment Metal Worker 19.39
05190 - Motor Vehicle Mechanic 20.84
05220 - Motor Vehicle Mechanic Helper 17.09
05250 - Motor Vehicle Upholstery Worker 18.62
05280 - Motor Vehicle Wrecker 19.39
05310 - Painter Automotive 21.87
05340 - Radiator Repair Specialist 19.39
05370 - Tire Repairer 14.84
05400 - Transmission Repair Specialist 20.84
07000 - Food Preparation And Service Occupations
07010 - Baker 15.52
07041 - Cook I 11.84
07042 - Cook II 13.15
07070 - Dishwasher 10.07
07130 - Food Service Worker 11.04
07210 - Meat Cutter 15.72
07260 - Waiter/Waitress 9.13
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.57

09040 - Furniture Handler 15.60
09080 - Furniture Refinisher 22.57
09090 - Furniture Refinisher Helper 18.31
09110 - Furniture Repairer Minor 20.73
09130 - Upholsterer 22.57
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.30
11060 - Elevator Operator 12.30
11090 - Gardener 15.66
11122 - Housekeeping Aide 12.42
11150 - Janitor 12.42
11210 - Laborer Grounds Maintenance 12.22
11240 - Maid or Houseman 10.85
11260 - Pruner 11.94
11270 - Tractor Operator 14.68
11330 - Trail Maintenance Worker 12.22
11360 - Window Cleaner 13.80
12000 - Health Occupations
12010 - Ambulance Driver 16.78
12011 - Breath Alcohol Technician 19.75
12012 - Certified Occupational Therapist Assistant 29.03
12015 - Certified Physical Therapist Assistant 29.41
12020 - Dental Assistant 17.49
12025 - Dental Hygienist 35.20
12030 - EKG Technician 26.39
12035 - Electroneurodiagnostic Technologist 26.39
12040 - Emergency Medical Technician 16.78
12071 - Licensed Practical Nurse I 17.66
12072 - Licensed Practical Nurse II 19.75
12073 - Licensed Practical Nurse III 22.01
12100 - Medical Assistant 15.51
12130 - Medical Laboratory Technician 19.29
12160 - Medical Record Clerk 19.38
12190 - Medical Record Technician 21.67
12195 - Medical Transcriptionist 18.11
12210 - Nuclear Medicine Technologist 43.40
12221 - Nursing Assistant I 11.65
12222 - Nursing Assistant II 13.09
12223 - Nursing Assistant III 14.28
12224 - Nursing Assistant IV 16.04
12235 - Optical Dispenser 19.75
12236 - Optical Technician 17.66
12250 - Pharmacy Technician 14.84
12280 - Phlebotomist 17.82
12305 - Radiologic Technologist 28.40
12311 - Registered Nurse I 24.63
12312 - Registered Nurse II 30.13
12313 - Registered Nurse II Specialist 30.13
12314 - Registered Nurse III 36.46
12315 - Registered Nurse III Anesthetist 36.46

12316 - Registered Nurse IV		43.69
12317 - Scheduler (Drug and Alcohol Testing)		24.45
12320 - Substance Abuse Treatment Counselor		21.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.29
13012 - Exhibits Specialist II		22.65
13013 - Exhibits Specialist III		27.72
13041 - Illustrator I		19.93
13042 - Illustrator II		24.69
13043 - Illustrator III		30.20
13047 - Librarian		25.09
13050 - Library Aide/Clerk		14.56
13054 - Library Information Technology Systems Administrator		25.49
13058 - Library Technician		16.41
13061 - Media Specialist I		16.35
13062 - Media Specialist II		18.29
13063 - Media Specialist III		20.38
13071 - Photographer I		16.35
13072 - Photographer II		18.29
13073 - Photographer III		22.65
13074 - Photographer IV		27.72
13075 - Photographer V		33.53
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		18.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.19
14042 - Computer Operator II		19.23
14043 - Computer Operator III		21.44
14044 - Computer Operator IV		23.83
14045 - Computer Operator V		27.51
14071 - Computer Programmer I	(see 1)	21.92
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.19
14160 - Personal Computer Support Technician		24.52
14170 - System Support Specialist		30.26
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.63
15020 - Aircrew Training Devices Instructor (Rated)		35.84
15030 - Air Crew Training Devices Instructor (Pilot)		42.96
15050 - Computer Based Training Specialist / Instructor		29.63
15060 - Educational Technologist		30.94
15070 - Flight Instructor (Pilot)		42.96
15080 - Graphic Artist		21.39
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.76

15086 - Maintenance Test Pilot Rotary Wing 41.76
15088 - Non-Maintenance Test/Co-Pilot 41.76
15090 - Technical Instructor 26.29
15095 - Technical Instructor/Course Developer 32.18
15110 - Test Proctor 21.24
15120 - Tutor 21.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.70
19040 - Tool And Die Maker 30.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.63
21030 - Material Coordinator 27.94
21040 - Material Expediter 27.94
21050 - Material Handling Laborer 15.55
21071 - Order Filler 13.04
21080 - Production Line Worker (Food Processing) 17.63
21110 - Shipping Packer 16.72
21130 - Shipping/Receiving Clerk 16.72
21140 - Store Worker I 15.40
21150 - Stock Clerk 21.24
21210 - Tools And Parts Attendant 17.63
21410 - Warehouse Specialist 17.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.87
23019 - Aircraft Logs and Records Technician 26.52
23021 - Aircraft Mechanic I 29.80
23022 - Aircraft Mechanic II 30.87
23023 - Aircraft Mechanic III 32.03
23040 - Aircraft Mechanic Helper 24.43
23050 - Aircraft Painter 29.05
23060 - Aircraft Servicer 26.52
23070 - Aircraft Survival Flight Equipment Technician 29.05
23080 - Aircraft Worker 27.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.80
23110 - Appliance Mechanic 25.70

23120 - Bicycle Repairer 21.87
23125 - Cable Splicer 27.02
23130 - Carpenter Maintenance 22.85
23140 - Carpet Layer 24.32
23160 - Electrician Maintenance 34.97
23181 - Electronics Technician Maintenance I 28.74
23182 - Electronics Technician Maintenance II 31.26
23183 - Electronics Technician Maintenance III 32.54
23260 - Fabric Worker 23.20
23290 - Fire Alarm System Mechanic 27.02
23310 - Fire Extinguisher Repairer 21.87
23311 - Fuel Distribution System Mechanic 27.02
23312 - Fuel Distribution System Operator 21.87
23370 - General Maintenance Worker 18.37
23380 - Ground Support Equipment Mechanic 29.80
23381 - Ground Support Equipment Servicer 26.52
23382 - Ground Support Equipment Worker 27.71
23391 - Gunsmith I 21.87
23392 - Gunsmith II 24.32
23393 - Gunsmith III 27.02
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.76
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.54
23430 - Heavy Equipment Mechanic 30.59
23440 - Heavy Equipment Operator 31.98
23460 - Instrument Mechanic 27.02
23465 - Laboratory/Shelter Mechanic 25.70
23470 - Laborer 14.28
23510 - Locksmith 25.70
23530 - Machinery Maintenance Mechanic 28.94
23550 - Machinist Maintenance 21.90
23580 - Maintenance Trades Helper 20.51
23591 - Metrology Technician I 27.02
23592 - Metrology Technician II 28.00
23593 - Metrology Technician III 28.98
23640 - Millwright 28.58
23710 - Office Appliance Repairer 25.70
23760 - Painter Maintenance 24.52
23790 - Pipefitter Maintenance 33.32
23810 - Plumber Maintenance 31.00
23820 - Pneudraulic Systems Mechanic 27.02
23850 - Rigger 27.02
23870 - Scale Mechanic 24.32
23890 - Sheet-Metal Worker Maintenance 27.02
23910 - Small Engine Mechanic 24.32
23931 - Telecommunications Mechanic I 28.59
23932 - Telecommunications Mechanic II 29.61
23950 - Telephone Lineman 27.02
23960 - Welder Combination Maintenance 21.37

23965 - Well Driller	27.02
23970 - Woodcraft Worker	27.02
23980 - Woodworker	21.87
24000 - Personal Needs Occupations	
24550 - Case Manager	14.58
24570 - Child Care Attendant	10.76
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	11.33
24620 - Family Readiness And Support Services Coordinator	14.58
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.02
25040 - Sewage Plant Operator	21.65
25070 - Stationary Engineer	27.02
25190 - Ventilation Equipment Tender	19.38
25210 - Water Treatment Plant Operator	21.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.44
27007 - Baggage Inspector	13.84
27008 - Corrections Officer	20.18
27010 - Court Security Officer	21.53
27030 - Detection Dog Handler	17.42
27040 - Detention Officer	20.18
27070 - Firefighter	22.88
27101 - Guard I	13.84
27102 - Guard II	17.42
27131 - Police Officer I	23.19
27132 - Police Officer II	25.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.39
28042 - Carnival Equipment Repairer	13.21
28043 - Carnival Worker	9.28
28210 - Gate Attendant/Gate Tender	15.46
28310 - Lifeguard	12.16
28350 - Park Attendant (Aide)	17.28
28510 - Recreation Aide/Health Facility Attendant	12.35
28515 - Recreation Specialist	20.16
28630 - Sports Official	13.76
28690 - Swimming Pool Operator	18.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.32
29020 - Hatch Tender	24.32
29030 - Line Handler	24.32
29041 - Stevedore I	23.20
29042 - Stevedore II	25.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		18.58
30022 - Archeological Technician II		21.49
30023 - Archeological Technician III		25.75
30030 - Cartographic Technician		25.75
30040 - Civil Engineering Technician		23.18
30051 - Cryogenic Technician I		25.68
30052 - Cryogenic Technician II		28.36
30061 - Drafter/CAD Operator I		18.58
30062 - Drafter/CAD Operator II		21.49
30063 - Drafter/CAD Operator III		23.17
30064 - Drafter/CAD Operator IV		28.52
30081 - Engineering Technician I		16.48
30082 - Engineering Technician II		18.50
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		27.03
30085 - Engineering Technician V		31.36
30086 - Engineering Technician VI		37.94
30090 - Environmental Technician		23.18
30095 - Evidence Control Specialist		23.18
30210 - Laboratory Technician		23.74
30221 - Latent Fingerprint Technician I		25.68
30222 - Latent Fingerprint Technician II		28.36
30240 - Mathematical Technician		25.78
30361 - Paralegal/Legal Assistant I		18.85
30362 - Paralegal/Legal Assistant II		23.35
30363 - Paralegal/Legal Assistant III		28.57
30364 - Paralegal/Legal Assistant IV		34.56
30375 - Petroleum Supply Specialist		28.36
30390 - Photo-Optics Technician		25.75
30395 - Radiation Control Technician		28.36
30461 - Technical Writer I		23.18
30462 - Technical Writer II		28.36
30463 - Technical Writer III		34.31
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		28.52
30502 - Weather Forecaster II		34.69
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.17
30621 - Weather Observer Senior	(see 2)	25.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		16.24
31030 - Bus Driver		23.67
31043 - Driver Courier		17.43
31260 - Parking and Lot Attendant		15.66
31290 - Shuttle Bus Driver		17.52

31310 - Taxi Driver	11.31
31361 - Truckdriver Light	18.59
31362 - Truckdriver Medium	22.44
31363 - Truckdriver Heavy	24.80
31364 - Truckdriver Tractor-Trailer	24.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.60
99050 - Desk Clerk	11.33
99095 - Embalmer	26.25
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	14.69
99252 - Laboratory Animal Caretaker II	15.68
99260 - Marketing Analyst	23.48
99310 - Mortician	26.25
99410 - Pest Controller	18.56
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	22.64
99711 - Recycling Specialist	27.20
99730 - Refuse Collector	20.31
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	17.37
99830 - Survey Party Chief	22.50
99831 - Surveying Aide	13.85
99832 - Surveying Technician	18.05
99840 - Vending Machine Attendant	23.19
99841 - Vending Machine Repairer	27.50
99842 - Vending Machine Repairer Helper	23.19

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 30 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4802
Revision No.: 12
Date Of Last Revision: 06/19/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Clay Sullivan Vermillion Vigo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.39
01012 - Accounting Clerk II		16.16
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		22.88
01035 - Court Reporter		18.32
01041 - Customer Service Representative I		11.47
01042 - Customer Service Representative II		12.91
01043 - Customer Service Representative III		14.08
01051 - Data Entry Operator I		13.28
01052 - Data Entry Operator II		14.71
01060 - Dispatcher Motor Vehicle		20.35
01070 - Document Preparation Clerk		14.12

01090 - Duplicating Machine Operator	14.12
01111 - General Clerk I	13.22
01112 - General Clerk II	14.45
01113 - General Clerk III	15.92
01120 - Housing Referral Assistant	20.59
01141 - Messenger Courier	13.60
01191 - Order Clerk I	13.57
01192 - Order Clerk II	15.84
01261 - Personnel Assistant (Employment) I	16.27
01262 - Personnel Assistant (Employment) II	18.21
01263 - Personnel Assistant (Employment) III	20.30
01270 - Production Control Clerk	27.94
01290 - Rental Clerk	15.07
01300 - Scheduler Maintenance	16.51
01311 - Secretary I	16.51
01312 - Secretary II	18.47
01313 - Secretary III	20.59
01320 - Service Order Dispatcher	18.19
01410 - Supply Technician	22.88
01420 - Survey Worker	17.15
01460 - Switchboard Operator/Receptionist	13.61
01531 - Travel Clerk I	13.34
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.23
01611 - Word Processor I	14.12
01612 - Word Processor II	15.85
01613 - Word Processor III	17.74
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.67
05010 - Automotive Electrician	20.01
05040 - Automotive Glass Installer	19.42
05070 - Automotive Worker	19.39
05110 - Mobile Equipment Servicer	17.72
05130 - Motor Equipment Metal Mechanic	20.84
05160 - Motor Equipment Metal Worker	19.39
05190 - Motor Vehicle Mechanic	20.84
05220 - Motor Vehicle Mechanic Helper	17.09
05250 - Motor Vehicle Upholstery Worker	18.62
05280 - Motor Vehicle Wrecker	19.39
05310 - Painter Automotive	21.87
05340 - Radiator Repair Specialist	19.39
05370 - Tire Repairer	14.84
05400 - Transmission Repair Specialist	20.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.11
07041 - Cook I	11.84
07042 - Cook II	13.15
07070 - Dishwasher	10.07
07130 - Food Service Worker	10.92
07210 - Meat Cutter	15.17

07260 - Waiter/Waitress	9.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.57
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	22.57
09090 - Furniture Refinisher Helper	18.31
09110 - Furniture Repairer Minor	20.73
09130 - Upholsterer	22.57
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.97
11060 - Elevator Operator	11.71
11090 - Gardener	15.60
11122 - Housekeeping Aide	11.71
11150 - Janitor	11.71
11210 - Laborer Grounds Maintenance	12.17
11240 - Maid or Houseman	10.47
11260 - Pruner	11.94
11270 - Tractor Operator	14.63
11330 - Trail Maintenance Worker	12.17
11360 - Window Cleaner	13.01
12000 - Health Occupations	
12010 - Ambulance Driver	16.78
12011 - Breath Alcohol Technician	19.09
12012 - Certified Occupational Therapist Assistant	29.03
12015 - Certified Physical Therapist Assistant	29.41
12020 - Dental Assistant	17.49
12025 - Dental Hygienist	35.20
12030 - EKG Technician	26.39
12035 - Electroneurodiagnostic Technologist	26.39
12040 - Emergency Medical Technician	16.78
12071 - Licensed Practical Nurse I	17.06
12072 - Licensed Practical Nurse II	19.09
12073 - Licensed Practical Nurse III	21.28
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	19.29
12160 - Medical Record Clerk	18.19
12190 - Medical Record Technician	20.36
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	41.94
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.01
12223 - Nursing Assistant III	14.19
12224 - Nursing Assistant IV	15.93
12235 - Optical Dispenser	18.13
12236 - Optical Technician	17.06
12250 - Pharmacy Technician	14.52
12280 - Phlebotomist	17.82
12305 - Radiologic Technologist	27.61
12311 - Registered Nurse I	24.29
12312 - Registered Nurse II	29.72

12313 - Registered Nurse II Specialist		29.72
12314 - Registered Nurse III		35.96
12315 - Registered Nurse III Anesthetist		35.96
12316 - Registered Nurse IV		43.10
12317 - Scheduler (Drug and Alcohol Testing)		23.64
12320 - Substance Abuse Treatment Counselor		21.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.29
13012 - Exhibits Specialist II		22.65
13013 - Exhibits Specialist III		27.72
13041 - Illustrator I		19.93
13042 - Illustrator II		24.69
13043 - Illustrator III		30.20
13047 - Librarian		25.09
13050 - Library Aide/Clerk		14.56
13054 - Library Information Technology Systems Administrator		25.49
13058 - Library Technician		16.41
13061 - Media Specialist I		16.35
13062 - Media Specialist II		18.29
13063 - Media Specialist III		20.38
13071 - Photographer I		16.35
13072 - Photographer II		18.29
13073 - Photographer III		22.65
13074 - Photographer IV		27.72
13075 - Photographer V		33.53
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		18.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.19
14042 - Computer Operator II		19.23
14043 - Computer Operator III		21.44
14044 - Computer Operator IV		23.83
14045 - Computer Operator V		27.51
14071 - Computer Programmer I	(see 1)	21.92
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.19
14160 - Personal Computer Support Technician		24.52
14170 - System Support Specialist		30.26
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.63
15020 - Aircrew Training Devices Instructor (Rated)		35.84
15030 - Air Crew Training Devices Instructor (Pilot)		42.96
15050 - Computer Based Training Specialist / Instructor		29.63
15060 - Educational Technologist		30.94

15070 - Flight Instructor (Pilot) 42.96
15080 - Graphic Artist 21.39
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.76
15086 - Maintenance Test Pilot Rotary Wing 41.76
15088 - Non-Maintenance Test/Co-Pilot 41.76
15090 - Technical Instructor 23.90
15095 - Technical Instructor/Course Developer 29.25
15110 - Test Proctor 19.31
15120 - Tutor 19.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.46
19040 - Tool And Die Maker 30.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.63
21030 - Material Coordinator 27.94
21040 - Material Expediter 27.94
21050 - Material Handling Laborer 15.55
21071 - Order Filler 13.04
21080 - Production Line Worker (Food Processing) 17.63
21110 - Shipping Packer 16.10
21130 - Shipping/Receiving Clerk 16.10
21140 - Store Worker I 15.24
21150 - Stock Clerk 21.02
21210 - Tools And Parts Attendant 17.63
21410 - Warehouse Specialist 17.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.87
23019 - Aircraft Logs and Records Technician 26.52
23021 - Aircraft Mechanic I 29.80
23022 - Aircraft Mechanic II 30.87
23023 - Aircraft Mechanic III 32.03
23040 - Aircraft Mechanic Helper 24.43
23050 - Aircraft Painter 29.05
23060 - Aircraft Servicer 26.52
23070 - Aircraft Survival Flight Equipment Technician 29.05
23080 - Aircraft Worker 27.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.71

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.80
23110 - Appliance Mechanic	24.29
23120 - Bicycle Repairer	20.66
23125 - Cable Splicer	25.53
23130 - Carpenter Maintenance	22.85
23140 - Carpet Layer	22.98
23160 - Electrician Maintenance	31.79
23181 - Electronics Technician Maintenance I	26.13
23182 - Electronics Technician Maintenance II	28.42
23183 - Electronics Technician Maintenance III	29.58
23260 - Fabric Worker	21.93
23290 - Fire Alarm System Mechanic	25.53
23310 - Fire Extinguisher Repairer	20.66
23311 - Fuel Distribution System Mechanic	25.53
23312 - Fuel Distribution System Operator	20.66
23370 - General Maintenance Worker	18.37
23380 - Ground Support Equipment Mechanic	29.80
23381 - Ground Support Equipment Servicer	26.52
23382 - Ground Support Equipment Worker	27.71
23391 - Gunsmith I	20.66
23392 - Gunsmith II	22.98
23393 - Gunsmith III	25.53
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.76
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.54
23430 - Heavy Equipment Mechanic	30.59
23440 - Heavy Equipment Operator	29.15
23460 - Instrument Mechanic	25.53
23465 - Laboratory/Shelter Mechanic	24.29
23470 - Laborer	14.19
23510 - Locksmith	24.29
23530 - Machinery Maintenance Mechanic	28.94
23550 - Machinist Maintenance	19.91
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	25.53
23592 - Metrology Technician II	26.45
23593 - Metrology Technician III	27.38
23640 - Millwright	28.58
23710 - Office Appliance Repairer	24.29
23760 - Painter Maintenance	22.57
23790 - Pipefitter Maintenance	30.29
23810 - Plumber Maintenance	28.18
23820 - Pneudraulic Systems Mechanic	25.53
23850 - Rigger	25.53
23870 - Scale Mechanic	22.98
23890 - Sheet-Metal Worker Maintenance	25.53
23910 - Small Engine Mechanic	22.98
23931 - Telecommunications Mechanic I	28.59

23932 - Telecommunications Mechanic II 29.61
23950 - Telephone Lineman 25.53
23960 - Welder Combination Maintenance 21.37
23965 - Well Driller 25.53
23970 - Woodcraft Worker 25.53
23980 - Woodworker 20.66
24000 - Personal Needs Occupations
24550 - Case Manager 14.58
24570 - Child Care Attendant 10.76
24580 - Child Care Center Clerk 13.07
24610 - Chore Aide 11.33
24620 - Family Readiness And Support Services Coordinator 14.58
24630 - Homemaker 16.18
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.53
25040 - Sewage Plant Operator 21.65
25070 - Stationary Engineer 25.53
25190 - Ventilation Equipment Tender 19.38
25210 - Water Treatment Plant Operator 21.19
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.92
27007 - Baggage Inspector 12.58
27008 - Corrections Officer 19.47
27010 - Court Security Officer 19.65
27030 - Detection Dog Handler 17.22
27040 - Detention Officer 19.47
27070 - Firefighter 22.50
27101 - Guard I 12.58
27102 - Guard II 17.22
27131 - Police Officer I 23.19
27132 - Police Officer II 25.74
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.17
28042 - Carnival Equipment Repairer 12.97
28043 - Carnival Worker 9.11
28210 - Gate Attendant/Gate Tender 15.46
28310 - Lifeguard 12.16
28350 - Park Attendant (Aide) 17.28
28510 - Recreation Aide/Health Facility Attendant 12.35
28515 - Recreation Specialist 18.70
28630 - Sports Official 13.76
28690 - Swimming Pool Operator 18.29
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.18
29020 - Hatch Tender 24.18
29030 - Line Handler 24.18
29041 - Stevedore I 21.93
29042 - Stevedore II 25.14
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.58
30022 - Archeological Technician II 21.49
30023 - Archeological Technician III 25.75
30030 - Cartographic Technician 25.75
30040 - Civil Engineering Technician 23.18
30051 - Cryogenic Technician I 25.68
30052 - Cryogenic Technician II 28.36
30061 - Drafter/CAD Operator I 18.58
30062 - Drafter/CAD Operator II 21.49
30063 - Drafter/CAD Operator III 23.17
30064 - Drafter/CAD Operator IV 28.52
30081 - Engineering Technician I 16.48
30082 - Engineering Technician II 18.50
30083 - Engineering Technician III 21.32
30084 - Engineering Technician IV 27.03
30085 - Engineering Technician V 31.36
30086 - Engineering Technician VI 37.94
30090 - Environmental Technician 23.18
30095 - Evidence Control Specialist 23.18
30210 - Laboratory Technician 21.58
30221 - Latent Fingerprint Technician I 25.68
30222 - Latent Fingerprint Technician II 28.36
30240 - Mathematical Technician 25.78
30361 - Paralegal/Legal Assistant I 18.85
30362 - Paralegal/Legal Assistant II 23.35
30363 - Paralegal/Legal Assistant III 28.57
30364 - Paralegal/Legal Assistant IV 34.56
30375 - Petroleum Supply Specialist 28.36
30390 - Photo-Optics Technician 25.75
30395 - Radiation Control Technician 28.36
30461 - Technical Writer I 23.18
30462 - Technical Writer II 28.36
30463 - Technical Writer III 34.31
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.52
30502 - Weather Forecaster II 34.69
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.17
30621 - Weather Observer Senior (see 2) 25.75
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.24
31030 - Bus Driver 23.67

31043 - Driver Courier	16.39
31260 - Parking and Lot Attendant	15.66
31290 - Shuttle Bus Driver	17.52
31310 - Taxi Driver	11.31
31361 - Truckdriver Light	17.52
31362 - Truckdriver Medium	22.44
31363 - Truckdriver Heavy	24.80
31364 - Truckdriver Tractor-Trailer	24.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.30
99050 - Desk Clerk	11.33
99095 - Embalmer	26.25
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.69
99252 - Laboratory Animal Caretaker II	15.68
99260 - Marketing Analyst	22.98
99310 - Mortician	26.25
99410 - Pest Controller	16.87
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.58
99711 - Recycling Specialist	24.73
99730 - Refuse Collector	18.46
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	17.19
99830 - Survey Party Chief	22.50
99831 - Surveying Aide	13.85
99832 - Surveying Technician	18.05
99840 - Vending Machine Attendant	22.96
99841 - Vending Machine Repairer	26.93
99842 - Vending Machine Repairer Helper	22.96

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 30 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4803
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Kosciusko

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.30
01013 - Accounting Clerk III		17.11
01020 - Administrative Assistant		23.20
01035 - Court Reporter		18.84
01041 - Customer Service Representative I		15.52
01042 - Customer Service Representative II		16.93
01043 - Customer Service Representative III		19.02
01051 - Data Entry Operator I		13.52
01052 - Data Entry Operator II		14.75
01060 - Dispatcher Motor Vehicle		19.67
01070 - Document Preparation Clerk		13.97
01090 - Duplicating Machine Operator		13.97
01111 - General Clerk I		12.68
01112 - General Clerk II		13.84

01113 - General Clerk III 15.53
01120 - Housing Referral Assistant 19.56
01141 - Messenger Courier 11.73
01191 - Order Clerk I 16.25
01192 - Order Clerk II 17.73
01261 - Personnel Assistant (Employment) I 15.25
01262 - Personnel Assistant (Employment) II 18.27
01263 - Personnel Assistant (Employment) III 20.37
01270 - Production Control Clerk 25.61
01290 - Rental Clerk 13.42
01300 - Scheduler Maintenance 15.69
01311 - Secretary I 15.69
01312 - Secretary II 17.54
01313 - Secretary III 19.56
01320 - Service Order Dispatcher 17.59
01410 - Supply Technician 23.20
01420 - Survey Worker 17.05
01460 - Switchboard Operator/Receptionist 14.26
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.82
01533 - Travel Clerk III 15.80
01611 - Word Processor I 13.97
01612 - Word Processor II 15.69
01613 - Word Processor III 17.60
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.42
05010 - Automotive Electrician 17.08
05040 - Automotive Glass Installer 16.23
05070 - Automotive Worker 16.43
05110 - Mobile Equipment Servicer 15.27
05130 - Motor Equipment Metal Mechanic 17.87
05160 - Motor Equipment Metal Worker 16.43
05190 - Motor Vehicle Mechanic 17.87
05220 - Motor Vehicle Mechanic Helper 15.99
05250 - Motor Vehicle Upholstery Worker 15.82
05280 - Motor Vehicle Wrecker 17.38
05310 - Painter Automotive 17.08
05340 - Radiator Repair Specialist 16.43
05370 - Tire Repairer 15.40
05400 - Transmission Repair Specialist 17.87
07000 - Food Preparation And Service Occupations
07010 - Baker 13.27
07041 - Cook I 12.36
07042 - Cook II 13.27
07070 - Dishwasher 9.89
07130 - Food Service Worker 9.89
07210 - Meat Cutter 14.60
07260 - Waiter/Waitress 10.64
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.13

09040 - Furniture Handler 12.40
09080 - Furniture Refinisher 16.63
09090 - Furniture Refinisher Helper 13.86
09110 - Furniture Repairer Minor 14.91
09130 - Upholsterer 18.28
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.77
11060 - Elevator Operator 13.77
11090 - Gardener 17.80
11122 - Housekeeping Aide 14.89
11150 - Janitor 14.89
11210 - Laborer Grounds Maintenance 14.21
11240 - Maid or Houseman 11.65
11260 - Pruner 12.93
11270 - Tractor Operator 16.81
11330 - Trail Maintenance Worker 14.21
11360 - Window Cleaner 16.36
12000 - Health Occupations
12010 - Ambulance Driver 17.70
12011 - Breath Alcohol Technician 20.19
12012 - Certified Occupational Therapist Assistant 27.38
12015 - Certified Physical Therapist Assistant 27.48
12020 - Dental Assistant 18.32
12025 - Dental Hygienist 39.24
12030 - EKG Technician 28.41
12035 - Electroneurodiagnostic Technologist 28.41
12040 - Emergency Medical Technician 17.70
12071 - Licensed Practical Nurse I 18.05
12072 - Licensed Practical Nurse II 20.19
12073 - Licensed Practical Nurse III 22.50
12100 - Medical Assistant 15.01
12130 - Medical Laboratory Technician 23.47
12160 - Medical Record Clerk 18.25
12190 - Medical Record Technician 20.42
12195 - Medical Transcriptionist 18.43
12210 - Nuclear Medicine Technologist 44.36
12221 - Nursing Assistant I 11.44
12222 - Nursing Assistant II 12.86
12223 - Nursing Assistant III 14.04
12224 - Nursing Assistant IV 15.77
12235 - Optical Dispenser 16.27
12236 - Optical Technician 18.05
12250 - Pharmacy Technician 14.62
12280 - Phlebotomist 14.79
12305 - Radiologic Technologist 27.65
12311 - Registered Nurse I 24.18
12312 - Registered Nurse II 29.58
12313 - Registered Nurse II Specialist 29.58
12314 - Registered Nurse III 35.80
12315 - Registered Nurse III Anesthetist 35.80

12316 - Registered Nurse IV		42.90
12317 - Scheduler (Drug and Alcohol Testing)		25.01
12320 - Substance Abuse Treatment Counselor		21.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.23
13012 - Exhibits Specialist II		20.09
13013 - Exhibits Specialist III		24.58
13041 - Illustrator I		16.23
13042 - Illustrator II		20.09
13043 - Illustrator III		24.58
13047 - Librarian		22.30
13050 - Library Aide/Clerk		12.92
13054 - Library Information Technology Systems Administrator		20.11
13058 - Library Technician		15.47
13061 - Media Specialist I		14.52
13062 - Media Specialist II		16.23
13063 - Media Specialist III		18.11
13071 - Photographer I		12.70
13072 - Photographer II		14.21
13073 - Photographer III		17.60
13074 - Photographer IV		21.53
13075 - Photographer V		27.98
13090 - Technical Order Library Clerk		15.71
13110 - Video Teleconference Technician		14.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.40
14042 - Computer Operator II		18.35
14043 - Computer Operator III		22.19
14044 - Computer Operator IV		24.66
14045 - Computer Operator V		27.29
14071 - Computer Programmer I	(see 1)	24.52
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.40
14160 - Personal Computer Support Technician		24.66
14170 - System Support Specialist		27.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.28
15020 - Aircrew Training Devices Instructor (Rated)		36.64
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		30.28
15060 - Educational Technologist		27.88
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		22.10
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.42

15086 - Maintenance Test Pilot Rotary Wing 40.42
15088 - Non-Maintenance Test/Co-Pilot 40.42
15090 - Technical Instructor 20.67
15095 - Technical Instructor/Course Developer 25.29
15110 - Test Proctor 16.69
15120 - Tutor 16.69
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.35
19040 - Tool And Die Maker 23.94
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.49
21030 - Material Coordinator 25.61
21040 - Material Expediter 25.61
21050 - Material Handling Laborer 16.99
21071 - Order Filler 14.43
21080 - Production Line Worker (Food Processing) 17.49
21110 - Shipping Packer 17.72
21130 - Shipping/Receiving Clerk 17.72
21140 - Store Worker I 14.94
21150 - Stock Clerk 19.84
21210 - Tools And Parts Attendant 17.49
21410 - Warehouse Specialist 17.49
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.45
23019 - Aircraft Logs and Records Technician 24.64
23021 - Aircraft Mechanic I 29.21
23022 - Aircraft Mechanic II 30.45
23023 - Aircraft Mechanic III 31.68
23040 - Aircraft Mechanic Helper 21.49
23050 - Aircraft Painter 27.87
23060 - Aircraft Servicer 24.64
23070 - Aircraft Survival Flight Equipment Technician 27.87
23080 - Aircraft Worker 26.19
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.19
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.21
23110 - Appliance Mechanic 22.60

23120 - Bicycle Repairer	19.55
23125 - Cable Splicer	35.49
23130 - Carpenter Maintenance	23.90
23140 - Carpet Layer	22.23
23160 - Electrician Maintenance	25.81
23181 - Electronics Technician Maintenance I	26.33
23182 - Electronics Technician Maintenance II	28.03
23183 - Electronics Technician Maintenance III	29.32
23260 - Fabric Worker	20.91
23290 - Fire Alarm System Mechanic	24.79
23310 - Fire Extinguisher Repairer	19.55
23311 - Fuel Distribution System Mechanic	30.50
23312 - Fuel Distribution System Operator	24.30
23370 - General Maintenance Worker	21.66
23380 - Ground Support Equipment Mechanic	29.21
23381 - Ground Support Equipment Servicer	24.64
23382 - Ground Support Equipment Worker	26.19
23391 - Gunsmith I	19.55
23392 - Gunsmith II	22.23
23393 - Gunsmith III	24.79
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.51
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.96
23430 - Heavy Equipment Mechanic	22.40
23440 - Heavy Equipment Operator	26.46
23460 - Instrument Mechanic	24.79
23465 - Laboratory/Shelter Mechanic	23.66
23470 - Laborer	16.99
23510 - Locksmith	23.66
23530 - Machinery Maintenance Mechanic	23.92
23550 - Machinist Maintenance	22.41
23580 - Maintenance Trades Helper	15.02
23591 - Metrology Technician I	24.79
23592 - Metrology Technician II	25.84
23593 - Metrology Technician III	26.89
23640 - Millwright	27.57
23710 - Office Appliance Repairer	19.35
23760 - Painter Maintenance	18.98
23790 - Pipefitter Maintenance	28.69
23810 - Plumber Maintenance	27.37
23820 - Pneudraulic Systems Mechanic	24.79
23850 - Rigger	23.67
23870 - Scale Mechanic	22.23
23890 - Sheet-Metal Worker Maintenance	29.83
23910 - Small Engine Mechanic	19.92
23931 - Telecommunications Mechanic I	27.68
23932 - Telecommunications Mechanic II	28.86
23950 - Telephone Lineman	22.60
23960 - Welder Combination Maintenance	18.31

23965 - Well Driller		24.79
23970 - Woodcraft Worker		24.79
23980 - Woodworker		19.55
24000 - Personal Needs Occupations		
24550 - Case Manager		15.89
24570 - Child Care Attendant		11.15
24580 - Child Care Center Clerk		13.89
24610 - Chore Aide		12.41
24620 - Family Readiness And Support Services Coordinator		15.89
24630 - Homemaker		17.00
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.79
25040 - Sewage Plant Operator		21.80
25070 - Stationary Engineer		24.79
25190 - Ventilation Equipment Tender		18.17
25210 - Water Treatment Plant Operator		21.80
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.45
27007 - Baggage Inspector		15.13
27008 - Corrections Officer		17.91
27010 - Court Security Officer		20.12
27030 - Detection Dog Handler		16.92
27040 - Detention Officer		17.91
27070 - Firefighter		24.52
27101 - Guard I		15.13
27102 - Guard II		16.92
27131 - Police Officer I		21.22
27132 - Police Officer II		23.58
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.97
28042 - Carnival Equipment Repairer		15.04
28043 - Carnival Worker		10.88
28210 - Gate Attendant/Gate Tender		13.95
28310 - Lifeguard		11.10
28350 - Park Attendant (Aide)		15.60
28510 - Recreation Aide/Health Facility Attendant		11.19
28515 - Recreation Specialist		17.92
28630 - Sports Official		12.34
28690 - Swimming Pool Operator		21.09
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.54
29020 - Hatch Tender		21.54
29030 - Line Handler		21.54
29041 - Stevedore I		20.27
29042 - Stevedore II		22.85
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.59

30021 - Archeological Technician I 17.47
30022 - Archeological Technician II 19.53
30023 - Archeological Technician III 24.20
30030 - Cartographic Technician 24.20
30040 - Civil Engineering Technician 24.20
30051 - Cryogenic Technician I 26.80
30052 - Cryogenic Technician II 29.60
30061 - Drafter/CAD Operator I 17.47
30062 - Drafter/CAD Operator II 19.53
30063 - Drafter/CAD Operator III 21.77
30064 - Drafter/CAD Operator IV 26.80
30081 - Engineering Technician I 15.61
30082 - Engineering Technician II 17.53
30083 - Engineering Technician III 19.61
30084 - Engineering Technician IV 24.28
30085 - Engineering Technician V 29.71
30086 - Engineering Technician VI 35.95
30090 - Environmental Technician 24.20
30095 - Evidence Control Specialist 24.20
30210 - Laboratory Technician 23.45
30221 - Latent Fingerprint Technician I 26.80
30222 - Latent Fingerprint Technician II 29.60
30240 - Mathematical Technician 24.20
30361 - Paralegal/Legal Assistant I 20.57
30362 - Paralegal/Legal Assistant II 25.40
30363 - Paralegal/Legal Assistant III 31.09
30364 - Paralegal/Legal Assistant IV 37.61
30375 - Petroleum Supply Specialist 29.60
30390 - Photo-Optics Technician 24.10
30395 - Radiation Control Technician 29.60
30461 - Technical Writer I 24.10
30462 - Technical Writer II 29.48
30463 - Technical Writer III 35.67
30491 - Unexploded Ordnance (UXO) Technician I 25.60
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.13
30494 - Unexploded (UXO) Safety Escort 25.60
30495 - Unexploded (UXO) Sweep Personnel 25.60
30501 - Weather Forecaster I 26.80
30502 - Weather Forecaster II 32.60
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.77
30621 - Weather Observer Senior (see 2) 24.20
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 13.84
31030 - Bus Driver 18.84
31043 - Driver Courier 14.58
31260 - Parking and Lot Attendant 12.99
31290 - Shuttle Bus Driver 15.69

31310 - Taxi Driver	15.09
31361 - Truckdriver Light	15.69
31362 - Truckdriver Medium	16.78
31363 - Truckdriver Heavy	21.03
31364 - Truckdriver Tractor-Trailer	21.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.06
99050 - Desk Clerk	11.99
99095 - Embalmer	26.79
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.49
99252 - Laboratory Animal Caretaker II	14.52
99260 - Marketing Analyst	25.10
99310 - Mortician	26.79
99410 - Pest Controller	21.69
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.16
99711 - Recycling Specialist	23.85
99730 - Refuse Collector	18.35
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	23.05
99831 - Surveying Aide	15.10
99832 - Surveying Technician	20.71
99840 - Vending Machine Attendant	21.48
99841 - Vending Machine Repairer	26.27
99842 - Vending Machine Repairer Helper	21.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4804
Revision No.: 14
Date Of Last Revision: 05/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Kosciusko

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.29
01012 - Accounting Clerk II		14.91
01013 - Accounting Clerk III		16.69
01020 - Administrative Assistant		22.43
01035 - Court Reporter		18.84
01041 - Customer Service Representative I		14.67
01042 - Customer Service Representative II		16.49
01043 - Customer Service Representative III		17.99
01051 - Data Entry Operator I		12.90
01052 - Data Entry Operator II		14.07
01060 - Dispatcher Motor Vehicle		18.67
01070 - Document Preparation Clerk		13.54

01090 - Duplicating Machine Operator 13.54
01111 - General Clerk I 12.68
01112 - General Clerk II 13.84
01113 - General Clerk III 15.53
01120 - Housing Referral Assistant 18.28
01141 - Messenger Courier 11.73
01191 - Order Clerk I 16.25
01192 - Order Clerk II 17.73
01261 - Personnel Assistant (Employment) I 15.11
01262 - Personnel Assistant (Employment) II 18.27
01263 - Personnel Assistant (Employment) III 20.37
01270 - Production Control Clerk 23.52
01290 - Rental Clerk 13.42
01300 - Scheduler Maintenance 14.35
01311 - Secretary I 14.35
01312 - Secretary II 16.66
01313 - Secretary III 17.90
01320 - Service Order Dispatcher 16.69
01410 - Supply Technician 22.43
01420 - Survey Worker 17.05
01460 - Switchboard Operator/Receptionist 13.47
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 12.79
01612 - Word Processor II 14.35
01613 - Word Processor III 17.60
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.42
05010 - Automotive Electrician 17.08
05040 - Automotive Glass Installer 16.23
05070 - Automotive Worker 16.43
05110 - Mobile Equipment Servicer 15.27
05130 - Motor Equipment Metal Mechanic 17.87
05160 - Motor Equipment Metal Worker 16.43
05190 - Motor Vehicle Mechanic 17.87
05220 - Motor Vehicle Mechanic Helper 15.99
05250 - Motor Vehicle Upholstery Worker 15.82
05280 - Motor Vehicle Wrecker 17.38
05310 - Painter Automotive 17.08
05340 - Radiator Repair Specialist 16.43
05370 - Tire Repairer 14.00
05400 - Transmission Repair Specialist 17.87
07000 - Food Preparation And Service Occupations
07010 - Baker 13.27
07041 - Cook I 12.36
07042 - Cook II 13.27
07070 - Dishwasher 9.89
07130 - Food Service Worker 9.89
07210 - Meat Cutter 14.60

07260 - Waiter/Waitress	10.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.03
09040 - Furniture Handler	12.40
09080 - Furniture Refinisher	16.63
09090 - Furniture Refinisher Helper	13.86
09110 - Furniture Repairer Minor	14.91
09130 - Upholsterer	18.28
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.73
11060 - Elevator Operator	13.15
11090 - Gardener	17.80
11122 - Housekeeping Aide	14.22
11150 - Janitor	14.22
11210 - Laborer Grounds Maintenance	14.21
11240 - Maid or Houseman	10.67
11260 - Pruner	12.93
11270 - Tractor Operator	16.81
11330 - Trail Maintenance Worker	14.21
11360 - Window Cleaner	15.63
12000 - Health Occupations	
12010 - Ambulance Driver	17.70
12011 - Breath Alcohol Technician	18.75
12012 - Certified Occupational Therapist Assistant	27.38
12015 - Certified Physical Therapist Assistant	26.44
12020 - Dental Assistant	18.32
12025 - Dental Hygienist	39.24
12030 - EKG Technician	28.41
12035 - Electroneurodiagnostic Technologist	28.41
12040 - Emergency Medical Technician	17.70
12071 - Licensed Practical Nurse I	16.75
12072 - Licensed Practical Nurse II	18.75
12073 - Licensed Practical Nurse III	20.90
12100 - Medical Assistant	14.76
12130 - Medical Laboratory Technician	21.89
12160 - Medical Record Clerk	18.25
12190 - Medical Record Technician	20.42
12195 - Medical Transcriptionist	16.75
12210 - Nuclear Medicine Technologist	41.19
12221 - Nursing Assistant I	11.44
12222 - Nursing Assistant II	12.86
12223 - Nursing Assistant III	14.04
12224 - Nursing Assistant IV	15.77
12235 - Optical Dispenser	14.79
12236 - Optical Technician	16.75
12250 - Pharmacy Technician	14.62
12280 - Phlebotomist	14.28
12305 - Radiologic Technologist	27.65
12311 - Registered Nurse I	23.58
12312 - Registered Nurse II	28.85

12313 - Registered Nurse II Specialist		28.85
12314 - Registered Nurse III		34.90
12315 - Registered Nurse III Anesthetist		34.90
12316 - Registered Nurse IV		41.84
12317 - Scheduler (Drug and Alcohol Testing)		23.22
12320 - Substance Abuse Treatment Counselor		21.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.23
13012 - Exhibits Specialist II		20.09
13013 - Exhibits Specialist III		24.58
13041 - Illustrator I		16.23
13042 - Illustrator II		20.09
13043 - Illustrator III		24.58
13047 - Librarian		22.30
13050 - Library Aide/Clerk		12.92
13054 - Library Information Technology Systems Administrator		20.11
13058 - Library Technician		15.47
13061 - Media Specialist I		14.52
13062 - Media Specialist II		16.23
13063 - Media Specialist III		18.11
13071 - Photographer I		12.70
13072 - Photographer II		14.21
13073 - Photographer III		17.60
13074 - Photographer IV		21.53
13075 - Photographer V		27.98
13090 - Technical Order Library Clerk		15.71
13110 - Video Teleconference Technician		14.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.91
14042 - Computer Operator II		16.68
14043 - Computer Operator III		20.74
14044 - Computer Operator IV		22.43
14045 - Computer Operator V		24.81
14071 - Computer Programmer I	(see 1)	22.29
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.91
14160 - Personal Computer Support Technician		22.43
14170 - System Support Specialist		27.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.28
15020 - Aircrew Training Devices Instructor (Rated)		36.64
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		30.28
15060 - Educational Technologist		27.88

15070 - Flight Instructor (Pilot) 40.44
15080 - Graphic Artist 22.10
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.42
15086 - Maintenance Test Pilot Rotary Wing 40.42
15088 - Non-Maintenance Test/Co-Pilot 40.42
15090 - Technical Instructor 20.45
15095 - Technical Instructor/Course Developer 25.01
15110 - Test Proctor 16.64
15120 - Tutor 16.64
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.67
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.56
16220 - Tailor 14.44
16250 - Washer Machine 10.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.12
19040 - Tool And Die Maker 23.67
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.55
21030 - Material Coordinator 23.52
21040 - Material Expediter 23.52
21050 - Material Handling Laborer 16.46
21071 - Order Filler 14.43
21080 - Production Line Worker (Food Processing) 16.55
21110 - Shipping Packer 17.27
21130 - Shipping/Receiving Clerk 17.27
21140 - Store Worker I 14.79
21150 - Stock Clerk 19.65
21210 - Tools And Parts Attendant 16.55
21410 - Warehouse Specialist 16.55
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.45
23019 - Aircraft Logs and Records Technician 24.64
23021 - Aircraft Mechanic I 29.21
23022 - Aircraft Mechanic II 30.45
23023 - Aircraft Mechanic III 31.68
23040 - Aircraft Mechanic Helper 21.49
23050 - Aircraft Painter 27.87
23060 - Aircraft Servicer 24.64
23070 - Aircraft Survival Flight Equipment Technician 27.87
23080 - Aircraft Worker 26.19
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.19

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.21
23110 - Appliance Mechanic 22.60
23120 - Bicycle Repairer 19.55
23125 - Cable Splicer 32.26
23130 - Carpenter Maintenance 23.43
23140 - Carpet Layer 22.23
23160 - Electrician Maintenance 25.81
23181 - Electronics Technician Maintenance I 23.94
23182 - Electronics Technician Maintenance II 25.48
23183 - Electronics Technician Maintenance III 26.65
23260 - Fabric Worker 20.91
23290 - Fire Alarm System Mechanic 24.79
23310 - Fire Extinguisher Repairer 19.55
23311 - Fuel Distribution System Mechanic 30.50
23312 - Fuel Distribution System Operator 24.30
23370 - General Maintenance Worker 20.71
23380 - Ground Support Equipment Mechanic 29.21
23381 - Ground Support Equipment Servicer 24.64
23382 - Ground Support Equipment Worker 26.19
23391 - Gunsmith I 19.55
23392 - Gunsmith II 22.23
23393 - Gunsmith III 24.79
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.28
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.60
23430 - Heavy Equipment Mechanic 21.52
23440 - Heavy Equipment Operator 26.46
23460 - Instrument Mechanic 24.79
23465 - Laboratory/Shelter Mechanic 23.66
23470 - Laborer 16.46
23510 - Locksmith 23.66
23530 - Machinery Maintenance Mechanic 22.33
23550 - Machinist Maintenance 20.40
23580 - Maintenance Trades Helper 15.02
23591 - Metrology Technician I 24.79
23592 - Metrology Technician II 25.84
23593 - Metrology Technician III 26.89
23640 - Millwright 27.57
23710 - Office Appliance Repairer 19.26
23760 - Painter Maintenance 18.98
23790 - Pipefitter Maintenance 28.59
23810 - Plumber Maintenance 27.32
23820 - Pneudraulic Systems Mechanic 24.79
23850 - Rigger 23.67
23870 - Scale Mechanic 22.23
23890 - Sheet-Metal Worker Maintenance 29.83
23910 - Small Engine Mechanic 19.92
23931 - Telecommunications Mechanic I 27.68

23932 - Telecommunications Mechanic II 28.86
23950 - Telephone Lineman 22.60
23960 - Welder Combination Maintenance 17.85
23965 - Well Driller 24.79
23970 - Woodcraft Worker 24.79
23980 - Woodworker 19.55
24000 - Personal Needs Occupations
24550 - Case Manager 14.82
24570 - Child Care Attendant 11.15
24580 - Child Care Center Clerk 13.89
24610 - Chore Aide 12.41
24620 - Family Readiness And Support Services Coordinator 14.82
24630 - Homemaker 17.00
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.79
25040 - Sewage Plant Operator 21.10
25070 - Stationary Engineer 24.79
25190 - Ventilation Equipment Tender 18.17
25210 - Water Treatment Plant Operator 21.10
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.11
27007 - Baggage Inspector 13.76
27008 - Corrections Officer 17.91
27010 - Court Security Officer 20.12
27030 - Detection Dog Handler 15.79
27040 - Detention Officer 17.91
27070 - Firefighter 24.52
27101 - Guard I 13.76
27102 - Guard II 15.79
27131 - Police Officer I 19.86
27132 - Police Officer II 22.06
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.08
28042 - Carnival Equipment Repairer 13.78
28043 - Carnival Worker 10.88
28210 - Gate Attendant/Gate Tender 13.95
28310 - Lifeguard 11.10
28350 - Park Attendant (Aide) 15.60
28510 - Recreation Aide/Health Facility Attendant 11.19
28515 - Recreation Specialist 17.92
28630 - Sports Official 12.34
28690 - Swimming Pool Operator 21.09
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.54
29020 - Hatch Tender 21.54
29030 - Line Handler 21.54
29041 - Stevedore I 20.27
29042 - Stevedore II 22.85
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.30
30022 - Archeological Technician II 18.60
30023 - Archeological Technician III 23.04
30030 - Cartographic Technician 23.04
30040 - Civil Engineering Technician 23.61
30051 - Cryogenic Technician I 25.51
30052 - Cryogenic Technician II 28.18
30061 - Drafter/CAD Operator I 16.62
30062 - Drafter/CAD Operator II 18.60
30063 - Drafter/CAD Operator III 20.73
30064 - Drafter/CAD Operator IV 25.51
30081 - Engineering Technician I 15.61
30082 - Engineering Technician II 17.53
30083 - Engineering Technician III 19.61
30084 - Engineering Technician IV 24.28
30085 - Engineering Technician V 29.71
30086 - Engineering Technician VI 35.95
30090 - Environmental Technician 23.04
30095 - Evidence Control Specialist 23.04
30210 - Laboratory Technician 23.45
30221 - Latent Fingerprint Technician I 25.51
30222 - Latent Fingerprint Technician II 28.18
30240 - Mathematical Technician 23.04
30361 - Paralegal/Legal Assistant I 19.58
30362 - Paralegal/Legal Assistant II 23.09
30363 - Paralegal/Legal Assistant III 28.26
30364 - Paralegal/Legal Assistant IV 34.19
30375 - Petroleum Supply Specialist 28.18
30390 - Photo-Optics Technician 21.91
30395 - Radiation Control Technician 28.18
30461 - Technical Writer I 21.91
30462 - Technical Writer II 26.80
30463 - Technical Writer III 32.43
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.51
30502 - Weather Forecaster II 31.03
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.73
30621 - Weather Observer Senior (see 2) 23.04
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.84
31030 - Bus Driver 18.84

31043 - Driver Courier	14.58
31260 - Parking and Lot Attendant	12.99
31290 - Shuttle Bus Driver	15.69
31310 - Taxi Driver	15.09
31361 - Truckdriver Light	15.69
31362 - Truckdriver Medium	16.78
31363 - Truckdriver Heavy	21.03
31364 - Truckdriver Tractor-Trailer	21.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.98
99050 - Desk Clerk	11.33
99095 - Embalmer	26.79
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.32
99252 - Laboratory Animal Caretaker II	14.33
99260 - Marketing Analyst	23.42
99310 - Mortician	26.79
99410 - Pest Controller	21.69
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.30
99711 - Recycling Specialist	22.83
99730 - Refuse Collector	17.56
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	20.96
99831 - Surveying Aide	13.73
99832 - Surveying Technician	18.83
99840 - Vending Machine Attendant	20.14
99841 - Vending Machine Repairer	24.31
99842 - Vending Machine Repairer Helper	20.14

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the

employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4805
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Adams De Kalb Huntington Lagrange Noble Steuben Wabash

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.30
01013 - Accounting Clerk III		17.11
01020 - Administrative Assistant		23.20
01035 - Court Reporter		20.85
01041 - Customer Service Representative I		15.52
01042 - Customer Service Representative II		16.93
01043 - Customer Service Representative III		19.02
01051 - Data Entry Operator I		13.63
01052 - Data Entry Operator II		14.88
01060 - Dispatcher Motor Vehicle		19.67
01070 - Document Preparation Clerk		13.97
01090 - Duplicating Machine Operator		13.97
01111 - General Clerk I		12.68

01112 - General Clerk II	13.84
01113 - General Clerk III	15.53
01120 - Housing Referral Assistant	19.56
01141 - Messenger Courier	11.49
01191 - Order Clerk I	16.25
01192 - Order Clerk II	17.73
01261 - Personnel Assistant (Employment) I	15.25
01262 - Personnel Assistant (Employment) II	17.05
01263 - Personnel Assistant (Employment) III	19.00
01270 - Production Control Clerk	25.61
01290 - Rental Clerk	10.60
01300 - Scheduler Maintenance	15.69
01311 - Secretary I	15.69
01312 - Secretary II	17.54
01313 - Secretary III	19.56
01320 - Service Order Dispatcher	17.59
01410 - Supply Technician	23.20
01420 - Survey Worker	14.93
01460 - Switchboard Operator/Receptionist	14.26
01531 - Travel Clerk I	13.87
01532 - Travel Clerk II	14.82
01533 - Travel Clerk III	15.80
01611 - Word Processor I	13.97
01612 - Word Processor II	15.69
01613 - Word Processor III	17.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.42
05010 - Automotive Electrician	18.37
05040 - Automotive Glass Installer	17.76
05070 - Automotive Worker	17.76
05110 - Mobile Equipment Servicer	16.52
05130 - Motor Equipment Metal Mechanic	18.96
05160 - Motor Equipment Metal Worker	17.76
05190 - Motor Vehicle Mechanic	18.96
05220 - Motor Vehicle Mechanic Helper	15.90
05250 - Motor Vehicle Upholstery Worker	17.11
05280 - Motor Vehicle Wrecker	17.76
05310 - Painter Automotive	18.37
05340 - Radiator Repair Specialist	17.76
05370 - Tire Repairer	16.29
05400 - Transmission Repair Specialist	18.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.55
07041 - Cook I	11.38
07042 - Cook II	12.93
07070 - Dishwasher	8.98
07130 - Food Service Worker	9.72
07210 - Meat Cutter	14.68
07260 - Waiter/Waitress	9.15
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 17.83
09040 - Furniture Handler 13.78
09080 - Furniture Refinisher 17.83
09090 - Furniture Refinisher Helper 15.43
09110 - Furniture Repairer Minor 16.61
09130 - Upholsterer 18.28
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.77
11060 - Elevator Operator 13.77
11090 - Gardener 17.80
11122 - Housekeeping Aide 14.77
11150 - Janitor 14.77
11210 - Laborer Grounds Maintenance 13.99
11240 - Maid or Houseman 11.65
11260 - Pruner 12.85
11270 - Tractor Operator 16.57
11330 - Trail Maintenance Worker 13.99
11360 - Window Cleaner 16.23
12000 - Health Occupations
12010 - Ambulance Driver 17.72
12011 - Breath Alcohol Technician 20.19
12012 - Certified Occupational Therapist Assistant 27.38
12015 - Certified Physical Therapist Assistant 27.48
12020 - Dental Assistant 18.32
12025 - Dental Hygienist 39.24
12030 - EKG Technician 28.41
12035 - Electroneurodiagnostic Technologist 28.41
12040 - Emergency Medical Technician 17.72
12071 - Licensed Practical Nurse I 18.05
12072 - Licensed Practical Nurse II 20.19
12073 - Licensed Practical Nurse III 22.50
12100 - Medical Assistant 15.01
12130 - Medical Laboratory Technician 23.47
12160 - Medical Record Clerk 18.25
12190 - Medical Record Technician 20.42
12195 - Medical Transcriptionist 18.43
12210 - Nuclear Medicine Technologist 42.69
12221 - Nursing Assistant I 11.21
12222 - Nursing Assistant II 12.60
12223 - Nursing Assistant III 13.75
12224 - Nursing Assistant IV 15.43
12235 - Optical Dispenser 16.27
12236 - Optical Technician 18.05
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 14.73
12305 - Radiologic Technologist 27.65
12311 - Registered Nurse I 24.18
12312 - Registered Nurse II 29.58
12313 - Registered Nurse II Specialist 29.58
12314 - Registered Nurse III 35.80

12315 - Registered Nurse III Anesthetist		35.80
12316 - Registered Nurse IV		42.90
12317 - Scheduler (Drug and Alcohol Testing)		25.01
12320 - Substance Abuse Treatment Counselor		21.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.47
13012 - Exhibits Specialist II		20.41
13013 - Exhibits Specialist III		24.95
13041 - Illustrator I		16.47
13042 - Illustrator II		20.41
13043 - Illustrator III		24.95
13047 - Librarian		21.54
13050 - Library Aide/Clerk		12.51
13054 - Library Information Technology Systems Administrator		19.46
13058 - Library Technician		12.62
13061 - Media Specialist I		14.04
13062 - Media Specialist II		15.70
13063 - Media Specialist III		17.50
13071 - Photographer I		13.50
13072 - Photographer II		15.10
13073 - Photographer III		18.71
13074 - Photographer IV		22.89
13075 - Photographer V		27.69
13090 - Technical Order Library Clerk		15.71
13110 - Video Teleconference Technician		15.36
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.80
14042 - Computer Operator II		19.91
14043 - Computer Operator III		22.19
14044 - Computer Operator IV		24.66
14045 - Computer Operator V		27.31
14071 - Computer Programmer I	(see 1)	23.97
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.80
14160 - Personal Computer Support Technician		24.66
14170 - System Support Specialist		27.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.32
15020 - Aircrew Training Devices Instructor (Rated)		37.89
15030 - Air Crew Training Devices Instructor (Pilot)		42.43
15050 - Computer Based Training Specialist / Instructor		31.32
15060 - Educational Technologist		28.24
15070 - Flight Instructor (Pilot)		42.43
15080 - Graphic Artist		21.71

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.42
15086 - Maintenance Test Pilot Rotary Wing 40.42
15088 - Non-Maintenance Test/Co-Pilot 40.42
15090 - Technical Instructor 20.67
15095 - Technical Instructor/Course Developer 25.29
15110 - Test Proctor 16.69
15120 - Tutor 16.69
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.35
19040 - Tool And Die Maker 23.94
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.49
21030 - Material Coordinator 25.61
21040 - Material Expediter 25.61
21050 - Material Handling Laborer 16.99
21071 - Order Filler 14.43
21080 - Production Line Worker (Food Processing) 17.49
21110 - Shipping Packer 17.72
21130 - Shipping/Receiving Clerk 17.72
21140 - Store Worker I 14.94
21150 - Stock Clerk 19.84
21210 - Tools And Parts Attendant 17.49
21410 - Warehouse Specialist 17.49
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.45
23019 - Aircraft Logs and Records Technician 24.69
23021 - Aircraft Mechanic I 29.21
23022 - Aircraft Mechanic II 30.45
23023 - Aircraft Mechanic III 31.68
23040 - Aircraft Mechanic Helper 21.49
23050 - Aircraft Painter 27.88
23060 - Aircraft Servicer 24.69
23070 - Aircraft Survival Flight Equipment Technician 27.88
23080 - Aircraft Worker 26.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.25
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.21

23110 - Appliance Mechanic 22.60
23120 - Bicycle Repairer 19.55
23125 - Cable Splicer 38.07
23130 - Carpenter Maintenance 23.90
23140 - Carpet Layer 22.40
23160 - Electrician Maintenance 26.41
23181 - Electronics Technician Maintenance I 26.76
23182 - Electronics Technician Maintenance II 28.42
23183 - Electronics Technician Maintenance III 29.74
23260 - Fabric Worker 20.91
23290 - Fire Alarm System Mechanic 24.79
23310 - Fire Extinguisher Repairer 19.55
23311 - Fuel Distribution System Mechanic 32.76
23312 - Fuel Distribution System Operator 24.30
23370 - General Maintenance Worker 21.66
23380 - Ground Support Equipment Mechanic 29.21
23381 - Ground Support Equipment Servicer 24.69
23382 - Ground Support Equipment Worker 26.25
23391 - Gunsmith I 19.55
23392 - Gunsmith II 22.23
23393 - Gunsmith III 24.79
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.40
23430 - Heavy Equipment Mechanic 22.40
23440 - Heavy Equipment Operator 23.35
23460 - Instrument Mechanic 24.79
23465 - Laboratory/Shelter Mechanic 23.66
23470 - Laborer 16.99
23510 - Locksmith 23.66
23530 - Machinery Maintenance Mechanic 23.92
23550 - Machinist Maintenance 22.41
23580 - Maintenance Trades Helper 15.43
23591 - Metrology Technician I 24.79
23592 - Metrology Technician II 25.84
23593 - Metrology Technician III 26.89
23640 - Millwright 27.57
23710 - Office Appliance Repairer 20.48
23760 - Painter Maintenance 19.31
23790 - Pipefitter Maintenance 28.69
23810 - Plumber Maintenance 27.37
23820 - Pneudraulic Systems Mechanic 24.79
23850 - Rigger 23.67
23870 - Scale Mechanic 22.23
23890 - Sheet-Metal Worker Maintenance 29.83
23910 - Small Engine Mechanic 19.92
23931 - Telecommunications Mechanic I 27.68
23932 - Telecommunications Mechanic II 28.86
23950 - Telephone Lineman 22.60

23960 - Welder Combination Maintenance		20.24
23965 - Well Driller		24.79
23970 - Woodcraft Worker		24.79
23980 - Woodworker		19.55
24000 - Personal Needs Occupations		
24550 - Case Manager		15.89
24570 - Child Care Attendant		10.67
24580 - Child Care Center Clerk		15.39
24610 - Chore Aide		11.56
24620 - Family Readiness And Support Services Coordinator		15.89
24630 - Homemaker		17.11
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.79
25040 - Sewage Plant Operator		21.80
25070 - Stationary Engineer		24.79
25190 - Ventilation Equipment Tender		18.17
25210 - Water Treatment Plant Operator		21.80
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.45
27007 - Baggage Inspector		15.13
27008 - Corrections Officer		16.54
27010 - Court Security Officer		20.12
27030 - Detection Dog Handler		16.92
27040 - Detention Officer		16.54
27070 - Firefighter		24.52
27101 - Guard I		15.13
27102 - Guard II		16.92
27131 - Police Officer I		21.22
27132 - Police Officer II		23.58
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.97
28042 - Carnival Equipment Repairer		15.04
28043 - Carnival Worker		10.75
28210 - Gate Attendant/Gate Tender		13.36
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.95
28510 - Recreation Aide/Health Facility Attendant		10.91
28515 - Recreation Specialist		17.92
28630 - Sports Official		11.91
28690 - Swimming Pool Operator		20.90
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.88
29020 - Hatch Tender		24.88
29030 - Line Handler		24.88
29041 - Stevedore I		23.42
29042 - Stevedore II		26.44
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.59
30021 - Archeological Technician I 17.85
30022 - Archeological Technician II 19.88
30023 - Archeological Technician III 25.12
30030 - Cartographic Technician 24.72
30040 - Civil Engineering Technician 24.35
30051 - Cryogenic Technician I 26.80
30052 - Cryogenic Technician II 29.60
30061 - Drafter/CAD Operator I 17.85
30062 - Drafter/CAD Operator II 19.88
30063 - Drafter/CAD Operator III 21.82
30064 - Drafter/CAD Operator IV 26.84
30081 - Engineering Technician I 15.92
30082 - Engineering Technician II 17.86
30083 - Engineering Technician III 19.98
30084 - Engineering Technician IV 24.76
30085 - Engineering Technician V 30.29
30086 - Engineering Technician VI 36.64
30090 - Environmental Technician 24.20
30095 - Evidence Control Specialist 24.20
30210 - Laboratory Technician 23.45
30221 - Latent Fingerprint Technician I 26.80
30222 - Latent Fingerprint Technician II 29.60
30240 - Mathematical Technician 24.53
30361 - Paralegal/Legal Assistant I 20.57
30362 - Paralegal/Legal Assistant II 25.48
30363 - Paralegal/Legal Assistant III 31.17
30364 - Paralegal/Legal Assistant IV 37.72
30375 - Petroleum Supply Specialist 29.60
30390 - Photo-Optics Technician 24.53
30395 - Radiation Control Technician 29.60
30461 - Technical Writer I 24.95
30462 - Technical Writer II 30.54
30463 - Technical Writer III 36.92
30491 - Unexploded Ordnance (UXO) Technician I 25.60
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.13
30494 - Unexploded (UXO) Safety Escort 25.60
30495 - Unexploded (UXO) Sweep Personnel 25.60
30501 - Weather Forecaster I 26.80
30502 - Weather Forecaster II 32.60
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.82
30621 - Weather Observer Senior (see 2) 24.22
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 13.84
31030 - Bus Driver 18.84
31043 - Driver Courier 14.58
31260 - Parking and Lot Attendant 12.99

31290 - Shuttle Bus Driver	15.69
31310 - Taxi Driver	14.28
31361 - Truckdriver Light	15.69
31362 - Truckdriver Medium	16.78
31363 - Truckdriver Heavy	20.82
31364 - Truckdriver Tractor-Trailer	20.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.06
99050 - Desk Clerk	11.99
99095 - Embalmer	26.79
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.49
99252 - Laboratory Animal Caretaker II	14.52
99260 - Marketing Analyst	25.10
99310 - Mortician	26.79
99410 - Pest Controller	15.93
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.16
99711 - Recycling Specialist	23.85
99730 - Refuse Collector	18.35
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	14.36
99830 - Survey Party Chief	27.29
99831 - Surveying Aide	16.10
99832 - Surveying Technician	19.69
99840 - Vending Machine Attendant	19.59
99841 - Vending Machine Repairer	21.90
99842 - Vending Machine Repairer Helper	19.59

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4806
Revision No.: 14
Date Of Last Revision: 05/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Adams De Kalb Huntington Lagrange Noble Steuben Wabash

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.29
01012 - Accounting Clerk II		14.91
01013 - Accounting Clerk III		16.69
01020 - Administrative Assistant		22.43
01035 - Court Reporter		20.85
01041 - Customer Service Representative I		14.67
01042 - Customer Service Representative II		16.49
01043 - Customer Service Representative III		17.99
01051 - Data Entry Operator I		13.63
01052 - Data Entry Operator II		14.88
01060 - Dispatcher Motor Vehicle		18.67

01070 - Document Preparation Clerk	13.53
01090 - Duplicating Machine Operator	13.53
01111 - General Clerk I	12.68
01112 - General Clerk II	13.84
01113 - General Clerk III	15.53
01120 - Housing Referral Assistant	17.90
01141 - Messenger Courier	11.49
01191 - Order Clerk I	16.25
01192 - Order Clerk II	17.73
01261 - Personnel Assistant (Employment) I	15.11
01262 - Personnel Assistant (Employment) II	16.91
01263 - Personnel Assistant (Employment) III	18.84
01270 - Production Control Clerk	23.52
01290 - Rental Clerk	10.60
01300 - Scheduler Maintenance	14.35
01311 - Secretary I	14.35
01312 - Secretary II	16.06
01313 - Secretary III	17.90
01320 - Service Order Dispatcher	16.69
01410 - Supply Technician	22.43
01420 - Survey Worker	14.93
01460 - Switchboard Operator/Receptionist	13.47
01531 - Travel Clerk I	13.34
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.23
01611 - Word Processor I	12.86
01612 - Word Processor II	14.43
01613 - Word Processor III	16.14
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.42
05010 - Automotive Electrician	18.37
05040 - Automotive Glass Installer	17.76
05070 - Automotive Worker	17.76
05110 - Mobile Equipment Servicer	16.52
05130 - Motor Equipment Metal Mechanic	18.96
05160 - Motor Equipment Metal Worker	17.76
05190 - Motor Vehicle Mechanic	18.96
05220 - Motor Vehicle Mechanic Helper	15.90
05250 - Motor Vehicle Upholstery Worker	17.11
05280 - Motor Vehicle Wrecker	17.76
05310 - Painter Automotive	18.37
05340 - Radiator Repair Specialist	17.76
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	18.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.93
07041 - Cook I	11.00
07042 - Cook II	12.50
07070 - Dishwasher	8.98
07130 - Food Service Worker	9.72

07210 - Meat Cutter	14.68
07260 - Waiter/Waitress	9.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.83
09040 - Furniture Handler	13.78
09080 - Furniture Refinisher	17.83
09090 - Furniture Refinisher Helper	15.43
09110 - Furniture Repairer Minor	16.61
09130 - Upholsterer	18.28
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.57
11060 - Elevator Operator	12.57
11090 - Gardener	17.80
11122 - Housekeeping Aide	13.43
11150 - Janitor	13.43
11210 - Laborer Grounds Maintenance	13.99
11240 - Maid or Houseman	10.67
11260 - Pruner	12.85
11270 - Tractor Operator	16.57
11330 - Trail Maintenance Worker	13.99
11360 - Window Cleaner	14.75
12000 - Health Occupations	
12010 - Ambulance Driver	17.72
12011 - Breath Alcohol Technician	18.75
12012 - Certified Occupational Therapist Assistant	27.38
12015 - Certified Physical Therapist Assistant	26.44
12020 - Dental Assistant	18.32
12025 - Dental Hygienist	39.24
12030 - EKG Technician	28.41
12035 - Electroneurodiagnostic Technologist	28.41
12040 - Emergency Medical Technician	17.72
12071 - Licensed Practical Nurse I	16.75
12072 - Licensed Practical Nurse II	18.75
12073 - Licensed Practical Nurse III	20.90
12100 - Medical Assistant	14.76
12130 - Medical Laboratory Technician	21.89
12160 - Medical Record Clerk	18.25
12190 - Medical Record Technician	20.42
12195 - Medical Transcriptionist	16.75
12210 - Nuclear Medicine Technologist	38.81
12221 - Nursing Assistant I	11.21
12222 - Nursing Assistant II	12.60
12223 - Nursing Assistant III	13.75
12224 - Nursing Assistant IV	15.43
12235 - Optical Dispenser	14.79
12236 - Optical Technician	16.75
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.39
12305 - Radiologic Technologist	27.65
12311 - Registered Nurse I	23.58

12312 - Registered Nurse II		28.85
12313 - Registered Nurse II Specialist		28.85
12314 - Registered Nurse III		34.90
12315 - Registered Nurse III Anesthetist		34.90
12316 - Registered Nurse IV		41.84
12317 - Scheduler (Drug and Alcohol Testing)		23.22
12320 - Substance Abuse Treatment Counselor		21.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.47
13012 - Exhibits Specialist II		20.41
13013 - Exhibits Specialist III		24.95
13041 - Illustrator I		16.47
13042 - Illustrator II		20.41
13043 - Illustrator III		24.95
13047 - Librarian		21.54
13050 - Library Aide/Clerk		12.51
13054 - Library Information Technology Systems Administrator		19.46
13058 - Library Technician		12.62
13061 - Media Specialist I		14.04
13062 - Media Specialist II		15.70
13063 - Media Specialist III		17.50
13071 - Photographer I		13.50
13072 - Photographer II		15.10
13073 - Photographer III		18.71
13074 - Photographer IV		22.89
13075 - Photographer V		27.69
13090 - Technical Order Library Clerk		15.71
13110 - Video Teleconference Technician		15.36
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.81
14042 - Computer Operator II		18.80
14043 - Computer Operator III		20.97
14044 - Computer Operator IV		23.30
14045 - Computer Operator V		25.80
14071 - Computer Programmer I	(see 1)	21.79
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.81
14160 - Personal Computer Support Technician		23.30
14170 - System Support Specialist		27.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.32
15020 - Aircrew Training Devices Instructor (Rated)		37.89
15030 - Air Crew Training Devices Instructor (Pilot)		42.43
15050 - Computer Based Training Specialist / Instructor		31.32

15060 - Educational Technologist 28.24
15070 - Flight Instructor (Pilot) 42.43
15080 - Graphic Artist 21.71
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.42
15086 - Maintenance Test Pilot Rotary Wing 40.42
15088 - Non-Maintenance Test/Co-Pilot 40.42
15090 - Technical Instructor 20.61
15095 - Technical Instructor/Course Developer 25.21
15110 - Test Proctor 16.64
15120 - Tutor 16.64
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.67
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.56
16220 - Tailor 14.44
16250 - Washer Machine 10.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.12
19040 - Tool And Die Maker 23.67
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.55
21030 - Material Coordinator 23.52
21040 - Material Expediter 23.52
21050 - Material Handling Laborer 16.46
21071 - Order Filler 14.43
21080 - Production Line Worker (Food Processing) 16.55
21110 - Shipping Packer 17.27
21130 - Shipping/Receiving Clerk 17.27
21140 - Store Worker I 14.79
21150 - Stock Clerk 19.65
21210 - Tools And Parts Attendant 16.55
21410 - Warehouse Specialist 16.55
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.45
23019 - Aircraft Logs and Records Technician 24.69
23021 - Aircraft Mechanic I 29.21
23022 - Aircraft Mechanic II 30.45
23023 - Aircraft Mechanic III 31.68
23040 - Aircraft Mechanic Helper 21.49
23050 - Aircraft Painter 27.88
23060 - Aircraft Servicer 24.69
23070 - Aircraft Survival Flight Equipment Technician 27.88
23080 - Aircraft Worker 26.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 26.25

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 29.21
II
23110 - Appliance Mechanic 22.60
23120 - Bicycle Repairer 19.55
23125 - Cable Splicer 36.14
23130 - Carpenter Maintenance 23.64
23140 - Carpet Layer 22.40
23160 - Electrician Maintenance 26.41
23181 - Electronics Technician Maintenance I 24.33
23182 - Electronics Technician Maintenance II 25.84
23183 - Electronics Technician Maintenance III 27.04
23260 - Fabric Worker 20.91
23290 - Fire Alarm System Mechanic 24.79
23310 - Fire Extinguisher Repairer 19.55
23311 - Fuel Distribution System Mechanic 32.76
23312 - Fuel Distribution System Operator 24.30
23370 - General Maintenance Worker 20.71
23380 - Ground Support Equipment Mechanic 29.21
23381 - Ground Support Equipment Servicer 24.69
23382 - Ground Support Equipment Worker 26.25
23391 - Gunsmith I 19.55
23392 - Gunsmith II 22.23
23393 - Gunsmith III 24.79
23410 - Heating Ventilation And Air-Conditioning 21.05
Mechanic
23411 - Heating Ventilation And Air Contidioning 23.09
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 21.94
23440 - Heavy Equipment Operator 22.51
23460 - Instrument Mechanic 24.79
23465 - Laboratory/Shelter Mechanic 23.66
23470 - Laborer 16.46
23510 - Locksmith 23.66
23530 - Machinery Maintenance Mechanic 22.33
23550 - Machinist Maintenance 20.40
23580 - Maintenance Trades Helper 15.43
23591 - Metrology Technician I 24.79
23592 - Metrology Technician II 25.84
23593 - Metrology Technician III 26.89
23640 - Millwright 27.57
23710 - Office Appliance Repairer 20.48
23760 - Painter Maintenance 19.31
23790 - Pipefitter Maintenance 28.59
23810 - Plumber Maintenance 27.32
23820 - Pneudraulic Systems Mechanic 24.79
23850 - Rigger 23.67
23870 - Scale Mechanic 22.23
23890 - Sheet-Metal Worker Maintenance 29.83
23910 - Small Engine Mechanic 19.92

23931 - Telecommunications Mechanic I	27.68
23932 - Telecommunications Mechanic II	28.86
23950 - Telephone Lineman	22.60
23960 - Welder Combination Maintenance	20.24
23965 - Well Driller	24.79
23970 - Woodcraft Worker	24.79
23980 - Woodworker	19.55
24000 - Personal Needs Occupations	
24550 - Case Manager	14.82
24570 - Child Care Attendant	10.67
24580 - Child Care Center Clerk	15.39
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	14.82
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.79
25040 - Sewage Plant Operator	21.10
25070 - Stationary Engineer	24.79
25190 - Ventilation Equipment Tender	18.17
25210 - Water Treatment Plant Operator	21.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.17
27007 - Baggage Inspector	14.56
27008 - Corrections Officer	16.54
27010 - Court Security Officer	20.12
27030 - Detection Dog Handler	16.29
27040 - Detention Officer	16.54
27070 - Firefighter	24.52
27101 - Guard I	14.56
27102 - Guard II	16.29
27131 - Police Officer I	20.69
27132 - Police Officer II	22.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.81
28042 - Carnival Equipment Repairer	13.77
28043 - Carnival Worker	9.85
28210 - Gate Attendant/Gate Tender	13.36
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.95
28510 - Recreation Aide/Health Facility Attendant	10.91
28515 - Recreation Specialist	17.92
28630 - Sports Official	11.91
28690 - Swimming Pool Operator	20.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.88
29020 - Hatch Tender	24.88
29030 - Line Handler	24.88
29041 - Stevedore I	23.42
29042 - Stevedore II	26.44

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.85
30022 - Archeological Technician II		19.88
30023 - Archeological Technician III		25.12
30030 - Cartographic Technician		24.72
30040 - Civil Engineering Technician		24.35
30051 - Cryogenic Technician I		25.51
30052 - Cryogenic Technician II		28.18
30061 - Drafter/CAD Operator I		17.85
30062 - Drafter/CAD Operator II		19.88
30063 - Drafter/CAD Operator III		21.82
30064 - Drafter/CAD Operator IV		26.84
30081 - Engineering Technician I		15.92
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		19.98
30084 - Engineering Technician IV		24.76
30085 - Engineering Technician V		30.29
30086 - Engineering Technician VI		36.64
30090 - Environmental Technician		23.21
30095 - Evidence Control Specialist		23.04
30210 - Laboratory Technician		23.45
30221 - Latent Fingerprint Technician I		25.51
30222 - Latent Fingerprint Technician II		28.18
30240 - Mathematical Technician		24.53
30361 - Paralegal/Legal Assistant I		19.58
30362 - Paralegal/Legal Assistant II		24.25
30363 - Paralegal/Legal Assistant III		29.67
30364 - Paralegal/Legal Assistant IV		35.89
30375 - Petroleum Supply Specialist		28.18
30390 - Photo-Optics Technician		24.53
30395 - Radiation Control Technician		28.18
30461 - Technical Writer I		24.95
30462 - Technical Writer II		30.54
30463 - Technical Writer III		36.92
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.51
30502 - Weather Forecaster II		31.03
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.82
30621 - Weather Observer Senior	(see 2)	24.22

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.84

31030 - Bus Driver	18.84
31043 - Driver Courier	14.58
31260 - Parking and Lot Attendant	12.99
31290 - Shuttle Bus Driver	15.69
31310 - Taxi Driver	14.28
31361 - Truckdriver Light	15.69
31362 - Truckdriver Medium	16.78
31363 - Truckdriver Heavy	20.82
31364 - Truckdriver Tractor-Trailer	20.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.70
99050 - Desk Clerk	11.73
99095 - Embalmer	26.79
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.32
99252 - Laboratory Animal Caretaker II	14.33
99260 - Marketing Analyst	23.42
99310 - Mortician	26.79
99410 - Pest Controller	15.93
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.30
99711 - Recycling Specialist	22.83
99730 - Refuse Collector	17.56
99810 - Sales Clerk	11.07
99820 - School Crossing Guard	14.36
99830 - Survey Party Chief	24.81
99831 - Surveying Aide	14.64
99832 - Surveying Technician	17.90
99840 - Vending Machine Attendant	17.81
99841 - Vending Machine Repairer	19.91
99842 - Vending Machine Repairer Helper	17.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the

employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4807
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Pulaski Starke

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		20.25
01041 - Customer Service Representative I		15.52
01042 - Customer Service Representative II		16.93
01043 - Customer Service Representative III		19.02
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.97
01090 - Duplicating Machine Operator		13.97
01111 - General Clerk I		12.73
01112 - General Clerk II		13.89

01113 - General Clerk III 16.34
01120 - Housing Referral Assistant 22.12
01141 - Messenger Courier 11.93
01191 - Order Clerk I 16.25
01192 - Order Clerk II 17.73
01261 - Personnel Assistant (Employment) I 17.84
01262 - Personnel Assistant (Employment) II 19.95
01263 - Personnel Assistant (Employment) III 22.24
01270 - Production Control Clerk 25.61
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.36
01311 - Secretary I 18.36
01312 - Secretary II 19.84
01313 - Secretary III 22.12
01320 - Service Order Dispatcher 21.04
01410 - Supply Technician 28.01
01420 - Survey Worker 18.89
01460 - Switchboard Operator/Receptionist 14.26
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.82
01533 - Travel Clerk III 15.80
01611 - Word Processor I 15.50
01612 - Word Processor II 17.41
01613 - Word Processor III 19.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.89
05010 - Automotive Electrician 23.06
05040 - Automotive Glass Installer 21.85
05070 - Automotive Worker 21.85
05110 - Mobile Equipment Servicer 19.92
05130 - Motor Equipment Metal Mechanic 26.41
05160 - Motor Equipment Metal Worker 21.85
05190 - Motor Vehicle Mechanic 25.88
05220 - Motor Vehicle Mechanic Helper 18.73
05250 - Motor Vehicle Upholstery Worker 20.90
05280 - Motor Vehicle Wrecker 21.85
05310 - Painter Automotive 23.06
05340 - Radiator Repair Specialist 21.85
05370 - Tire Repairer 16.74
05400 - Transmission Repair Specialist 26.41
07000 - Food Preparation And Service Occupations
07010 - Baker 13.75
07041 - Cook I 13.34
07042 - Cook II 15.03
07070 - Dishwasher 10.19
07130 - Food Service Worker 10.52
07210 - Meat Cutter 14.68
07260 - Waiter/Waitress 9.93
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.14

09040 - Furniture Handler 14.56
09080 - Furniture Refinisher 19.14
09090 - Furniture Refinisher Helper 15.55
09110 - Furniture Repairer Minor 17.35
09130 - Upholsterer 19.14
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.77
11060 - Elevator Operator 13.77
11090 - Gardener 17.80
11122 - Housekeeping Aide 14.89
11150 - Janitor 14.89
11210 - Laborer Grounds Maintenance 14.21
11240 - Maid or Houseman 12.11
11260 - Pruner 12.93
11270 - Tractor Operator 16.58
11330 - Trail Maintenance Worker 14.21
11360 - Window Cleaner 16.36
12000 - Health Occupations
12010 - Ambulance Driver 18.75
12011 - Breath Alcohol Technician 20.19
12012 - Certified Occupational Therapist Assistant 27.38
12015 - Certified Physical Therapist Assistant 27.48
12020 - Dental Assistant 18.32
12025 - Dental Hygienist 39.24
12030 - EKG Technician 28.41
12035 - Electroneurodiagnostic Technologist 28.41
12040 - Emergency Medical Technician 18.75
12071 - Licensed Practical Nurse I 18.53
12072 - Licensed Practical Nurse II 20.72
12073 - Licensed Practical Nurse III 23.10
12100 - Medical Assistant 15.83
12130 - Medical Laboratory Technician 23.47
12160 - Medical Record Clerk 18.25
12190 - Medical Record Technician 20.42
12195 - Medical Transcriptionist 18.78
12210 - Nuclear Medicine Technologist 44.36
12221 - Nursing Assistant I 11.44
12222 - Nursing Assistant II 12.86
12223 - Nursing Assistant III 14.04
12224 - Nursing Assistant IV 15.77
12235 - Optical Dispenser 16.30
12236 - Optical Technician 18.05
12250 - Pharmacy Technician 15.58
12280 - Phlebotomist 15.71
12305 - Radiologic Technologist 31.10
12311 - Registered Nurse I 29.17
12312 - Registered Nurse II 32.57
12313 - Registered Nurse II Specialist 32.57
12314 - Registered Nurse III 38.43
12315 - Registered Nurse III Anesthetist 38.43

12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		25.01
12320 - Substance Abuse Treatment Counselor		21.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.55
13013 - Exhibits Specialist III		32.62
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		33.70
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		31.05
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.33
13072 - Photographer II		20.53
13073 - Photographer III		25.48
13074 - Photographer IV		31.15
13075 - Photographer V		37.57
13090 - Technical Order Library Clerk		15.71
13110 - Video Teleconference Technician		17.51
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		27.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		30.14
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.42

15086 - Maintenance Test Pilot Rotary Wing 40.42
15088 - Non-Maintenance Test/Co-Pilot 40.42
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 26.88
15110 - Test Proctor 19.62
15120 - Tutor 17.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.33
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.49
21030 - Material Coordinator 25.61
21040 - Material Expediter 25.61
21050 - Material Handling Laborer 17.05
21071 - Order Filler 15.18
21080 - Production Line Worker (Food Processing) 17.49
21110 - Shipping Packer 17.72
21130 - Shipping/Receiving Clerk 17.72
21140 - Store Worker I 14.94
21150 - Stock Clerk 19.84
21210 - Tools And Parts Attendant 17.49
21410 - Warehouse Specialist 17.49
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.45
23019 - Aircraft Logs and Records Technician 24.69
23021 - Aircraft Mechanic I 29.21
23022 - Aircraft Mechanic II 30.45
23023 - Aircraft Mechanic III 31.68
23040 - Aircraft Mechanic Helper 21.49
23050 - Aircraft Painter 27.88
23060 - Aircraft Servicer 24.69
23070 - Aircraft Survival Flight Equipment Technician 27.88
23080 - Aircraft Worker 26.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.25
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.21
23110 - Appliance Mechanic 22.60

23120 - Bicycle Repairer	19.55
23125 - Cable Splicer	38.07
23130 - Carpenter Maintenance	31.86
23140 - Carpet Layer	28.36
23160 - Electrician Maintenance	34.00
23181 - Electronics Technician Maintenance I	27.39
23182 - Electronics Technician Maintenance II	29.14
23183 - Electronics Technician Maintenance III	30.55
23260 - Fabric Worker	21.33
23290 - Fire Alarm System Mechanic	24.80
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System Mechanic	33.52
23312 - Fuel Distribution System Operator	26.49
23370 - General Maintenance Worker	22.99
23380 - Ground Support Equipment Mechanic	29.21
23381 - Ground Support Equipment Servicer	24.69
23382 - Ground Support Equipment Worker	26.25
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.48
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.75
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	32.57
23460 - Instrument Mechanic	24.79
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	16.99
23510 - Locksmith	23.66
23530 - Machinery Maintenance Mechanic	23.92
23550 - Machinist Maintenance	27.46
23580 - Maintenance Trades Helper	17.11
23591 - Metrology Technician I	24.79
23592 - Metrology Technician II	25.84
23593 - Metrology Technician III	27.49
23640 - Millwright	29.97
23710 - Office Appliance Repairer	21.40
23760 - Painter Maintenance	23.57
23790 - Pipefitter Maintenance	31.00
23810 - Plumber Maintenance	29.42
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	27.57
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker Maintenance	30.33
23910 - Small Engine Mechanic	19.92
23931 - Telecommunications Mechanic I	27.78
23932 - Telecommunications Mechanic II	28.87
23950 - Telephone Lineman	27.68
23960 - Welder Combination Maintenance	19.93

23965 - Well Driller	27.68
23970 - Woodcraft Worker	26.76
23980 - Woodworker	19.55
24000 - Personal Needs Occupations	
24550 - Case Manager	15.89
24570 - Child Care Attendant	10.86
24580 - Child Care Center Clerk	13.13
24610 - Chore Aide	11.56
24620 - Family Readiness And Support Services Coordinator	15.89
24630 - Homemaker	15.89
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.95
25040 - Sewage Plant Operator	24.22
25070 - Stationary Engineer	29.95
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	24.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.45
27007 - Baggage Inspector	15.13
27008 - Corrections Officer	28.70
27010 - Court Security Officer	28.70
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	28.70
27070 - Firefighter	27.04
27101 - Guard I	15.13
27102 - Guard II	16.92
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.97
28042 - Carnival Equipment Repairer	15.04
28043 - Carnival Worker	10.75
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.27
28510 - Recreation Aide/Health Facility Attendant	10.81
28515 - Recreation Specialist	18.71
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	17.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.89
29020 - Hatch Tender	24.89
29030 - Line Handler	24.89
29041 - Stevedore I	23.42
29042 - Stevedore II	26.44
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I 17.64
30022 - Archeological Technician II 19.73
30023 - Archeological Technician III 26.32
30030 - Cartographic Technician 26.33
30040 - Civil Engineering Technician 25.64
30051 - Cryogenic Technician I 26.80
30052 - Cryogenic Technician II 29.60
30061 - Drafter/CAD Operator I 17.64
30062 - Drafter/CAD Operator II 19.73
30063 - Drafter/CAD Operator III 21.99
30064 - Drafter/CAD Operator IV 28.96
30081 - Engineering Technician I 18.16
30082 - Engineering Technician II 20.39
30083 - Engineering Technician III 22.81
30084 - Engineering Technician IV 28.26
30085 - Engineering Technician V 34.56
30086 - Engineering Technician VI 45.66
30090 - Environmental Technician 24.20
30095 - Evidence Control Specialist 24.20
30210 - Laboratory Technician 23.45
30221 - Latent Fingerprint Technician I 26.80
30222 - Latent Fingerprint Technician II 29.60
30240 - Mathematical Technician 26.15
30361 - Paralegal/Legal Assistant I 21.05
30362 - Paralegal/Legal Assistant II 26.08
30363 - Paralegal/Legal Assistant III 31.89
30364 - Paralegal/Legal Assistant IV 38.59
30375 - Petroleum Supply Specialist 29.60
30390 - Photo-Optics Technician 26.33
30395 - Radiation Control Technician 29.60
30461 - Technical Writer I 27.48
30462 - Technical Writer II 33.60
30463 - Technical Writer III 40.66
30491 - Unexploded Ordnance (UXO) Technician I 25.60
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.13
30494 - Unexploded (UXO) Safety Escort 25.60
30495 - Unexploded (UXO) Sweep Personnel 25.60
30501 - Weather Forecaster I 26.80
30502 - Weather Forecaster II 32.60
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.99
30621 - Weather Observer Senior (see 2) 24.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 17.27
31030 - Bus Driver 22.93
31043 - Driver Courier 19.14
31260 - Parking and Lot Attendant 12.99
31290 - Shuttle Bus Driver 20.81

31310 - Taxi Driver	14.26
31361 - Truckdriver Light	20.81
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.15
31364 - Truckdriver Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.06
99050 - Desk Clerk	11.99
99095 - Embalmer	32.31
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.49
99252 - Laboratory Animal Caretaker II	14.52
99260 - Marketing Analyst	25.10
99310 - Mortician	32.31
99410 - Pest Controller	17.55
99510 - Photofinishing Worker	13.78
99710 - Recycling Laborer	20.89
99711 - Recycling Specialist	24.46
99730 - Refuse Collector	19.11
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	25.93
99831 - Surveying Aide	18.38
99832 - Surveying Technician	22.84
99840 - Vending Machine Attendant	17.83
99841 - Vending Machine Repairer	20.60
99842 - Vending Machine Repairer Helper	17.39

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4808
Revision No.: 14
Date Of Last Revision: 05/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Pulaski Starke

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		20.25
01041 - Customer Service Representative I		14.67
01042 - Customer Service Representative II		16.49
01043 - Customer Service Representative III		17.99
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67

01090 - Duplicating Machine Operator 13.67
01111 - General Clerk I 12.73
01112 - General Clerk II 13.89
01113 - General Clerk III 16.34
01120 - Housing Referral Assistant 22.12
01141 - Messenger Courier 11.93
01191 - Order Clerk I 16.25
01192 - Order Clerk II 17.73
01261 - Personnel Assistant (Employment) I 17.84
01262 - Personnel Assistant (Employment) II 19.95
01263 - Personnel Assistant (Employment) III 22.24
01270 - Production Control Clerk 23.52
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.36
01311 - Secretary I 18.36
01312 - Secretary II 19.84
01313 - Secretary III 22.12
01320 - Service Order Dispatcher 21.04
01410 - Supply Technician 28.01
01420 - Survey Worker 18.89
01460 - Switchboard Operator/Receptionist 13.53
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.27
01533 - Travel Clerk III 15.44
01611 - Word Processor I 15.50
01612 - Word Processor II 17.41
01613 - Word Processor III 19.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.89
05010 - Automotive Electrician 23.06
05040 - Automotive Glass Installer 21.85
05070 - Automotive Worker 21.85
05110 - Mobile Equipment Servicer 19.92
05130 - Motor Equipment Metal Mechanic 26.41
05160 - Motor Equipment Metal Worker 21.85
05190 - Motor Vehicle Mechanic 25.88
05220 - Motor Vehicle Mechanic Helper 18.73
05250 - Motor Vehicle Upholstery Worker 20.90
05280 - Motor Vehicle Wrecker 21.85
05310 - Painter Automotive 23.06
05340 - Radiator Repair Specialist 21.85
05370 - Tire Repairer 15.22
05400 - Transmission Repair Specialist 26.41
07000 - Food Preparation And Service Occupations
07010 - Baker 13.75
07041 - Cook I 13.34
07042 - Cook II 15.03
07070 - Dishwasher 10.19
07130 - Food Service Worker 10.52
07210 - Meat Cutter 14.68

07260 - Waiter/Waitress	9.93
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.14
09040 - Furniture Handler	14.56
09080 - Furniture Refinisher	19.14
09090 - Furniture Refinisher Helper	15.55
09110 - Furniture Repairer Minor	17.35
09130 - Upholsterer	19.14
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.57
11060 - Elevator Operator	12.57
11090 - Gardener	17.80
11122 - Housekeeping Aide	14.03
11150 - Janitor	14.03
11210 - Laborer Grounds Maintenance	14.21
11240 - Maid or Houseman	12.11
11260 - Pruner	12.93
11270 - Tractor Operator	16.58
11330 - Trail Maintenance Worker	14.21
11360 - Window Cleaner	15.35
12000 - Health Occupations	
12010 - Ambulance Driver	18.75
12011 - Breath Alcohol Technician	18.75
12012 - Certified Occupational Therapist Assistant	27.38
12015 - Certified Physical Therapist Assistant	26.44
12020 - Dental Assistant	18.32
12025 - Dental Hygienist	39.24
12030 - EKG Technician	28.41
12035 - Electroneurodiagnostic Technologist	28.41
12040 - Emergency Medical Technician	18.75
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10
12100 - Medical Assistant	15.83
12130 - Medical Laboratory Technician	21.92
12160 - Medical Record Clerk	18.25
12190 - Medical Record Technician	20.42
12195 - Medical Transcriptionist	17.07
12210 - Nuclear Medicine Technologist	41.19
12221 - Nursing Assistant I	11.44
12222 - Nursing Assistant II	12.86
12223 - Nursing Assistant III	14.04
12224 - Nursing Assistant IV	15.77
12235 - Optical Dispenser	15.59
12236 - Optical Technician	17.40
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	15.71
12305 - Radiologic Technologist	31.10
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57

12313 - Registered Nurse II Specialist		32.57
12314 - Registered Nurse III		38.43
12315 - Registered Nurse III Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		23.53
12320 - Substance Abuse Treatment Counselor		21.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.55
13013 - Exhibits Specialist III		32.62
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		33.70
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		31.05
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.33
13072 - Photographer II		20.53
13073 - Photographer III		25.48
13074 - Photographer IV		31.15
13075 - Photographer V		37.57
13090 - Technical Order Library Clerk		15.71
13110 - Video Teleconference Technician		17.51
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		27.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		30.14

15070 - Flight Instructor (Pilot) 46.94
15080 - Graphic Artist 26.41
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.42
15086 - Maintenance Test Pilot Rotary Wing 40.42
15088 - Non-Maintenance Test/Co-Pilot 40.42
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 26.88
15110 - Test Proctor 19.62
15120 - Tutor 17.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.67
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.56
16220 - Tailor 14.44
16250 - Washer Machine 10.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.33
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.91
21030 - Material Coordinator 23.52
21040 - Material Expediter 23.52
21050 - Material Handling Laborer 17.05
21071 - Order Filler 15.18
21080 - Production Line Worker (Food Processing) 16.91
21110 - Shipping Packer 17.27
21130 - Shipping/Receiving Clerk 17.27
21140 - Store Worker I 14.79
21150 - Stock Clerk 19.65
21210 - Tools And Parts Attendant 16.91
21410 - Warehouse Specialist 16.91
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.45
23019 - Aircraft Logs and Records Technician 24.69
23021 - Aircraft Mechanic I 29.21
23022 - Aircraft Mechanic II 30.45
23023 - Aircraft Mechanic III 31.68
23040 - Aircraft Mechanic Helper 21.49
23050 - Aircraft Painter 27.88
23060 - Aircraft Servicer 24.69
23070 - Aircraft Survival Flight Equipment Technician 27.88
23080 - Aircraft Worker 26.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.25

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.21
23110 - Appliance Mechanic 22.60
23120 - Bicycle Repairer 19.55
23125 - Cable Splicer 36.14
23130 - Carpenter Maintenance 31.86
23140 - Carpet Layer 28.36
23160 - Electrician Maintenance 34.00
23181 - Electronics Technician Maintenance I 26.30
23182 - Electronics Technician Maintenance II 27.75
23183 - Electronics Technician Maintenance III 29.24
23260 - Fabric Worker 21.33
23290 - Fire Alarm System Mechanic 24.80
23310 - Fire Extinguisher Repairer 21.36
23311 - Fuel Distribution System Mechanic 33.52
23312 - Fuel Distribution System Operator 26.49
23370 - General Maintenance Worker 22.99
23380 - Ground Support Equipment Mechanic 29.21
23381 - Ground Support Equipment Servicer 24.69
23382 - Ground Support Equipment Worker 26.25
23391 - Gunsmith I 21.36
23392 - Gunsmith II 24.07
23393 - Gunsmith III 26.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.25
23430 - Heavy Equipment Mechanic 28.00
23440 - Heavy Equipment Operator 32.57
23460 - Instrument Mechanic 24.79
23465 - Laboratory/Shelter Mechanic 25.18
23470 - Laborer 16.46
23510 - Locksmith 23.66
23530 - Machinery Maintenance Mechanic 23.74
23550 - Machinist Maintenance 27.46
23580 - Maintenance Trades Helper 17.11
23591 - Metrology Technician I 24.79
23592 - Metrology Technician II 25.84
23593 - Metrology Technician III 27.49
23640 - Millwright 29.97
23710 - Office Appliance Repairer 21.40
23760 - Painter Maintenance 23.57
23790 - Pipefitter Maintenance 31.00
23810 - Plumber Maintenance 29.42
23820 - Pneudraulic Systems Mechanic 26.76
23850 - Rigger 27.57
23870 - Scale Mechanic 24.07
23890 - Sheet-Metal Worker Maintenance 30.33
23910 - Small Engine Mechanic 19.92
23931 - Telecommunications Mechanic I 27.78

23932 - Telecommunications Mechanic II	28.87
23950 - Telephone Lineman	27.68
23960 - Welder Combination Maintenance	19.93
23965 - Well Driller	27.68
23970 - Woodcraft Worker	26.76
23980 - Woodworker	19.55
24000 - Personal Needs Occupations	
24550 - Case Manager	14.82
24570 - Child Care Attendant	10.86
24580 - Child Care Center Clerk	13.13
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	14.82
24630 - Homemaker	14.82
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.95
25040 - Sewage Plant Operator	24.22
25070 - Stationary Engineer	29.95
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	24.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.11
27007 - Baggage Inspector	14.56
27008 - Corrections Officer	28.70
27010 - Court Security Officer	28.70
27030 - Detection Dog Handler	16.29
27040 - Detention Officer	28.70
27070 - Firefighter	27.04
27101 - Guard I	14.56
27102 - Guard II	16.29
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.83
28042 - Carnival Equipment Repairer	13.78
28043 - Carnival Worker	10.02
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.27
28510 - Recreation Aide/Health Facility Attendant	10.81
28515 - Recreation Specialist	18.71
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	17.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.89
29020 - Hatch Tender	24.89
29030 - Line Handler	24.89
29041 - Stevedore I	23.42
29042 - Stevedore II	26.44
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.64
30022 - Archeological Technician II 19.73
30023 - Archeological Technician III 26.32
30030 - Cartographic Technician 26.33
30040 - Civil Engineering Technician 25.64
30051 - Cryogenic Technician I 25.51
30052 - Cryogenic Technician II 28.18
30061 - Drafter/CAD Operator I 17.64
30062 - Drafter/CAD Operator II 19.73
30063 - Drafter/CAD Operator III 21.99
30064 - Drafter/CAD Operator IV 28.96
30081 - Engineering Technician I 18.16
30082 - Engineering Technician II 20.39
30083 - Engineering Technician III 22.81
30084 - Engineering Technician IV 28.26
30085 - Engineering Technician V 34.56
30086 - Engineering Technician VI 45.66
30090 - Environmental Technician 23.93
30095 - Evidence Control Specialist 23.04
30210 - Laboratory Technician 23.45
30221 - Latent Fingerprint Technician I 25.51
30222 - Latent Fingerprint Technician II 28.18
30240 - Mathematical Technician 26.15
30361 - Paralegal/Legal Assistant I 21.05
30362 - Paralegal/Legal Assistant II 26.08
30363 - Paralegal/Legal Assistant III 31.89
30364 - Paralegal/Legal Assistant IV 38.59
30375 - Petroleum Supply Specialist 28.18
30390 - Photo-Optics Technician 26.33
30395 - Radiation Control Technician 28.18
30461 - Technical Writer I 27.48
30462 - Technical Writer II 33.60
30463 - Technical Writer III 40.66
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.51
30502 - Weather Forecaster II 31.03
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.99
30621 - Weather Observer Senior (see 2) 24.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 17.27
31030 - Bus Driver 22.93

31043 - Driver Courier	19.14
31260 - Parking and Lot Attendant	12.99
31290 - Shuttle Bus Driver	20.81
31310 - Taxi Driver	14.26
31361 - Truckdriver Light	20.81
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.15
31364 - Truckdriver Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.94
99050 - Desk Clerk	11.94
99095 - Embalmer	32.31
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.32
99252 - Laboratory Animal Caretaker II	14.33
99260 - Marketing Analyst	23.42
99310 - Mortician	32.31
99410 - Pest Controller	17.55
99510 - Photofinishing Worker	13.78
99710 - Recycling Laborer	20.89
99711 - Recycling Specialist	24.46
99730 - Refuse Collector	19.11
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	23.57
99831 - Surveying Aide	16.71
99832 - Surveying Technician	20.76
99840 - Vending Machine Attendant	16.21
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	15.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the

employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4809
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Cass Fulton Miami White

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.30
01013 - Accounting Clerk III		17.11
01020 - Administrative Assistant		23.20
01035 - Court Reporter		18.29
01041 - Customer Service Representative I		15.52
01042 - Customer Service Representative II		16.93
01043 - Customer Service Representative III		19.02
01051 - Data Entry Operator I		13.52
01052 - Data Entry Operator II		14.75
01060 - Dispatcher Motor Vehicle		19.67
01070 - Document Preparation Clerk		13.97
01090 - Duplicating Machine Operator		13.97
01111 - General Clerk I		12.68
01112 - General Clerk II		13.84

01113 - General Clerk III 15.53
01120 - Housing Referral Assistant 19.56
01141 - Messenger Courier 11.39
01191 - Order Clerk I 16.25
01192 - Order Clerk II 17.73
01261 - Personnel Assistant (Employment) I 15.25
01262 - Personnel Assistant (Employment) II 17.05
01263 - Personnel Assistant (Employment) III 19.00
01270 - Production Control Clerk 25.61
01290 - Rental Clerk 10.55
01300 - Scheduler Maintenance 15.69
01311 - Secretary I 15.69
01312 - Secretary II 17.54
01313 - Secretary III 19.56
01320 - Service Order Dispatcher 17.84
01410 - Supply Technician 23.20
01420 - Survey Worker 15.36
01460 - Switchboard Operator/Receptionist 14.26
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.82
01533 - Travel Clerk III 15.80
01611 - Word Processor I 13.97
01612 - Word Processor II 15.69
01613 - Word Processor III 17.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.42
05010 - Automotive Electrician 17.08
05040 - Automotive Glass Installer 16.05
05070 - Automotive Worker 16.05
05110 - Mobile Equipment Servicer 14.88
05130 - Motor Equipment Metal Mechanic 17.87
05160 - Motor Equipment Metal Worker 16.05
05190 - Motor Vehicle Mechanic 17.87
05220 - Motor Vehicle Mechanic Helper 14.39
05250 - Motor Vehicle Upholstery Worker 15.36
05280 - Motor Vehicle Wrecker 16.05
05310 - Painter Automotive 17.08
05340 - Radiator Repair Specialist 16.05
05370 - Tire Repairer 15.40
05400 - Transmission Repair Specialist 17.87
07000 - Food Preparation And Service Occupations
07010 - Baker 14.83
07041 - Cook I 13.84
07042 - Cook II 14.83
07070 - Dishwasher 11.07
07130 - Food Service Worker 11.07
07210 - Meat Cutter 14.83
07260 - Waiter/Waitress 11.96
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.25

09040 - Furniture Handler 15.60
09080 - Furniture Refinisher 19.25
09090 - Furniture Refinisher Helper 17.29
09110 - Furniture Repairer Minor 18.02
09130 - Upholsterer 19.25
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.77
11060 - Elevator Operator 13.77
11090 - Gardener 17.80
11122 - Housekeeping Aide 15.19
11150 - Janitor 15.19
11210 - Laborer Grounds Maintenance 13.99
11240 - Maid or Houseman 11.65
11260 - Pruner 12.93
11270 - Tractor Operator 16.81
11330 - Trail Maintenance Worker 13.99
11360 - Window Cleaner 16.36
12000 - Health Occupations
12010 - Ambulance Driver 17.72
12011 - Breath Alcohol Technician 20.19
12012 - Certified Occupational Therapist Assistant 27.38
12015 - Certified Physical Therapist Assistant 27.48
12020 - Dental Assistant 18.32
12025 - Dental Hygienist 39.24
12030 - EKG Technician 28.41
12035 - Electroneurodiagnostic Technologist 28.41
12040 - Emergency Medical Technician 17.72
12071 - Licensed Practical Nurse I 18.05
12072 - Licensed Practical Nurse II 20.19
12073 - Licensed Practical Nurse III 22.50
12100 - Medical Assistant 15.01
12130 - Medical Laboratory Technician 23.47
12160 - Medical Record Clerk 18.25
12190 - Medical Record Technician 20.42
12195 - Medical Transcriptionist 18.43
12210 - Nuclear Medicine Technologist 44.36
12221 - Nursing Assistant I 11.44
12222 - Nursing Assistant II 12.86
12223 - Nursing Assistant III 14.04
12224 - Nursing Assistant IV 15.77
12235 - Optical Dispenser 16.27
12236 - Optical Technician 18.05
12250 - Pharmacy Technician 14.62
12280 - Phlebotomist 14.79
12305 - Radiologic Technologist 27.65
12311 - Registered Nurse I 24.18
12312 - Registered Nurse II 29.58
12313 - Registered Nurse II Specialist 29.58
12314 - Registered Nurse III 35.80
12315 - Registered Nurse III Anesthetist 35.80

12316 - Registered Nurse IV		42.90
12317 - Scheduler (Drug and Alcohol Testing)		25.01
12320 - Substance Abuse Treatment Counselor		21.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.75
13012 - Exhibits Specialist II		20.76
13013 - Exhibits Specialist III		25.39
13041 - Illustrator I		16.75
13042 - Illustrator II		20.76
13043 - Illustrator III		25.39
13047 - Librarian		22.98
13050 - Library Aide/Clerk		13.34
13054 - Library Information Technology Systems Administrator		20.76
13058 - Library Technician		13.67
13061 - Media Specialist I		14.97
13062 - Media Specialist II		16.75
13063 - Media Specialist III		18.68
13071 - Photographer I		14.97
13072 - Photographer II		16.75
13073 - Photographer III		20.76
13074 - Photographer IV		25.39
13075 - Photographer V		30.72
13090 - Technical Order Library Clerk		15.71
13110 - Video Teleconference Technician		14.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.53
14042 - Computer Operator II		16.95
14043 - Computer Operator III		18.49
14044 - Computer Operator IV		20.09
14045 - Computer Operator V		22.25
14071 - Computer Programmer I	(see 1)	21.19
14072 - Computer Programmer II	(see 1)	26.24
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.53
14160 - Personal Computer Support Technician		20.09
14170 - System Support Specialist		27.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.88
15020 - Aircrew Training Devices Instructor (Rated)		33.73
15030 - Air Crew Training Devices Instructor (Pilot)		40.42
15050 - Computer Based Training Specialist / Instructor		27.88
15060 - Educational Technologist		27.88
15070 - Flight Instructor (Pilot)		40.42
15080 - Graphic Artist		21.63
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.42

15086 - Maintenance Test Pilot Rotary Wing 40.42
15088 - Non-Maintenance Test/Co-Pilot 40.42
15090 - Technical Instructor 20.67
15095 - Technical Instructor/Course Developer 25.29
15110 - Test Proctor 16.69
15120 - Tutor 16.69
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.25
19040 - Tool And Die Maker 27.16
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.12
21030 - Material Coordinator 25.61
21040 - Material Expediter 25.61
21050 - Material Handling Laborer 17.19
21071 - Order Filler 14.43
21080 - Production Line Worker (Food Processing) 23.12
21110 - Shipping Packer 17.72
21130 - Shipping/Receiving Clerk 17.72
21140 - Store Worker I 14.94
21150 - Stock Clerk 19.84
21210 - Tools And Parts Attendant 23.12
21410 - Warehouse Specialist 23.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.45
23019 - Aircraft Logs and Records Technician 24.69
23021 - Aircraft Mechanic I 29.21
23022 - Aircraft Mechanic II 30.45
23023 - Aircraft Mechanic III 31.68
23040 - Aircraft Mechanic Helper 21.49
23050 - Aircraft Painter 27.88
23060 - Aircraft Servicer 24.69
23070 - Aircraft Survival Flight Equipment Technician 27.88
23080 - Aircraft Worker 26.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.25
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.21
23110 - Appliance Mechanic 23.67

23120 - Bicycle Repairer	19.55
23125 - Cable Splicer	38.07
23130 - Carpenter Maintenance	23.90
23140 - Carpet Layer	22.47
23160 - Electrician Maintenance	25.81
23181 - Electronics Technician Maintenance I	26.76
23182 - Electronics Technician Maintenance II	28.42
23183 - Electronics Technician Maintenance III	29.74
23260 - Fabric Worker	21.31
23290 - Fire Alarm System Mechanic	24.79
23310 - Fire Extinguisher Repairer	20.69
23311 - Fuel Distribution System Mechanic	32.51
23312 - Fuel Distribution System Operator	26.44
23370 - General Maintenance Worker	21.66
23380 - Ground Support Equipment Mechanic	29.21
23381 - Ground Support Equipment Servicer	24.69
23382 - Ground Support Equipment Worker	26.25
23391 - Gunsmith I	19.86
23392 - Gunsmith II	22.47
23393 - Gunsmith III	24.79
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.44
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.35
23430 - Heavy Equipment Mechanic	22.40
23440 - Heavy Equipment Operator	23.35
23460 - Instrument Mechanic	24.79
23465 - Laboratory/Shelter Mechanic	23.67
23470 - Laborer	17.19
23510 - Locksmith	23.67
23530 - Machinery Maintenance Mechanic	25.06
23550 - Machinist Maintenance	24.42
23580 - Maintenance Trades Helper	14.74
23591 - Metrology Technician I	24.79
23592 - Metrology Technician II	25.84
23593 - Metrology Technician III	26.89
23640 - Millwright	27.57
23710 - Office Appliance Repairer	23.67
23760 - Painter Maintenance	23.67
23790 - Pipefitter Maintenance	28.69
23810 - Plumber Maintenance	27.37
23820 - Pneudraulic Systems Mechanic	24.79
23850 - Rigger	24.42
23870 - Scale Mechanic	22.47
23890 - Sheet-Metal Worker Maintenance	30.33
23910 - Small Engine Mechanic	22.47
23931 - Telecommunications Mechanic I	27.68
23932 - Telecommunications Mechanic II	28.86
23950 - Telephone Lineman	24.42
23960 - Welder Combination Maintenance	22.97

23965 - Well Driller	24.79
23970 - Woodcraft Worker	24.79
23980 - Woodworker	19.86
24000 - Personal Needs Occupations	
24550 - Case Manager	15.89
24570 - Child Care Attendant	11.11
24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	11.56
24620 - Family Readiness And Support Services Coordinator	15.89
24630 - Homemaker	17.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.44
25040 - Sewage Plant Operator	23.92
25070 - Stationary Engineer	25.44
25190 - Ventilation Equipment Tender	19.22
25210 - Water Treatment Plant Operator	23.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.45
27007 - Baggage Inspector	15.13
27008 - Corrections Officer	16.66
27010 - Court Security Officer	20.12
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	16.66
27070 - Firefighter	24.52
27101 - Guard I	15.13
27102 - Guard II	16.92
27131 - Police Officer I	21.22
27132 - Police Officer II	23.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.52
28042 - Carnival Equipment Repairer	16.52
28043 - Carnival Worker	12.18
28210 - Gate Attendant/Gate Tender	14.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	17.92
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	21.60
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.72
29020 - Hatch Tender	24.72
29030 - Line Handler	24.72
29041 - Stevedore I	23.42
29042 - Stevedore II	26.04
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		17.39
30022 - Archeological Technician II		19.46
30023 - Archeological Technician III		24.10
30030 - Cartographic Technician		24.10
30040 - Civil Engineering Technician		24.10
30051 - Cryogenic Technician I		26.80
30052 - Cryogenic Technician II		29.60
30061 - Drafter/CAD Operator I		17.39
30062 - Drafter/CAD Operator II		19.46
30063 - Drafter/CAD Operator III		21.68
30064 - Drafter/CAD Operator IV		26.70
30081 - Engineering Technician I		15.03
30082 - Engineering Technician II		16.89
30083 - Engineering Technician III		18.88
30084 - Engineering Technician IV		23.39
30085 - Engineering Technician V		28.62
30086 - Engineering Technician VI		34.63
30090 - Environmental Technician		24.10
30095 - Evidence Control Specialist		24.20
30210 - Laboratory Technician		23.45
30221 - Latent Fingerprint Technician I		26.80
30222 - Latent Fingerprint Technician II		29.60
30240 - Mathematical Technician		24.10
30361 - Paralegal/Legal Assistant I		20.57
30362 - Paralegal/Legal Assistant II		25.48
30363 - Paralegal/Legal Assistant III		31.17
30364 - Paralegal/Legal Assistant IV		37.72
30375 - Petroleum Supply Specialist		29.60
30390 - Photo-Optics Technician		24.10
30395 - Radiation Control Technician		29.60
30461 - Technical Writer I		24.10
30462 - Technical Writer II		29.48
30463 - Technical Writer III		35.67
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		26.80
30502 - Weather Forecaster II		32.60
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.68
30621 - Weather Observer Senior	(see 2)	24.10
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.84
31030 - Bus Driver		18.84
31043 - Driver Courier		14.58
31260 - Parking and Lot Attendant		12.99
31290 - Shuttle Bus Driver		15.69

31310 - Taxi Driver	12.53
31361 - Truckdriver Light	15.69
31362 - Truckdriver Medium	16.78
31363 - Truckdriver Heavy	20.68
31364 - Truckdriver Tractor-Trailer	20.68
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.06
99050 - Desk Clerk	11.99
99095 - Embalmer	26.79
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	14.80
99252 - Laboratory Animal Caretaker II	15.92
99260 - Marketing Analyst	25.10
99310 - Mortician	26.79
99410 - Pest Controller	21.76
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.16
99711 - Recycling Specialist	23.85
99730 - Refuse Collector	18.35
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	23.42
99831 - Surveying Aide	14.38
99832 - Surveying Technician	19.69
99840 - Vending Machine Attendant	21.48
99841 - Vending Machine Repairer	26.27
99842 - Vending Machine Repairer Helper	21.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4810
Revision No.: 14
Date Of Last Revision: 05/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Cass Fulton Miami White

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.29
01012 - Accounting Clerk II		14.91
01013 - Accounting Clerk III		16.69
01020 - Administrative Assistant		22.43
01035 - Court Reporter		17.24
01041 - Customer Service Representative I		14.67
01042 - Customer Service Representative II		16.49
01043 - Customer Service Representative III		17.99
01051 - Data Entry Operator I		12.90
01052 - Data Entry Operator II		14.07
01060 - Dispatcher Motor Vehicle		18.67
01070 - Document Preparation Clerk		12.79

01090 - Duplicating Machine Operator 12.79
01111 - General Clerk I 12.68
01112 - General Clerk II 13.84
01113 - General Clerk III 15.53
01120 - Housing Referral Assistant 17.90
01141 - Messenger Courier 10.42
01191 - Order Clerk I 16.25
01192 - Order Clerk II 17.73
01261 - Personnel Assistant (Employment) I 15.11
01262 - Personnel Assistant (Employment) II 16.91
01263 - Personnel Assistant (Employment) III 18.84
01270 - Production Control Clerk 24.49
01290 - Rental Clerk 10.55
01300 - Scheduler Maintenance 14.35
01311 - Secretary I 14.35
01312 - Secretary II 16.06
01313 - Secretary III 17.90
01320 - Service Order Dispatcher 17.84
01410 - Supply Technician 22.43
01420 - Survey Worker 15.36
01460 - Switchboard Operator/Receptionist 13.47
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 12.79
01612 - Word Processor II 14.35
01613 - Word Processor III 16.06
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.42
05010 - Automotive Electrician 17.08
05040 - Automotive Glass Installer 16.05
05070 - Automotive Worker 16.05
05110 - Mobile Equipment Servicer 14.88
05130 - Motor Equipment Metal Mechanic 17.87
05160 - Motor Equipment Metal Worker 16.05
05190 - Motor Vehicle Mechanic 17.87
05220 - Motor Vehicle Mechanic Helper 14.39
05250 - Motor Vehicle Upholstery Worker 15.36
05280 - Motor Vehicle Wrecker 16.05
05310 - Painter Automotive 17.08
05340 - Radiator Repair Specialist 16.05
05370 - Tire Repairer 14.00
05400 - Transmission Repair Specialist 17.87
07000 - Food Preparation And Service Occupations
07010 - Baker 14.83
07041 - Cook I 13.84
07042 - Cook II 14.83
07070 - Dishwasher 11.07
07130 - Food Service Worker 11.07
07210 - Meat Cutter 14.83

07260 - Waiter/Waitress	11.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.25
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	19.25
09090 - Furniture Refinisher Helper	17.29
09110 - Furniture Repairer Minor	18.02
09130 - Upholsterer	19.25
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.57
11060 - Elevator Operator	13.69
11090 - Gardener	17.80
11122 - Housekeeping Aide	15.19
11150 - Janitor	15.19
11210 - Laborer Grounds Maintenance	13.99
11240 - Maid or Houseman	10.67
11260 - Pruner	12.93
11270 - Tractor Operator	16.81
11330 - Trail Maintenance Worker	13.99
11360 - Window Cleaner	15.63
12000 - Health Occupations	
12010 - Ambulance Driver	17.72
12011 - Breath Alcohol Technician	18.75
12012 - Certified Occupational Therapist Assistant	27.38
12015 - Certified Physical Therapist Assistant	26.44
12020 - Dental Assistant	18.32
12025 - Dental Hygienist	39.24
12030 - EKG Technician	28.41
12035 - Electroneurodiagnostic Technologist	28.41
12040 - Emergency Medical Technician	17.72
12071 - Licensed Practical Nurse I	16.75
12072 - Licensed Practical Nurse II	18.75
12073 - Licensed Practical Nurse III	20.90
12100 - Medical Assistant	14.83
12130 - Medical Laboratory Technician	21.39
12160 - Medical Record Clerk	18.25
12190 - Medical Record Technician	20.42
12195 - Medical Transcriptionist	16.75
12210 - Nuclear Medicine Technologist	41.19
12221 - Nursing Assistant I	11.44
12222 - Nursing Assistant II	12.86
12223 - Nursing Assistant III	14.04
12224 - Nursing Assistant IV	15.77
12235 - Optical Dispenser	14.79
12236 - Optical Technician	16.75
12250 - Pharmacy Technician	14.62
12280 - Phlebotomist	13.72
12305 - Radiologic Technologist	27.65
12311 - Registered Nurse I	23.58
12312 - Registered Nurse II	28.85

12313 - Registered Nurse II Specialist		28.85
12314 - Registered Nurse III		34.90
12315 - Registered Nurse III Anesthetist		34.90
12316 - Registered Nurse IV		41.84
12317 - Scheduler (Drug and Alcohol Testing)		23.22
12320 - Substance Abuse Treatment Counselor		21.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.75
13012 - Exhibits Specialist II		20.76
13013 - Exhibits Specialist III		25.39
13041 - Illustrator I		16.75
13042 - Illustrator II		20.76
13043 - Illustrator III		25.39
13047 - Librarian		22.98
13050 - Library Aide/Clerk		13.34
13054 - Library Information Technology Systems Administrator		20.76
13058 - Library Technician		13.67
13061 - Media Specialist I		14.97
13062 - Media Specialist II		16.75
13063 - Media Specialist III		18.68
13071 - Photographer I		14.97
13072 - Photographer II		16.75
13073 - Photographer III		20.76
13074 - Photographer IV		25.39
13075 - Photographer V		30.72
13090 - Technical Order Library Clerk		15.71
13110 - Video Teleconference Technician		14.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.21
14042 - Computer Operator II		15.41
14043 - Computer Operator III		16.81
14044 - Computer Operator IV		18.26
14045 - Computer Operator V		20.23
14071 - Computer Programmer I	(see 1)	19.26
14072 - Computer Programmer II	(see 1)	23.85
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.21
14160 - Personal Computer Support Technician		18.26
14170 - System Support Specialist		27.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.88
15020 - Aircrew Training Devices Instructor (Rated)		33.73
15030 - Air Crew Training Devices Instructor (Pilot)		40.42
15050 - Computer Based Training Specialist / Instructor		27.88
15060 - Educational Technologist		27.88

15070 - Flight Instructor (Pilot) 40.42
15080 - Graphic Artist 19.89
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.42
15086 - Maintenance Test Pilot Rotary Wing 40.42
15088 - Non-Maintenance Test/Co-Pilot 40.42
15090 - Technical Instructor 20.61
15095 - Technical Instructor/Course Developer 25.21
15110 - Test Proctor 16.64
15120 - Tutor 16.64
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.67
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.56
16220 - Tailor 14.44
16250 - Washer Machine 10.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.25
19040 - Tool And Die Maker 27.16
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.12
21030 - Material Coordinator 24.54
21040 - Material Expediter 24.54
21050 - Material Handling Laborer 17.19
21071 - Order Filler 14.43
21080 - Production Line Worker (Food Processing) 23.12
21110 - Shipping Packer 17.27
21130 - Shipping/Receiving Clerk 17.27
21140 - Store Worker I 14.79
21150 - Stock Clerk 19.65
21210 - Tools And Parts Attendant 23.12
21410 - Warehouse Specialist 23.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.45
23019 - Aircraft Logs and Records Technician 24.69
23021 - Aircraft Mechanic I 29.21
23022 - Aircraft Mechanic II 30.45
23023 - Aircraft Mechanic III 31.68
23040 - Aircraft Mechanic Helper 21.49
23050 - Aircraft Painter 27.88
23060 - Aircraft Servicer 24.69
23070 - Aircraft Survival Flight Equipment Technician 27.88
23080 - Aircraft Worker 26.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.25

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.21
23110 - Appliance Mechanic 23.67
23120 - Bicycle Repairer 19.55
23125 - Cable Splicer 36.14
23130 - Carpenter Maintenance 23.64
23140 - Carpet Layer 22.47
23160 - Electrician Maintenance 25.81
23181 - Electronics Technician Maintenance I 24.33
23182 - Electronics Technician Maintenance II 25.84
23183 - Electronics Technician Maintenance III 27.04
23260 - Fabric Worker 21.31
23290 - Fire Alarm System Mechanic 24.79
23310 - Fire Extinguisher Repairer 20.69
23311 - Fuel Distribution System Mechanic 32.51
23312 - Fuel Distribution System Operator 26.44
23370 - General Maintenance Worker 20.71
23380 - Ground Support Equipment Mechanic 29.21
23381 - Ground Support Equipment Servicer 24.69
23382 - Ground Support Equipment Worker 26.25
23391 - Gunsmith I 19.86
23392 - Gunsmith II 22.47
23393 - Gunsmith III 24.79
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.86
23430 - Heavy Equipment Mechanic 21.94
23440 - Heavy Equipment Operator 22.84
23460 - Instrument Mechanic 24.79
23465 - Laboratory/Shelter Mechanic 23.67
23470 - Laborer 17.19
23510 - Locksmith 23.67
23530 - Machinery Maintenance Mechanic 25.06
23550 - Machinist Maintenance 24.42
23580 - Maintenance Trades Helper 13.99
23591 - Metrology Technician I 24.79
23592 - Metrology Technician II 25.84
23593 - Metrology Technician III 26.89
23640 - Millwright 27.57
23710 - Office Appliance Repairer 23.67
23760 - Painter Maintenance 23.67
23790 - Pipefitter Maintenance 28.68
23810 - Plumber Maintenance 27.32
23820 - Pneudraulic Systems Mechanic 24.79
23850 - Rigger 24.42
23870 - Scale Mechanic 22.47
23890 - Sheet-Metal Worker Maintenance 30.33
23910 - Small Engine Mechanic 22.47
23931 - Telecommunications Mechanic I 27.68

23932 - Telecommunications Mechanic II 28.86
23950 - Telephone Lineman 24.42
23960 - Welder Combination Maintenance 22.97
23965 - Well Driller 24.79
23970 - Woodcraft Worker 24.79
23980 - Woodworker 19.86
24000 - Personal Needs Occupations
24550 - Case Manager 14.95
24570 - Child Care Attendant 11.11
24580 - Child Care Center Clerk 16.04
24610 - Chore Aide 11.19
24620 - Family Readiness And Support Services Coordinator 14.95
24630 - Homemaker 17.68
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.44
25040 - Sewage Plant Operator 23.92
25070 - Stationary Engineer 25.44
25190 - Ventilation Equipment Tender 19.22
25210 - Water Treatment Plant Operator 23.92
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.11
27007 - Baggage Inspector 14.89
27008 - Corrections Officer 16.66
27010 - Court Security Officer 20.12
27030 - Detection Dog Handler 16.66
27040 - Detention Officer 16.66
27070 - Firefighter 24.52
27101 - Guard I 14.89
27102 - Guard II 16.66
27131 - Police Officer I 19.86
27132 - Police Officer II 22.06
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.52
28042 - Carnival Equipment Repairer 16.52
28043 - Carnival Worker 12.18
28210 - Gate Attendant/Gate Tender 14.41
28310 - Lifeguard 11.95
28350 - Park Attendant (Aide) 15.00
28510 - Recreation Aide/Health Facility Attendant 10.95
28515 - Recreation Specialist 17.92
28630 - Sports Official 11.95
28690 - Swimming Pool Operator 21.60
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.72
29020 - Hatch Tender 24.72
29030 - Line Handler 24.72
29041 - Stevedore I 23.42
29042 - Stevedore II 26.04
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 15.81
30022 - Archeological Technician II 17.69
30023 - Archeological Technician III 21.91
30030 - Cartographic Technician 21.91
30040 - Civil Engineering Technician 21.91
30051 - Cryogenic Technician I 25.51
30052 - Cryogenic Technician II 28.18
30061 - Drafter/CAD Operator I 15.81
30062 - Drafter/CAD Operator II 17.69
30063 - Drafter/CAD Operator III 19.71
30064 - Drafter/CAD Operator IV 24.27
30081 - Engineering Technician I 14.74
30082 - Engineering Technician II 16.55
30083 - Engineering Technician III 18.52
30084 - Engineering Technician IV 22.93
30085 - Engineering Technician V 28.06
30086 - Engineering Technician VI 33.94
30090 - Environmental Technician 21.91
30095 - Evidence Control Specialist 23.04
30210 - Laboratory Technician 23.45
30221 - Latent Fingerprint Technician I 25.51
30222 - Latent Fingerprint Technician II 28.18
30240 - Mathematical Technician 21.91
30361 - Paralegal/Legal Assistant I 19.58
30362 - Paralegal/Legal Assistant II 24.25
30363 - Paralegal/Legal Assistant III 29.67
30364 - Paralegal/Legal Assistant IV 35.89
30375 - Petroleum Supply Specialist 28.18
30390 - Photo-Optics Technician 21.91
30395 - Radiation Control Technician 28.18
30461 - Technical Writer I 21.91
30462 - Technical Writer II 26.80
30463 - Technical Writer III 32.43
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.51
30502 - Weather Forecaster II 31.03
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.71
30621 - Weather Observer Senior (see 2) 21.91
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.84
31030 - Bus Driver 18.84

31043 - Driver Courier	14.58
31260 - Parking and Lot Attendant	12.99
31290 - Shuttle Bus Driver	15.69
31310 - Taxi Driver	12.53
31361 - Truckdriver Light	15.69
31362 - Truckdriver Medium	16.78
31363 - Truckdriver Heavy	20.68
31364 - Truckdriver Tractor-Trailer	20.68
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.70
99050 - Desk Clerk	11.37
99095 - Embalmer	26.79
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.80
99252 - Laboratory Animal Caretaker II	15.92
99260 - Marketing Analyst	23.42
99310 - Mortician	26.79
99410 - Pest Controller	21.76
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.30
99711 - Recycling Specialist	22.83
99730 - Refuse Collector	17.56
99810 - Sales Clerk	11.10
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	21.29
99831 - Surveying Aide	13.07
99832 - Surveying Technician	17.90
99840 - Vending Machine Attendant	19.91
99841 - Vending Machine Repairer	24.31
99842 - Vending Machine Repairer Helper	19.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the

employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4811
Revision No.: 16
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Marshall

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.30
01013 - Accounting Clerk III		17.11
01020 - Administrative Assistant		23.20
01035 - Court Reporter		18.29
01041 - Customer Service Representative I		15.52
01042 - Customer Service Representative II		16.93
01043 - Customer Service Representative III		19.02
01051 - Data Entry Operator I		13.52
01052 - Data Entry Operator II		14.75
01060 - Dispatcher Motor Vehicle		19.67
01070 - Document Preparation Clerk		13.97
01090 - Duplicating Machine Operator		13.97
01111 - General Clerk I		12.68
01112 - General Clerk II		13.84

01113 - General Clerk III 15.53
01120 - Housing Referral Assistant 19.56
01141 - Messenger Courier 12.85
01191 - Order Clerk I 16.25
01192 - Order Clerk II 17.73
01261 - Personnel Assistant (Employment) I 15.25
01262 - Personnel Assistant (Employment) II 17.05
01263 - Personnel Assistant (Employment) III 19.00
01270 - Production Control Clerk 25.61
01290 - Rental Clerk 10.34
01300 - Scheduler Maintenance 15.69
01311 - Secretary I 15.69
01312 - Secretary II 17.54
01313 - Secretary III 19.56
01320 - Service Order Dispatcher 17.59
01410 - Supply Technician 23.20
01420 - Survey Worker 14.93
01460 - Switchboard Operator/Receptionist 14.26
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.82
01533 - Travel Clerk III 15.80
01611 - Word Processor I 13.97
01612 - Word Processor II 15.69
01613 - Word Processor III 17.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.23
05010 - Automotive Electrician 17.72
05040 - Automotive Glass Installer 17.20
05070 - Automotive Worker 17.20
05110 - Mobile Equipment Servicer 16.01
05130 - Motor Equipment Metal Mechanic 18.36
05160 - Motor Equipment Metal Worker 17.20
05190 - Motor Vehicle Mechanic 17.87
05220 - Motor Vehicle Mechanic Helper 15.41
05250 - Motor Vehicle Upholstery Worker 16.59
05280 - Motor Vehicle Wrecker 17.20
05310 - Painter Automotive 19.20
05340 - Radiator Repair Specialist 17.20
05370 - Tire Repairer 16.29
05400 - Transmission Repair Specialist 18.36
07000 - Food Preparation And Service Occupations
07010 - Baker 12.89
07041 - Cook I 11.56
07042 - Cook II 12.93
07070 - Dishwasher 8.98
07130 - Food Service Worker 9.72
07210 - Meat Cutter 14.68
07260 - Waiter/Waitress 9.40
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.57

09040 - Furniture Handler 13.66
09080 - Furniture Refinisher 19.12
09090 - Furniture Refinisher Helper 15.51
09110 - Furniture Repairer Minor 17.78
09130 - Upholsterer 19.12
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.77
11060 - Elevator Operator 13.77
11090 - Gardener 17.80
11122 - Housekeeping Aide 14.77
11150 - Janitor 14.77
11210 - Laborer Grounds Maintenance 13.99
11240 - Maid or Houseman 11.65
11260 - Pruner 12.74
11270 - Tractor Operator 16.57
11330 - Trail Maintenance Worker 13.99
11360 - Window Cleaner 16.23
12000 - Health Occupations
12010 - Ambulance Driver 17.72
12011 - Breath Alcohol Technician 20.19
12012 - Certified Occupational Therapist Assistant 27.38
12015 - Certified Physical Therapist Assistant 27.48
12020 - Dental Assistant 18.60
12025 - Dental Hygienist 39.24
12030 - EKG Technician 28.41
12035 - Electroneurodiagnostic Technologist 28.41
12040 - Emergency Medical Technician 17.72
12071 - Licensed Practical Nurse I 18.05
12072 - Licensed Practical Nurse II 20.19
12073 - Licensed Practical Nurse III 22.50
12100 - Medical Assistant 15.01
12130 - Medical Laboratory Technician 23.47
12160 - Medical Record Clerk 18.25
12190 - Medical Record Technician 20.42
12195 - Medical Transcriptionist 18.43
12210 - Nuclear Medicine Technologist 44.36
12221 - Nursing Assistant I 11.44
12222 - Nursing Assistant II 12.86
12223 - Nursing Assistant III 14.04
12224 - Nursing Assistant IV 15.77
12235 - Optical Dispenser 16.35
12236 - Optical Technician 18.05
12250 - Pharmacy Technician 14.62
12280 - Phlebotomist 14.79
12305 - Radiologic Technologist 27.65
12311 - Registered Nurse I 24.18
12312 - Registered Nurse II 29.58
12313 - Registered Nurse II Specialist 29.58
12314 - Registered Nurse III 35.80
12315 - Registered Nurse III Anesthetist 35.80

12316 - Registered Nurse IV		42.90
12317 - Scheduler (Drug and Alcohol Testing)		25.01
12320 - Substance Abuse Treatment Counselor		21.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.09
13012 - Exhibits Specialist II		21.18
13013 - Exhibits Specialist III		25.91
13041 - Illustrator I		17.09
13042 - Illustrator II		21.18
13043 - Illustrator III		25.91
13047 - Librarian		23.46
13050 - Library Aide/Clerk		13.43
13054 - Library Information Technology Systems Administrator		21.18
13058 - Library Technician		15.31
13061 - Media Specialist I		15.28
13062 - Media Specialist II		17.09
13063 - Media Specialist III		19.06
13071 - Photographer I		16.05
13072 - Photographer II		19.00
13073 - Photographer III		20.21
13074 - Photographer IV		24.72
13075 - Photographer V		29.91
13090 - Technical Order Library Clerk		15.71
13110 - Video Teleconference Technician		18.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.54
14042 - Computer Operator II		17.08
14043 - Computer Operator III		22.19
14044 - Computer Operator IV		24.66
14045 - Computer Operator V		27.31
14071 - Computer Programmer I	(see 1)	22.73
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.54
14160 - Personal Computer Support Technician		24.66
14170 - System Support Specialist		27.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.52
15020 - Aircrew Training Devices Instructor (Rated)		33.73
15030 - Air Crew Training Devices Instructor (Pilot)		40.42
15050 - Computer Based Training Specialist / Instructor		28.52
15060 - Educational Technologist		27.88
15070 - Flight Instructor (Pilot)		40.42
15080 - Graphic Artist		21.02
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.42

15086 - Maintenance Test Pilot Rotary Wing 40.42
15088 - Non-Maintenance Test/Co-Pilot 40.42
15090 - Technical Instructor 22.17
15095 - Technical Instructor/Course Developer 27.12
15110 - Test Proctor 17.89
15120 - Tutor 17.89
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.56
19040 - Tool And Die Maker 23.94
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.49
21030 - Material Coordinator 25.61
21040 - Material Expediter 25.61
21050 - Material Handling Laborer 16.99
21071 - Order Filler 14.43
21080 - Production Line Worker (Food Processing) 17.49
21110 - Shipping Packer 17.72
21130 - Shipping/Receiving Clerk 17.72
21140 - Store Worker I 14.94
21150 - Stock Clerk 19.84
21210 - Tools And Parts Attendant 17.49
21410 - Warehouse Specialist 17.49
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.45
23019 - Aircraft Logs and Records Technician 24.69
23021 - Aircraft Mechanic I 29.21
23022 - Aircraft Mechanic II 30.45
23023 - Aircraft Mechanic III 31.68
23040 - Aircraft Mechanic Helper 21.49
23050 - Aircraft Painter 27.88
23060 - Aircraft Servicer 24.69
23070 - Aircraft Survival Flight Equipment Technician 27.88
23080 - Aircraft Worker 26.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.25
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.21
23110 - Appliance Mechanic 22.60

23120 - Bicycle Repairer 19.55
23125 - Cable Splicer 38.07
23130 - Carpenter Maintenance 23.90
23140 - Carpet Layer 22.23
23160 - Electrician Maintenance 25.81
23181 - Electronics Technician Maintenance I 26.76
23182 - Electronics Technician Maintenance II 28.42
23183 - Electronics Technician Maintenance III 29.74
23260 - Fabric Worker 20.91
23290 - Fire Alarm System Mechanic 24.79
23310 - Fire Extinguisher Repairer 19.55
23311 - Fuel Distribution System Mechanic 30.12
23312 - Fuel Distribution System Operator 24.30
23370 - General Maintenance Worker 21.66
23380 - Ground Support Equipment Mechanic 29.21
23381 - Ground Support Equipment Servicer 24.69
23382 - Ground Support Equipment Worker 26.25
23391 - Gunsmith I 19.55
23392 - Gunsmith II 22.23
23393 - Gunsmith III 24.79
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.20
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.46
23430 - Heavy Equipment Mechanic 23.08
23440 - Heavy Equipment Operator 25.76
23460 - Instrument Mechanic 24.79
23465 - Laboratory/Shelter Mechanic 23.66
23470 - Laborer 16.99
23510 - Locksmith 23.66
23530 - Machinery Maintenance Mechanic 23.92
23550 - Machinist Maintenance 22.41
23580 - Maintenance Trades Helper 15.28
23591 - Metrology Technician I 24.79
23592 - Metrology Technician II 25.84
23593 - Metrology Technician III 26.89
23640 - Millwright 27.73
23710 - Office Appliance Repairer 19.46
23760 - Painter Maintenance 19.11
23790 - Pipefitter Maintenance 28.69
23810 - Plumber Maintenance 27.37
23820 - Pneudraulic Systems Mechanic 24.79
23850 - Rigger 23.67
23870 - Scale Mechanic 22.23
23890 - Sheet-Metal Worker Maintenance 29.83
23910 - Small Engine Mechanic 20.09
23931 - Telecommunications Mechanic I 27.68
23932 - Telecommunications Mechanic II 28.86
23950 - Telephone Lineman 23.66
23960 - Welder Combination Maintenance 18.31

23965 - Well Driller		24.79
23970 - Woodcraft Worker		24.79
23980 - Woodworker		19.55
24000 - Personal Needs Occupations		
24550 - Case Manager		15.89
24570 - Child Care Attendant		9.74
24580 - Child Care Center Clerk		12.14
24610 - Chore Aide		11.56
24620 - Family Readiness And Support Services Coordinator		15.89
24630 - Homemaker		15.89
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.79
25040 - Sewage Plant Operator		21.80
25070 - Stationary Engineer		24.79
25190 - Ventilation Equipment Tender		18.17
25210 - Water Treatment Plant Operator		21.80
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.45
27007 - Baggage Inspector		15.13
27008 - Corrections Officer		15.72
27010 - Court Security Officer		20.12
27030 - Detection Dog Handler		16.92
27040 - Detention Officer		15.72
27070 - Firefighter		24.52
27101 - Guard I		15.13
27102 - Guard II		16.92
27131 - Police Officer I		21.22
27132 - Police Officer II		23.58
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.97
28042 - Carnival Equipment Repairer		15.04
28043 - Carnival Worker		10.75
28210 - Gate Attendant/Gate Tender		12.93
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		14.47
28510 - Recreation Aide/Health Facility Attendant		11.10
28515 - Recreation Specialist		17.92
28630 - Sports Official		11.52
28690 - Swimming Pool Operator		18.38
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.54
29020 - Hatch Tender		21.54
29030 - Line Handler		21.54
29041 - Stevedore I		20.27
29042 - Stevedore II		22.85
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.59

30021 - Archeological Technician I		17.47
30022 - Archeological Technician II		19.53
30023 - Archeological Technician III		24.20
30030 - Cartographic Technician		24.20
30040 - Civil Engineering Technician		24.20
30051 - Cryogenic Technician I		26.80
30052 - Cryogenic Technician II		29.60
30061 - Drafter/CAD Operator I		17.47
30062 - Drafter/CAD Operator II		19.53
30063 - Drafter/CAD Operator III		21.77
30064 - Drafter/CAD Operator IV		26.80
30081 - Engineering Technician I		16.09
30082 - Engineering Technician II		18.05
30083 - Engineering Technician III		20.19
30084 - Engineering Technician IV		25.03
30085 - Engineering Technician V		30.62
30086 - Engineering Technician VI		37.04
30090 - Environmental Technician		24.20
30095 - Evidence Control Specialist		24.20
30210 - Laboratory Technician		23.45
30221 - Latent Fingerprint Technician I		26.80
30222 - Latent Fingerprint Technician II		29.60
30240 - Mathematical Technician		24.20
30361 - Paralegal/Legal Assistant I		20.57
30362 - Paralegal/Legal Assistant II		25.48
30363 - Paralegal/Legal Assistant III		31.17
30364 - Paralegal/Legal Assistant IV		37.72
30375 - Petroleum Supply Specialist		29.60
30390 - Photo-Optics Technician		24.20
30395 - Radiation Control Technician		29.60
30461 - Technical Writer I		24.20
30462 - Technical Writer II		29.60
30463 - Technical Writer III		35.82
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		92.97
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		26.80
30502 - Weather Forecaster II		32.60
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.77
30621 - Weather Observer Senior	(see 2)	24.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.84
31030 - Bus Driver		18.84
31043 - Driver Courier		14.58
31260 - Parking and Lot Attendant		12.99
31290 - Shuttle Bus Driver		15.69

31310 - Taxi Driver	13.21
31361 - Truckdriver Light	15.69
31362 - Truckdriver Medium	17.18
31363 - Truckdriver Heavy	20.55
31364 - Truckdriver Tractor-Trailer	20.55
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.06
99050 - Desk Clerk	11.99
99095 - Embalmer	26.79
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.49
99252 - Laboratory Animal Caretaker II	14.52
99260 - Marketing Analyst	25.10
99310 - Mortician	26.79
99410 - Pest Controller	17.01
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.16
99711 - Recycling Specialist	23.85
99730 - Refuse Collector	18.35
99810 - Sales Clerk	11.74
99820 - School Crossing Guard	14.01
99830 - Survey Party Chief	22.65
99831 - Surveying Aide	13.70
99832 - Surveying Technician	19.69
99840 - Vending Machine Attendant	19.92
99841 - Vending Machine Repairer	22.24
99842 - Vending Machine Repairer Helper	19.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4812
Revision No.: 15
Date Of Last Revision: 05/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Marshall

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.29
01012 - Accounting Clerk II		14.91
01013 - Accounting Clerk III		16.69
01020 - Administrative Assistant		22.43
01035 - Court Reporter		17.24
01041 - Customer Service Representative I		14.67
01042 - Customer Service Representative II		16.49
01043 - Customer Service Representative III		17.99
01051 - Data Entry Operator I		12.90
01052 - Data Entry Operator II		14.07
01060 - Dispatcher Motor Vehicle		18.02
01070 - Document Preparation Clerk		13.02

01090 - Duplicating Machine Operator 13.02
01111 - General Clerk I 12.68
01112 - General Clerk II 13.84
01113 - General Clerk III 15.53
01120 - Housing Referral Assistant 17.90
01141 - Messenger Courier 12.85
01191 - Order Clerk I 16.25
01192 - Order Clerk II 17.73
01261 - Personnel Assistant (Employment) I 15.11
01262 - Personnel Assistant (Employment) II 16.91
01263 - Personnel Assistant (Employment) III 18.84
01270 - Production Control Clerk 23.52
01290 - Rental Clerk 10.34
01300 - Scheduler Maintenance 14.35
01311 - Secretary I 14.35
01312 - Secretary II 16.06
01313 - Secretary III 17.90
01320 - Service Order Dispatcher 16.10
01410 - Supply Technician 22.43
01420 - Survey Worker 14.93
01460 - Switchboard Operator/Receptionist 13.47
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 12.79
01612 - Word Processor II 14.35
01613 - Word Processor III 16.06
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.23
05010 - Automotive Electrician 17.72
05040 - Automotive Glass Installer 17.20
05070 - Automotive Worker 17.20
05110 - Mobile Equipment Servicer 16.01
05130 - Motor Equipment Metal Mechanic 18.36
05160 - Motor Equipment Metal Worker 17.20
05190 - Motor Vehicle Mechanic 17.87
05220 - Motor Vehicle Mechanic Helper 15.41
05250 - Motor Vehicle Upholstery Worker 16.59
05280 - Motor Vehicle Wrecker 17.20
05310 - Painter Automotive 19.20
05340 - Radiator Repair Specialist 17.20
05370 - Tire Repairer 14.81
05400 - Transmission Repair Specialist 18.36
07000 - Food Preparation And Service Occupations
07010 - Baker 12.89
07041 - Cook I 11.56
07042 - Cook II 12.89
07070 - Dishwasher 8.98
07130 - Food Service Worker 9.72
07210 - Meat Cutter 14.68

07260 - Waiter/Waitress	9.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.57
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	19.12
09090 - Furniture Refinisher Helper	15.51
09110 - Furniture Repairer Minor	17.78
09130 - Upholsterer	19.12
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.57
11060 - Elevator Operator	12.57
11090 - Gardener	17.80
11122 - Housekeeping Aide	13.43
11150 - Janitor	13.43
11210 - Laborer Grounds Maintenance	13.99
11240 - Maid or Houseman	10.67
11260 - Pruner	12.74
11270 - Tractor Operator	16.57
11330 - Trail Maintenance Worker	13.99
11360 - Window Cleaner	14.75
12000 - Health Occupations	
12010 - Ambulance Driver	17.72
12011 - Breath Alcohol Technician	18.75
12012 - Certified Occupational Therapist Assistant	27.38
12015 - Certified Physical Therapist Assistant	26.44
12020 - Dental Assistant	18.60
12025 - Dental Hygienist	39.24
12030 - EKG Technician	28.41
12035 - Electroneurodiagnostic Technologist	28.41
12040 - Emergency Medical Technician	17.72
12071 - Licensed Practical Nurse I	16.75
12072 - Licensed Practical Nurse II	18.75
12073 - Licensed Practical Nurse III	20.90
12100 - Medical Assistant	14.76
12130 - Medical Laboratory Technician	21.89
12160 - Medical Record Clerk	18.25
12190 - Medical Record Technician	20.42
12195 - Medical Transcriptionist	16.75
12210 - Nuclear Medicine Technologist	41.19
12221 - Nursing Assistant I	11.44
12222 - Nursing Assistant II	12.86
12223 - Nursing Assistant III	14.04
12224 - Nursing Assistant IV	15.77
12235 - Optical Dispenser	16.35
12236 - Optical Technician	16.75
12250 - Pharmacy Technician	14.62
12280 - Phlebotomist	13.68
12305 - Radiologic Technologist	27.65
12311 - Registered Nurse I	23.58
12312 - Registered Nurse II	28.85

12313 - Registered Nurse II Specialist		28.85
12314 - Registered Nurse III		34.90
12315 - Registered Nurse III Anesthetist		34.90
12316 - Registered Nurse IV		41.84
12317 - Scheduler (Drug and Alcohol Testing)		23.22
12320 - Substance Abuse Treatment Counselor		21.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.09
13012 - Exhibits Specialist II		21.18
13013 - Exhibits Specialist III		25.91
13041 - Illustrator I		17.09
13042 - Illustrator II		21.18
13043 - Illustrator III		25.91
13047 - Librarian		23.46
13050 - Library Aide/Clerk		13.43
13054 - Library Information Technology Systems Administrator		21.18
13058 - Library Technician		15.31
13061 - Media Specialist I		15.28
13062 - Media Specialist II		17.09
13063 - Media Specialist III		19.06
13071 - Photographer I		16.05
13072 - Photographer II		19.00
13073 - Photographer III		20.21
13074 - Photographer IV		24.72
13075 - Photographer V		29.91
13090 - Technical Order Library Clerk		15.71
13110 - Video Teleconference Technician		18.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.22
14042 - Computer Operator II		15.53
14043 - Computer Operator III		20.83
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.74
14071 - Computer Programmer I	(see 1)	20.66
14072 - Computer Programmer II	(see 1)	26.92
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.22
14160 - Personal Computer Support Technician		23.85
14170 - System Support Specialist		27.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.52
15020 - Aircrew Training Devices Instructor (Rated)		33.73
15030 - Air Crew Training Devices Instructor (Pilot)		40.42
15050 - Computer Based Training Specialist / Instructor		28.52
15060 - Educational Technologist		27.88

15070 - Flight Instructor (Pilot) 40.42
15080 - Graphic Artist 19.11
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.42
15086 - Maintenance Test Pilot Rotary Wing 40.42
15088 - Non-Maintenance Test/Co-Pilot 40.42
15090 - Technical Instructor 22.17
15095 - Technical Instructor/Course Developer 27.12
15110 - Test Proctor 17.89
15120 - Tutor 17.89
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.67
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.56
16220 - Tailor 14.44
16250 - Washer Machine 10.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.56
19040 - Tool And Die Maker 23.67
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.55
21030 - Material Coordinator 23.52
21040 - Material Expediter 23.52
21050 - Material Handling Laborer 16.46
21071 - Order Filler 14.43
21080 - Production Line Worker (Food Processing) 16.55
21110 - Shipping Packer 17.27
21130 - Shipping/Receiving Clerk 17.27
21140 - Store Worker I 14.79
21150 - Stock Clerk 19.65
21210 - Tools And Parts Attendant 16.55
21410 - Warehouse Specialist 16.55
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.45
23019 - Aircraft Logs and Records Technician 24.69
23021 - Aircraft Mechanic I 29.21
23022 - Aircraft Mechanic II 30.45
23023 - Aircraft Mechanic III 31.68
23040 - Aircraft Mechanic Helper 21.49
23050 - Aircraft Painter 27.88
23060 - Aircraft Servicer 24.69
23070 - Aircraft Survival Flight Equipment Technician 27.88
23080 - Aircraft Worker 26.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.25

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.21
23110 - Appliance Mechanic 22.60
23120 - Bicycle Repairer 19.55
23125 - Cable Splicer 36.14
23130 - Carpenter Maintenance 23.64
23140 - Carpet Layer 22.23
23160 - Electrician Maintenance 25.81
23181 - Electronics Technician Maintenance I 24.33
23182 - Electronics Technician Maintenance II 25.84
23183 - Electronics Technician Maintenance III 27.04
23260 - Fabric Worker 20.91
23290 - Fire Alarm System Mechanic 24.79
23310 - Fire Extinguisher Repairer 19.55
23311 - Fuel Distribution System Mechanic 30.12
23312 - Fuel Distribution System Operator 24.30
23370 - General Maintenance Worker 20.71
23380 - Ground Support Equipment Mechanic 29.21
23381 - Ground Support Equipment Servicer 24.69
23382 - Ground Support Equipment Worker 26.25
23391 - Gunsmith I 19.55
23392 - Gunsmith II 22.23
23393 - Gunsmith III 24.79
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.05
23430 - Heavy Equipment Mechanic 23.08
23440 - Heavy Equipment Operator 25.76
23460 - Instrument Mechanic 24.79
23465 - Laboratory/Shelter Mechanic 23.66
23470 - Laborer 16.46
23510 - Locksmith 23.66
23530 - Machinery Maintenance Mechanic 22.33
23550 - Machinist Maintenance 20.40
23580 - Maintenance Trades Helper 15.28
23591 - Metrology Technician I 24.79
23592 - Metrology Technician II 25.84
23593 - Metrology Technician III 26.89
23640 - Millwright 27.73
23710 - Office Appliance Repairer 19.46
23760 - Painter Maintenance 19.11
23790 - Pipefitter Maintenance 28.68
23810 - Plumber Maintenance 27.32
23820 - Pneudraulic Systems Mechanic 24.79
23850 - Rigger 23.67
23870 - Scale Mechanic 22.23
23890 - Sheet-Metal Worker Maintenance 29.83
23910 - Small Engine Mechanic 20.09
23931 - Telecommunications Mechanic I 27.68

23932 - Telecommunications Mechanic II 28.86
23950 - Telephone Lineman 23.66
23960 - Welder Combination Maintenance 18.21
23965 - Well Driller 24.79
23970 - Woodcraft Worker 24.79
23980 - Woodworker 19.55
24000 - Personal Needs Occupations
24550 - Case Manager 14.82
24570 - Child Care Attendant 9.74
24580 - Child Care Center Clerk 12.14
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 14.82
24630 - Homemaker 14.82
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.79
25040 - Sewage Plant Operator 21.10
25070 - Stationary Engineer 24.79
25190 - Ventilation Equipment Tender 18.17
25210 - Water Treatment Plant Operator 21.10
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.11
27007 - Baggage Inspector 14.11
27008 - Corrections Officer 15.72
27010 - Court Security Officer 20.12
27030 - Detection Dog Handler 15.85
27040 - Detention Officer 15.72
27070 - Firefighter 24.52
27101 - Guard I 14.11
27102 - Guard II 15.85
27131 - Police Officer I 19.86
27132 - Police Officer II 22.06
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.81
28042 - Carnival Equipment Repairer 13.77
28043 - Carnival Worker 9.85
28210 - Gate Attendant/Gate Tender 12.93
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 14.47
28510 - Recreation Aide/Health Facility Attendant 11.10
28515 - Recreation Specialist 17.92
28630 - Sports Official 11.52
28690 - Swimming Pool Operator 18.38
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.54
29020 - Hatch Tender 21.54
29030 - Line Handler 21.54
29041 - Stevedore I 20.27
29042 - Stevedore II 22.85
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.62
30022 - Archeological Technician II 18.60
30023 - Archeological Technician III 23.04
30030 - Cartographic Technician 23.04
30040 - Civil Engineering Technician 24.16
30051 - Cryogenic Technician I 25.51
30052 - Cryogenic Technician II 28.18
30061 - Drafter/CAD Operator I 16.62
30062 - Drafter/CAD Operator II 18.60
30063 - Drafter/CAD Operator III 20.73
30064 - Drafter/CAD Operator IV 25.51
30081 - Engineering Technician I 16.09
30082 - Engineering Technician II 18.05
30083 - Engineering Technician III 20.19
30084 - Engineering Technician IV 25.03
30085 - Engineering Technician V 30.62
30086 - Engineering Technician VI 37.04
30090 - Environmental Technician 23.04
30095 - Evidence Control Specialist 23.04
30210 - Laboratory Technician 23.45
30221 - Latent Fingerprint Technician I 25.51
30222 - Latent Fingerprint Technician II 28.18
30240 - Mathematical Technician 23.04
30361 - Paralegal/Legal Assistant I 19.58
30362 - Paralegal/Legal Assistant II 24.25
30363 - Paralegal/Legal Assistant III 29.67
30364 - Paralegal/Legal Assistant IV 35.89
30375 - Petroleum Supply Specialist 28.18
30390 - Photo-Optics Technician 22.94
30395 - Radiation Control Technician 28.18
30461 - Technical Writer I 23.04
30462 - Technical Writer II 28.18
30463 - Technical Writer III 34.10
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 92.97
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.51
30502 - Weather Forecaster II 31.03
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.73
30621 - Weather Observer Senior (see 2) 23.04
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.84
31030 - Bus Driver 18.84

31043 - Driver Courier	14.58
31260 - Parking and Lot Attendant	12.99
31290 - Shuttle Bus Driver	15.69
31310 - Taxi Driver	13.21
31361 - Truckdriver Light	15.69
31362 - Truckdriver Medium	17.18
31363 - Truckdriver Heavy	20.55
31364 - Truckdriver Tractor-Trailer	20.55
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.70
99050 - Desk Clerk	11.15
99095 - Embalmer	26.79
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.32
99252 - Laboratory Animal Caretaker II	14.33
99260 - Marketing Analyst	23.42
99310 - Mortician	26.79
99410 - Pest Controller	17.01
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.30
99711 - Recycling Specialist	22.83
99730 - Refuse Collector	17.56
99810 - Sales Clerk	11.74
99820 - School Crossing Guard	14.01
99830 - Survey Party Chief	20.59
99831 - Surveying Aide	12.45
99832 - Surveying Technician	17.90
99840 - Vending Machine Attendant	18.11
99841 - Vending Machine Repairer	20.22
99842 - Vending Machine Repairer Helper	18.10

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the

employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4813
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Blackford Grant Jay

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.95
01012 - Accounting Clerk II		16.78
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		23.21
01035 - Court Reporter		20.85
01041 - Customer Service Representative I		12.87
01042 - Customer Service Representative II		14.43
01043 - Customer Service Representative III		15.80
01051 - Data Entry Operator I		14.15
01052 - Data Entry Operator II		15.44
01060 - Dispatcher Motor Vehicle		18.92
01070 - Document Preparation Clerk		12.81
01090 - Duplicating Machine Operator		12.81
01111 - General Clerk I		12.91
01112 - General Clerk II		14.09

01113 - General Clerk III 15.83
01120 - Housing Referral Assistant 17.94
01141 - Messenger Courier 13.90
01191 - Order Clerk I 15.48
01192 - Order Clerk II 16.89
01261 - Personnel Assistant (Employment) I 16.59
01262 - Personnel Assistant (Employment) II 18.55
01263 - Personnel Assistant (Employment) III 20.68
01270 - Production Control Clerk 26.58
01290 - Rental Clerk 12.68
01300 - Scheduler Maintenance 14.39
01311 - Secretary I 14.39
01312 - Secretary II 16.09
01313 - Secretary III 17.94
01320 - Service Order Dispatcher 17.19
01410 - Supply Technician 23.21
01420 - Survey Worker 15.37
01460 - Switchboard Operator/Receptionist 13.91
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.82
01533 - Travel Clerk III 15.80
01611 - Word Processor I 12.86
01612 - Word Processor II 14.43
01613 - Word Processor III 16.14
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.96
05010 - Automotive Electrician 18.82
05040 - Automotive Glass Installer 17.83
05070 - Automotive Worker 17.83
05110 - Mobile Equipment Servicer 16.52
05130 - Motor Equipment Metal Mechanic 19.60
05160 - Motor Equipment Metal Worker 17.83
05190 - Motor Vehicle Mechanic 19.60
05220 - Motor Vehicle Mechanic Helper 15.90
05250 - Motor Vehicle Upholstery Worker 17.11
05280 - Motor Vehicle Wrecker 17.83
05310 - Painter Automotive 18.82
05340 - Radiator Repair Specialist 17.83
05370 - Tire Repairer 14.09
05400 - Transmission Repair Specialist 19.60
07000 - Food Preparation And Service Occupations
07010 - Baker 11.93
07041 - Cook I 11.00
07042 - Cook II 12.35
07070 - Dishwasher 9.14
07130 - Food Service Worker 10.09
07210 - Meat Cutter 17.36
07260 - Waiter/Waitress 9.22
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.88

09040 - Furniture Handler 14.50
09080 - Furniture Refinisher 21.88
09090 - Furniture Refinisher Helper 17.20
09110 - Furniture Repairer Minor 19.65
09130 - Upholsterer 21.88
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.78
11060 - Elevator Operator 13.78
11090 - Gardener 16.92
11122 - Housekeeping Aide 13.25
11150 - Janitor 13.25
11210 - Laborer Grounds Maintenance 13.30
11240 - Maid or Houseman 10.60
11260 - Pruner 12.08
11270 - Tractor Operator 15.77
11330 - Trail Maintenance Worker 13.30
11360 - Window Cleaner 14.59
12000 - Health Occupations
12010 - Ambulance Driver 16.68
12011 - Breath Alcohol Technician 19.70
12012 - Certified Occupational Therapist Assistant 28.07
12015 - Certified Physical Therapist Assistant 30.69
12020 - Dental Assistant 23.56
12025 - Dental Hygienist 37.19
12030 - EKG Technician 26.40
12035 - Electroneurodiagnostic Technologist 26.40
12040 - Emergency Medical Technician 16.68
12071 - Licensed Practical Nurse I 17.62
12072 - Licensed Practical Nurse II 19.70
12073 - Licensed Practical Nurse III 21.96
12100 - Medical Assistant 15.58
12130 - Medical Laboratory Technician 25.26
12160 - Medical Record Clerk 17.82
12190 - Medical Record Technician 19.93
12195 - Medical Transcriptionist 17.62
12210 - Nuclear Medicine Technologist 43.30
12221 - Nursing Assistant I 12.43
12222 - Nursing Assistant II 13.97
12223 - Nursing Assistant III 15.24
12224 - Nursing Assistant IV 17.12
12235 - Optical Dispenser 14.09
12236 - Optical Technician 17.62
12250 - Pharmacy Technician 16.43
12280 - Phlebotomist 15.57
12305 - Radiologic Technologist 29.03
12311 - Registered Nurse I 25.38
12312 - Registered Nurse II 31.05
12313 - Registered Nurse II Specialist 31.05
12314 - Registered Nurse III 37.58
12315 - Registered Nurse III Anesthetist 37.58

12316 - Registered Nurse IV		45.03
12317 - Scheduler (Drug and Alcohol Testing)		24.41
12320 - Substance Abuse Treatment Counselor		19.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.47
13012 - Exhibits Specialist II		20.41
13013 - Exhibits Specialist III		24.95
13041 - Illustrator I		16.47
13042 - Illustrator II		20.41
13043 - Illustrator III		24.95
13047 - Librarian		21.54
13050 - Library Aide/Clerk		12.07
13054 - Library Information Technology Systems Administrator		19.46
13058 - Library Technician		12.62
13061 - Media Specialist I		14.04
13062 - Media Specialist II		15.70
13063 - Media Specialist III		17.50
13071 - Photographer I		14.85
13072 - Photographer II		16.61
13073 - Photographer III		20.58
13074 - Photographer IV		25.18
13075 - Photographer V		30.46
13090 - Technical Order Library Clerk		16.08
13110 - Video Teleconference Technician		15.36
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.81
14042 - Computer Operator II		18.80
14043 - Computer Operator III		20.97
14044 - Computer Operator IV		23.30
14045 - Computer Operator V		25.80
14071 - Computer Programmer I	(see 1)	20.37
14072 - Computer Programmer II	(see 1)	26.23
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.81
14160 - Personal Computer Support Technician		23.30
14170 - System Support Specialist		28.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.32
15020 - Aircrew Training Devices Instructor (Rated)		37.89
15030 - Air Crew Training Devices Instructor (Pilot)		42.43
15050 - Computer Based Training Specialist / Instructor		31.32
15060 - Educational Technologist		29.92
15070 - Flight Instructor (Pilot)		42.43
15080 - Graphic Artist		21.71
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.98

15086 - Maintenance Test Pilot Rotary Wing 39.98
15088 - Non-Maintenance Test/Co-Pilot 39.98
15090 - Technical Instructor 21.37
15095 - Technical Instructor/Course Developer 26.15
15110 - Test Proctor 17.26
15120 - Tutor 17.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.21
19040 - Tool And Die Maker 28.99
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.61
21030 - Material Coordinator 26.58
21040 - Material Expediter 26.58
21050 - Material Handling Laborer 14.98
21071 - Order Filler 14.22
21080 - Production Line Worker (Food Processing) 17.61
21110 - Shipping Packer 17.66
21130 - Shipping/Receiving Clerk 17.66
21140 - Store Worker I 15.18
21150 - Stock Clerk 20.37
21210 - Tools And Parts Attendant 17.61
21410 - Warehouse Specialist 17.61
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.78
23019 - Aircraft Logs and Records Technician 23.55
23021 - Aircraft Mechanic I 26.86
23022 - Aircraft Mechanic II 27.78
23023 - Aircraft Mechanic III 28.82
23040 - Aircraft Mechanic Helper 20.43
23050 - Aircraft Painter 26.01
23060 - Aircraft Servicer 23.55
23070 - Aircraft Survival Flight Equipment Technician 26.01
23080 - Aircraft Worker 24.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.86
23110 - Appliance Mechanic 23.07

23120 - Bicycle Repairer 19.46
23125 - Cable Splicer 37.04
23130 - Carpenter Maintenance 21.25
23140 - Carpet Layer 22.40
23160 - Electrician Maintenance 29.21
23181 - Electronics Technician Maintenance I 24.40
23182 - Electronics Technician Maintenance II 25.70
23183 - Electronics Technician Maintenance III 26.70
23260 - Fabric Worker 20.72
23290 - Fire Alarm System Mechanic 24.02
23310 - Fire Extinguisher Repairer 19.46
23311 - Fuel Distribution System Mechanic 27.07
23312 - Fuel Distribution System Operator 20.41
23370 - General Maintenance Worker 20.62
23380 - Ground Support Equipment Mechanic 26.86
23381 - Ground Support Equipment Servicer 23.55
23382 - Ground Support Equipment Worker 24.86
23391 - Gunsmith I 19.46
23392 - Gunsmith II 21.86
23393 - Gunsmith III 24.02
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.69
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.43
23430 - Heavy Equipment Mechanic 22.02
23440 - Heavy Equipment Operator 23.20
23460 - Instrument Mechanic 24.02
23465 - Laboratory/Shelter Mechanic 23.07
23470 - Laborer 14.98
23510 - Locksmith 23.07
23530 - Machinery Maintenance Mechanic 27.42
23550 - Machinist Maintenance 20.87
23580 - Maintenance Trades Helper 15.43
23591 - Metrology Technician I 24.02
23592 - Metrology Technician II 24.88
23593 - Metrology Technician III 25.76
23640 - Millwright 27.98
23710 - Office Appliance Repairer 22.53
23760 - Painter Maintenance 19.31
23790 - Pipefitter Maintenance 30.17
23810 - Plumber Maintenance 29.08
23820 - Pneudraulic Systems Mechanic 24.02
23850 - Rigger 24.02
23870 - Scale Mechanic 21.86
23890 - Sheet-Metal Worker Maintenance 21.63
23910 - Small Engine Mechanic 21.78
23931 - Telecommunications Mechanic I 27.55
23932 - Telecommunications Mechanic II 28.53
23950 - Telephone Lineman 23.56
23960 - Welder Combination Maintenance 20.24

23965 - Well Driller	24.02
23970 - Woodcraft Worker	24.02
23980 - Woodworker	19.46
24000 - Personal Needs Occupations	
24550 - Case Manager	13.78
24570 - Child Care Attendant	10.67
24580 - Child Care Center Clerk	15.39
24610 - Chore Aide	11.53
24620 - Family Readiness And Support Services Coordinator	13.78
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.94
25040 - Sewage Plant Operator	21.08
25070 - Stationary Engineer	29.94
25190 - Ventilation Equipment Tender	22.60
25210 - Water Treatment Plant Operator	21.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.17
27007 - Baggage Inspector	16.22
27008 - Corrections Officer	16.88
27010 - Court Security Officer	20.32
27030 - Detection Dog Handler	18.15
27040 - Detention Officer	16.88
27070 - Firefighter	23.77
27101 - Guard I	16.22
27102 - Guard II	18.15
27131 - Police Officer I	20.97
27132 - Police Officer II	23.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.02
28042 - Carnival Equipment Repairer	12.89
28043 - Carnival Worker	9.20
28210 - Gate Attendant/Gate Tender	14.32
28310 - Lifeguard	12.76
28350 - Park Attendant (Aide)	16.02
28510 - Recreation Aide/Health Facility Attendant	11.69
28515 - Recreation Specialist	19.85
28630 - Sports Official	12.76
28690 - Swimming Pool Operator	20.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.62
29020 - Hatch Tender	22.62
29030 - Line Handler	22.62
29041 - Stevedore I	21.42
29042 - Stevedore II	25.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.88
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.89
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.80

30021 - Archeological Technician I		18.63
30022 - Archeological Technician II		20.83
30023 - Archeological Technician III		25.81
30030 - Cartographic Technician		25.81
30040 - Civil Engineering Technician		25.81
30051 - Cryogenic Technician I		28.58
30052 - Cryogenic Technician II		31.57
30061 - Drafter/CAD Operator I		18.63
30062 - Drafter/CAD Operator II		20.83
30063 - Drafter/CAD Operator III		23.22
30064 - Drafter/CAD Operator IV		28.58
30081 - Engineering Technician I		16.59
30082 - Engineering Technician II		18.63
30083 - Engineering Technician III		20.83
30084 - Engineering Technician IV		25.81
30085 - Engineering Technician V		31.57
30086 - Engineering Technician VI		38.21
30090 - Environmental Technician		25.81
30095 - Evidence Control Specialist		25.81
30210 - Laboratory Technician		23.73
30221 - Latent Fingerprint Technician I		28.58
30222 - Latent Fingerprint Technician II		31.57
30240 - Mathematical Technician		25.81
30361 - Paralegal/Legal Assistant I		16.63
30362 - Paralegal/Legal Assistant II		20.59
30363 - Paralegal/Legal Assistant III		25.20
30364 - Paralegal/Legal Assistant IV		30.48
30375 - Petroleum Supply Specialist		31.57
30390 - Photo-Optics Technician		25.81
30395 - Radiation Control Technician		31.57
30461 - Technical Writer I		25.81
30462 - Technical Writer II		31.57
30463 - Technical Writer III		38.21
30491 - Unexploded Ordnance (UXO) Technician I		26.62
30492 - Unexploded Ordnance (UXO) Technician II		32.21
30493 - Unexploded Ordnance (UXO) Technician III		38.60
30494 - Unexploded (UXO) Safety Escort		26.62
30495 - Unexploded (UXO) Sweep Personnel		26.62
30501 - Weather Forecaster I		28.58
30502 - Weather Forecaster II		34.78
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.22
30621 - Weather Observer Senior	(see 2)	25.81
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.21
31020 - Bus Aide		14.67
31030 - Bus Driver		19.93
31043 - Driver Courier		14.28
31260 - Parking and Lot Attendant		12.24
31290 - Shuttle Bus Driver		15.55

31310 - Taxi Driver	15.71
31361 - Truckdriver Light	15.39
31362 - Truckdriver Medium	16.50
31363 - Truckdriver Heavy	20.33
31364 - Truckdriver Tractor-Trailer	20.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.70
99030 - Cashier	10.90
99050 - Desk Clerk	10.67
99095 - Embalmer	30.53
99130 - Flight Follower	26.62
99251 - Laboratory Animal Caretaker I	13.93
99252 - Laboratory Animal Caretaker II	14.95
99260 - Marketing Analyst	26.15
99310 - Mortician	30.53
99410 - Pest Controller	25.24
99510 - Photofinishing Worker	13.99
99710 - Recycling Laborer	19.79
99711 - Recycling Specialist	23.47
99730 - Refuse Collector	17.97
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	13.05
99830 - Survey Party Chief	30.88
99831 - Surveying Aide	18.22
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	22.09
99841 - Vending Machine Repairer	26.62
99842 - Vending Machine Repairer Helper	22.09

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4814
Revision No.: 14
Date Of Last Revision: 05/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Blackford Grant Jay

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.59
01012 - Accounting Clerk II		15.25
01013 - Accounting Clerk III		17.06
01020 - Administrative Assistant		21.10
01035 - Court Reporter		20.85
01041 - Customer Service Representative I		11.70
01042 - Customer Service Representative II		13.16
01043 - Customer Service Representative III		14.36
01051 - Data Entry Operator I		14.15
01052 - Data Entry Operator II		15.44
01060 - Dispatcher Motor Vehicle		18.92
01070 - Document Preparation Clerk		12.38

01090 - Duplicating Machine Operator 12.38
01111 - General Clerk I 12.84
01112 - General Clerk II 14.01
01113 - General Clerk III 15.73
01120 - Housing Referral Assistant 17.32
01141 - Messenger Courier 12.64
01191 - Order Clerk I 15.48
01192 - Order Clerk II 16.89
01261 - Personnel Assistant (Employment) I 15.95
01262 - Personnel Assistant (Employment) II 17.95
01263 - Personnel Assistant (Employment) III 19.89
01270 - Production Control Clerk 26.58
01290 - Rental Clerk 11.53
01300 - Scheduler Maintenance 13.89
01311 - Secretary I 13.89
01312 - Secretary II 15.54
01313 - Secretary III 17.32
01320 - Service Order Dispatcher 17.19
01410 - Supply Technician 21.10
01420 - Survey Worker 14.65
01460 - Switchboard Operator/Receptionist 13.32
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 12.86
01612 - Word Processor II 14.43
01613 - Word Processor III 16.14
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.96
05010 - Automotive Electrician 18.57
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 16.52
05130 - Motor Equipment Metal Mechanic 19.34
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 19.34
05220 - Motor Vehicle Mechanic Helper 15.90
05250 - Motor Vehicle Upholstery Worker 17.11
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.57
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 14.09
05400 - Transmission Repair Specialist 19.34
07000 - Food Preparation And Service Occupations
07010 - Baker 11.93
07041 - Cook I 10.89
07042 - Cook II 12.22
07070 - Dishwasher 9.14
07130 - Food Service Worker 9.25
07210 - Meat Cutter 17.36

07260 - Waiter/Waitress	9.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.88
09040 - Furniture Handler	14.50
09080 - Furniture Refinisher	21.88
09090 - Furniture Refinisher Helper	17.20
09110 - Furniture Repairer Minor	19.65
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.58
11060 - Elevator Operator	12.65
11090 - Gardener	15.86
11122 - Housekeeping Aide	12.65
11150 - Janitor	12.65
11210 - Laborer Grounds Maintenance	12.46
11240 - Maid or Houseman	10.08
11260 - Pruner	11.68
11270 - Tractor Operator	14.78
11330 - Trail Maintenance Worker	12.46
11360 - Window Cleaner	13.93
12000 - Health Occupations	
12010 - Ambulance Driver	16.68
12011 - Breath Alcohol Technician	18.96
12012 - Certified Occupational Therapist Assistant	28.07
12015 - Certified Physical Therapist Assistant	30.69
12020 - Dental Assistant	23.56
12025 - Dental Hygienist	37.19
12030 - EKG Technician	26.40
12035 - Electroneurodiagnostic Technologist	26.40
12040 - Emergency Medical Technician	16.68
12071 - Licensed Practical Nurse I	16.95
12072 - Licensed Practical Nurse II	18.96
12073 - Licensed Practical Nurse III	21.14
12100 - Medical Assistant	15.35
12130 - Medical Laboratory Technician	25.26
12160 - Medical Record Clerk	16.57
12190 - Medical Record Technician	18.96
12195 - Medical Transcriptionist	16.63
12210 - Nuclear Medicine Technologist	41.67
12221 - Nursing Assistant I	12.03
12222 - Nursing Assistant II	13.53
12223 - Nursing Assistant III	14.76
12224 - Nursing Assistant IV	16.57
12235 - Optical Dispenser	14.09
12236 - Optical Technician	16.95
12250 - Pharmacy Technician	16.18
12280 - Phlebotomist	15.06
12305 - Radiologic Technologist	27.24
12311 - Registered Nurse I	24.74
12312 - Registered Nurse II	30.26

12313 - Registered Nurse II Specialist		30.26
12314 - Registered Nurse III		36.61
12315 - Registered Nurse III Anesthetist		36.61
12316 - Registered Nurse IV		43.87
12317 - Scheduler (Drug and Alcohol Testing)		23.49
12320 - Substance Abuse Treatment Counselor		19.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.47
13012 - Exhibits Specialist II		20.41
13013 - Exhibits Specialist III		24.95
13041 - Illustrator I		16.47
13042 - Illustrator II		20.41
13043 - Illustrator III		24.95
13047 - Librarian		21.54
13050 - Library Aide/Clerk		11.01
13054 - Library Information Technology Systems Administrator		19.46
13058 - Library Technician		12.62
13061 - Media Specialist I		14.04
13062 - Media Specialist II		15.70
13063 - Media Specialist III		17.50
13071 - Photographer I		14.85
13072 - Photographer II		16.61
13073 - Photographer III		20.58
13074 - Photographer IV		25.18
13075 - Photographer V		30.46
13090 - Technical Order Library Clerk		16.08
13110 - Video Teleconference Technician		15.36
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.81
14042 - Computer Operator II		18.80
14043 - Computer Operator III		20.97
14044 - Computer Operator IV		23.30
14045 - Computer Operator V		25.80
14071 - Computer Programmer I	(see 1)	20.37
14072 - Computer Programmer II	(see 1)	26.23
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.81
14160 - Personal Computer Support Technician		23.30
14170 - System Support Specialist		28.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.32
15020 - Aircrew Training Devices Instructor (Rated)		37.89
15030 - Air Crew Training Devices Instructor (Pilot)		42.43
15050 - Computer Based Training Specialist / Instructor		31.32
15060 - Educational Technologist		29.92

15070 - Flight Instructor (Pilot) 42.43
15080 - Graphic Artist 21.71
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.78
15086 - Maintenance Test Pilot Rotary Wing 39.78
15088 - Non-Maintenance Test/Co-Pilot 39.78
15090 - Technical Instructor 21.37
15095 - Technical Instructor/Course Developer 26.15
15110 - Test Proctor 17.26
15120 - Tutor 17.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.67
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.56
16220 - Tailor 14.44
16250 - Washer Machine 10.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.21
19040 - Tool And Die Maker 28.99
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.61
21030 - Material Coordinator 26.58
21040 - Material Expediter 26.58
21050 - Material Handling Laborer 14.31
21071 - Order Filler 14.22
21080 - Production Line Worker (Food Processing) 17.61
21110 - Shipping Packer 17.58
21130 - Shipping/Receiving Clerk 17.58
21140 - Store Worker I 15.03
21150 - Stock Clerk 20.16
21210 - Tools And Parts Attendant 17.61
21410 - Warehouse Specialist 17.61
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.78
23019 - Aircraft Logs and Records Technician 23.55
23021 - Aircraft Mechanic I 26.86
23022 - Aircraft Mechanic II 27.78
23023 - Aircraft Mechanic III 28.82
23040 - Aircraft Mechanic Helper 20.43
23050 - Aircraft Painter 26.01
23060 - Aircraft Servicer 23.55
23070 - Aircraft Survival Flight Equipment Technician 26.01
23080 - Aircraft Worker 24.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.86

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.86
23110 - Appliance Mechanic 22.49
23120 - Bicycle Repairer 18.98
23125 - Cable Splicer 36.06
23130 - Carpenter Maintenance 21.19
23140 - Carpet Layer 22.40
23160 - Electrician Maintenance 29.21
23181 - Electronics Technician Maintenance I 24.40
23182 - Electronics Technician Maintenance II 25.70
23183 - Electronics Technician Maintenance III 26.70
23260 - Fabric Worker 20.65
23290 - Fire Alarm System Mechanic 23.77
23310 - Fire Extinguisher Repairer 19.43
23311 - Fuel Distribution System Mechanic 27.07
23312 - Fuel Distribution System Operator 20.41
23370 - General Maintenance Worker 19.61
23380 - Ground Support Equipment Mechanic 26.86
23381 - Ground Support Equipment Servicer 23.55
23382 - Ground Support Equipment Worker 24.86
23391 - Gunsmith I 19.43
23392 - Gunsmith II 21.78
23393 - Gunsmith III 23.77
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.69
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.43
23430 - Heavy Equipment Mechanic 21.60
23440 - Heavy Equipment Operator 21.96
23460 - Instrument Mechanic 23.77
23465 - Laboratory/Shelter Mechanic 22.91
23470 - Laborer 14.31
23510 - Locksmith 22.91
23530 - Machinery Maintenance Mechanic 27.42
23550 - Machinist Maintenance 20.24
23580 - Maintenance Trades Helper 15.43
23591 - Metrology Technician I 23.77
23592 - Metrology Technician II 24.61
23593 - Metrology Technician III 25.49
23640 - Millwright 27.97
23710 - Office Appliance Repairer 22.53
23760 - Painter Maintenance 19.31
23790 - Pipefitter Maintenance 30.17
23810 - Plumber Maintenance 29.08
23820 - Pneudraulic Systems Mechanic 23.77
23850 - Rigger 23.77
23870 - Scale Mechanic 21.78
23890 - Sheet-Metal Worker Maintenance 21.63
23910 - Small Engine Mechanic 21.78
23931 - Telecommunications Mechanic I 27.55

23932 - Telecommunications Mechanic II 28.53
23950 - Telephone Lineman 23.56
23960 - Welder Combination Maintenance 20.24
23965 - Well Driller 23.77
23970 - Woodcraft Worker 23.77
23980 - Woodworker 19.40
24000 - Personal Needs Occupations
24550 - Case Manager 13.78
24570 - Child Care Attendant 10.67
24580 - Child Care Center Clerk 15.39
24610 - Chore Aide 11.11
24620 - Family Readiness And Support Services Coordinator 13.78
24630 - Homemaker 17.11
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.94
25040 - Sewage Plant Operator 21.08
25070 - Stationary Engineer 29.94
25190 - Ventilation Equipment Tender 22.60
25210 - Water Treatment Plant Operator 21.08
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.17
27007 - Baggage Inspector 16.22
27008 - Corrections Officer 16.54
27010 - Court Security Officer 19.55
27030 - Detection Dog Handler 18.15
27040 - Detention Officer 16.54
27070 - Firefighter 22.40
27101 - Guard I 16.22
27102 - Guard II 18.15
27131 - Police Officer I 20.88
27132 - Police Officer II 23.21
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.61
28042 - Carnival Equipment Repairer 12.46
28043 - Carnival Worker 8.89
28210 - Gate Attendant/Gate Tender 14.32
28310 - Lifeguard 12.76
28350 - Park Attendant (Aide) 16.02
28510 - Recreation Aide/Health Facility Attendant 11.69
28515 - Recreation Specialist 19.85
28630 - Sports Official 12.76
28690 - Swimming Pool Operator 20.90
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.62
29020 - Hatch Tender 22.62
29030 - Line Handler 22.62
29041 - Stevedore I 21.42
29042 - Stevedore II 25.65
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.46
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.59
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.49
30021 - Archeological Technician I 18.47
30022 - Archeological Technician II 20.65
30023 - Archeological Technician III 25.59
30030 - Cartographic Technician 25.59
30040 - Civil Engineering Technician 25.59
30051 - Cryogenic Technician I 28.33
30052 - Cryogenic Technician II 31.30
30061 - Drafter/CAD Operator I 18.47
30062 - Drafter/CAD Operator II 20.65
30063 - Drafter/CAD Operator III 23.03
30064 - Drafter/CAD Operator IV 28.33
30081 - Engineering Technician I 16.45
30082 - Engineering Technician II 18.47
30083 - Engineering Technician III 20.65
30084 - Engineering Technician IV 25.59
30085 - Engineering Technician V 31.30
30086 - Engineering Technician VI 37.87
30090 - Environmental Technician 25.59
30095 - Evidence Control Specialist 25.59
30210 - Laboratory Technician 22.16
30221 - Latent Fingerprint Technician I 28.33
30222 - Latent Fingerprint Technician II 31.30
30240 - Mathematical Technician 25.59
30361 - Paralegal/Legal Assistant I 16.63
30362 - Paralegal/Legal Assistant II 20.59
30363 - Paralegal/Legal Assistant III 25.20
30364 - Paralegal/Legal Assistant IV 30.48
30375 - Petroleum Supply Specialist 31.30
30390 - Photo-Optics Technician 25.59
30395 - Radiation Control Technician 31.30
30461 - Technical Writer I 25.59
30462 - Technical Writer II 31.30
30463 - Technical Writer III 37.87
30491 - Unexploded Ordnance (UXO) Technician I 26.36
30492 - Unexploded Ordnance (UXO) Technician II 31.89
30493 - Unexploded Ordnance (UXO) Technician III 38.22
30494 - Unexploded (UXO) Safety Escort 26.36
30495 - Unexploded (UXO) Sweep Personnel 26.36
30501 - Weather Forecaster I 28.33
30502 - Weather Forecaster II 34.46
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.03
30621 - Weather Observer Senior (see 2) 25.59
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.89
31020 - Bus Aide 14.67
31030 - Bus Driver 19.93

31043 - Driver Courier	14.28
31260 - Parking and Lot Attendant	12.24
31290 - Shuttle Bus Driver	15.55
31310 - Taxi Driver	15.71
31361 - Truckdriver Light	15.39
31362 - Truckdriver Medium	16.50
31363 - Truckdriver Heavy	20.33
31364 - Truckdriver Tractor-Trailer	20.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.55
99030 - Cashier	9.93
99050 - Desk Clerk	10.67
99095 - Embalmer	28.38
99130 - Flight Follower	26.36
99251 - Laboratory Animal Caretaker I	12.66
99252 - Laboratory Animal Caretaker II	13.59
99260 - Marketing Analyst	26.15
99310 - Mortician	28.38
99410 - Pest Controller	23.97
99510 - Photofinishing Worker	13.85
99710 - Recycling Laborer	19.24
99711 - Recycling Specialist	22.82
99730 - Refuse Collector	17.47
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	13.05
99830 - Survey Party Chief	30.88
99831 - Surveying Aide	18.22
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	21.87
99841 - Vending Machine Repairer	26.36
99842 - Vending Machine Repairer Helper	21.87

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4815
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Decatur Fayette Fountain Henry Montgomery Parke Rush Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.45
01012 - Accounting Clerk II		17.35
01013 - Accounting Clerk III		19.40
01020 - Administrative Assistant		24.00
01035 - Court Reporter		18.40
01041 - Customer Service Representative I		12.87
01042 - Customer Service Representative II		14.43
01043 - Customer Service Representative III		15.80
01051 - Data Entry Operator I		14.15
01052 - Data Entry Operator II		15.44
01060 - Dispatcher Motor Vehicle		19.24
01070 - Document Preparation Clerk		14.05
01090 - Duplicating Machine Operator		14.05
01111 - General Clerk I		13.22

01112 - General Clerk II	14.45
01113 - General Clerk III	15.92
01120 - Housing Referral Assistant	20.59
01141 - Messenger Courier	14.51
01191 - Order Clerk I	15.48
01192 - Order Clerk II	16.89
01261 - Personnel Assistant (Employment) I	16.59
01262 - Personnel Assistant (Employment) II	18.55
01263 - Personnel Assistant (Employment) III	20.68
01270 - Production Control Clerk	26.58
01290 - Rental Clerk	15.07
01300 - Scheduler Maintenance	16.51
01311 - Secretary I	16.51
01312 - Secretary II	18.47
01313 - Secretary III	20.59
01320 - Service Order Dispatcher	17.76
01410 - Supply Technician	24.00
01420 - Survey Worker	16.49
01460 - Switchboard Operator/Receptionist	13.91
01531 - Travel Clerk I	13.87
01532 - Travel Clerk II	14.82
01533 - Travel Clerk III	15.80
01611 - Word Processor I	13.70
01612 - Word Processor II	15.13
01613 - Word Processor III	16.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.67
05010 - Automotive Electrician	20.01
05040 - Automotive Glass Installer	19.42
05070 - Automotive Worker	19.39
05110 - Mobile Equipment Servicer	17.72
05130 - Motor Equipment Metal Mechanic	20.84
05160 - Motor Equipment Metal Worker	19.39
05190 - Motor Vehicle Mechanic	20.84
05220 - Motor Vehicle Mechanic Helper	17.09
05250 - Motor Vehicle Upholstery Worker	18.62
05280 - Motor Vehicle Wrecker	19.39
05310 - Painter Automotive	21.87
05340 - Radiator Repair Specialist	19.39
05370 - Tire Repairer	14.84
05400 - Transmission Repair Specialist	20.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.11
07041 - Cook I	11.84
07042 - Cook II	13.15
07070 - Dishwasher	9.31
07130 - Food Service Worker	10.09
07210 - Meat Cutter	17.36
07260 - Waiter/Waitress	9.22
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 21.88
09040 - Furniture Handler 15.60
09080 - Furniture Refinisher 21.88
09090 - Furniture Refinisher Helper 17.34
09110 - Furniture Repairer Minor 19.65
09130 - Upholsterer 21.88
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.78
11060 - Elevator Operator 13.78
11090 - Gardener 16.92
11122 - Housekeeping Aide 13.25
11150 - Janitor 13.25
11210 - Laborer Grounds Maintenance 13.30
11240 - Maid or Houseman 10.60
11260 - Pruner 12.08
11270 - Tractor Operator 15.77
11330 - Trail Maintenance Worker 13.30
11360 - Window Cleaner 14.59
12000 - Health Occupations
12010 - Ambulance Driver 16.78
12011 - Breath Alcohol Technician 19.70
12012 - Certified Occupational Therapist Assistant 28.07
12015 - Certified Physical Therapist Assistant 30.69
12020 - Dental Assistant 23.56
12025 - Dental Hygienist 37.42
12030 - EKG Technician 24.30
12035 - Electroneurodiagnostic Technologist 24.30
12040 - Emergency Medical Technician 16.78
12071 - Licensed Practical Nurse I 17.62
12072 - Licensed Practical Nurse II 19.70
12073 - Licensed Practical Nurse III 21.96
12100 - Medical Assistant 15.58
12130 - Medical Laboratory Technician 25.26
12160 - Medical Record Clerk 17.82
12190 - Medical Record Technician 19.93
12195 - Medical Transcriptionist 17.62
12210 - Nuclear Medicine Technologist 43.30
12221 - Nursing Assistant I 12.43
12222 - Nursing Assistant II 13.97
12223 - Nursing Assistant III 15.24
12224 - Nursing Assistant IV 17.12
12235 - Optical Dispenser 14.98
12236 - Optical Technician 17.62
12250 - Pharmacy Technician 16.43
12280 - Phlebotomist 15.57
12305 - Radiologic Technologist 29.03
12311 - Registered Nurse I 25.38
12312 - Registered Nurse II 31.05
12313 - Registered Nurse II Specialist 31.05
12314 - Registered Nurse III 37.58

12315 - Registered Nurse III Anesthetist		37.58
12316 - Registered Nurse IV		45.03
12317 - Scheduler (Drug and Alcohol Testing)		24.41
12320 - Substance Abuse Treatment Counselor		19.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.04
13012 - Exhibits Specialist II		22.35
13013 - Exhibits Specialist III		27.33
13041 - Illustrator I		19.93
13042 - Illustrator II		24.69
13043 - Illustrator III		30.20
13047 - Librarian		24.08
13050 - Library Aide/Clerk		13.82
13054 - Library Information Technology Systems Administrator		25.49
13058 - Library Technician		16.41
13061 - Media Specialist I		15.68
13062 - Media Specialist II		17.53
13063 - Media Specialist III		19.55
13071 - Photographer I		15.55
13072 - Photographer II		17.39
13073 - Photographer III		21.55
13074 - Photographer IV		26.36
13075 - Photographer V		31.89
13090 - Technical Order Library Clerk		16.08
13110 - Video Teleconference Technician		18.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.19
14042 - Computer Operator II		19.23
14043 - Computer Operator III		21.44
14044 - Computer Operator IV		23.83
14045 - Computer Operator V		27.51
14071 - Computer Programmer I	(see 1)	21.92
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.19
14160 - Personal Computer Support Technician		24.52
14170 - System Support Specialist		28.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.63
15020 - Aircrew Training Devices Instructor (Rated)		35.84
15030 - Air Crew Training Devices Instructor (Pilot)		42.96
15050 - Computer Based Training Specialist / Instructor		29.63
15060 - Educational Technologist		30.94
15070 - Flight Instructor (Pilot)		42.96
15080 - Graphic Artist		21.39

15085 - Maintenance Test Pilot Fixed Jet/Prop 39.98
15086 - Maintenance Test Pilot Rotary Wing 39.98
15088 - Non-Maintenance Test/Co-Pilot 39.98
15090 - Technical Instructor 21.37
15095 - Technical Instructor/Course Developer 26.15
15110 - Test Proctor 17.26
15120 - Tutor 17.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.05
19040 - Tool And Die Maker 30.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.12
21030 - Material Coordinator 26.58
21040 - Material Expediter 26.58
21050 - Material Handling Laborer 15.55
21071 - Order Filler 14.34
21080 - Production Line Worker (Food Processing) 18.12
21110 - Shipping Packer 17.66
21130 - Shipping/Receiving Clerk 17.66
21140 - Store Worker I 15.18
21150 - Stock Clerk 20.37
21210 - Tools And Parts Attendant 18.12
21410 - Warehouse Specialist 18.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.87
23019 - Aircraft Logs and Records Technician 26.52
23021 - Aircraft Mechanic I 29.80
23022 - Aircraft Mechanic II 30.87
23023 - Aircraft Mechanic III 32.03
23040 - Aircraft Mechanic Helper 24.43
23050 - Aircraft Painter 29.05
23060 - Aircraft Servicer 26.52
23070 - Aircraft Survival Flight Equipment Technician 29.05
23080 - Aircraft Worker 27.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.80

23110 - Appliance Mechanic 23.07
23120 - Bicycle Repairer 19.46
23125 - Cable Splicer 37.04
23130 - Carpenter Maintenance 21.25
23140 - Carpet Layer 21.86
23160 - Electrician Maintenance 30.44
23181 - Electronics Technician Maintenance I 24.99
23182 - Electronics Technician Maintenance II 26.21
23183 - Electronics Technician Maintenance III 27.17
23260 - Fabric Worker 21.16
23290 - Fire Alarm System Mechanic 24.02
23310 - Fire Extinguisher Repairer 19.46
23311 - Fuel Distribution System Mechanic 27.39
23312 - Fuel Distribution System Operator 22.23
23370 - General Maintenance Worker 20.62
23380 - Ground Support Equipment Mechanic 29.80
23381 - Ground Support Equipment Servicer 26.52
23382 - Ground Support Equipment Worker 27.71
23391 - Gunsmith I 19.46
23392 - Gunsmith II 21.86
23393 - Gunsmith III 24.02
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.76
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.54
23430 - Heavy Equipment Mechanic 22.02
23440 - Heavy Equipment Operator 23.27
23460 - Instrument Mechanic 24.02
23465 - Laboratory/Shelter Mechanic 23.07
23470 - Laborer 14.98
23510 - Locksmith 23.07
23530 - Machinery Maintenance Mechanic 28.94
23550 - Machinist Maintenance 20.87
23580 - Maintenance Trades Helper 17.34
23591 - Metrology Technician I 24.02
23592 - Metrology Technician II 24.88
23593 - Metrology Technician III 25.76
23640 - Millwright 28.58
23710 - Office Appliance Repairer 22.91
23760 - Painter Maintenance 20.52
23790 - Pipefitter Maintenance 30.17
23810 - Plumber Maintenance 28.18
23820 - Pneudraulic Systems Mechanic 24.02
23850 - Rigger 24.02
23870 - Scale Mechanic 21.86
23890 - Sheet-Metal Worker Maintenance 21.63
23910 - Small Engine Mechanic 21.78
23931 - Telecommunications Mechanic I 27.55
23932 - Telecommunications Mechanic II 28.53
23950 - Telephone Lineman 23.57

23960 - Welder Combination Maintenance		21.37
23965 - Well Driller		24.02
23970 - Woodcraft Worker		24.02
23980 - Woodworker		19.46
24000 - Personal Needs Occupations		
24550 - Case Manager		14.58
24570 - Child Care Attendant		10.76
24580 - Child Care Center Clerk		13.07
24610 - Chore Aide		11.53
24620 - Family Readiness And Support Services Coordinator		14.58
24630 - Homemaker		16.18
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		29.94
25040 - Sewage Plant Operator		21.65
25070 - Stationary Engineer		29.94
25190 - Ventilation Equipment Tender		22.60
25210 - Water Treatment Plant Operator		21.19
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.16
27007 - Baggage Inspector		16.22
27008 - Corrections Officer		18.80
27010 - Court Security Officer		20.32
27030 - Detection Dog Handler		18.15
27040 - Detention Officer		18.80
27070 - Firefighter		23.77
27101 - Guard I		16.22
27102 - Guard II		18.15
27131 - Police Officer I		23.19
27132 - Police Officer II		25.74
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.02
28042 - Carnival Equipment Repairer		12.89
28043 - Carnival Worker		9.20
28210 - Gate Attendant/Gate Tender		15.46
28310 - Lifeguard		12.76
28350 - Park Attendant (Aide)		17.28
28510 - Recreation Aide/Health Facility Attendant		12.35
28515 - Recreation Specialist		19.85
28630 - Sports Official		13.76
28690 - Swimming Pool Operator		18.29
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.18
29020 - Hatch Tender		24.18
29030 - Line Handler		24.18
29041 - Stevedore I		21.14
29042 - Stevedore II		25.14
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.88
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.89

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.80
30021 - Archeological Technician I 18.63
30022 - Archeological Technician II 21.49
30023 - Archeological Technician III 25.81
30030 - Cartographic Technician 25.81
30040 - Civil Engineering Technician 25.81
30051 - Cryogenic Technician I 28.58
30052 - Cryogenic Technician II 31.57
30061 - Drafter/CAD Operator I 18.63
30062 - Drafter/CAD Operator II 21.49
30063 - Drafter/CAD Operator III 23.22
30064 - Drafter/CAD Operator IV 28.58
30081 - Engineering Technician I 16.59
30082 - Engineering Technician II 18.63
30083 - Engineering Technician III 21.32
30084 - Engineering Technician IV 27.03
30085 - Engineering Technician V 31.57
30086 - Engineering Technician VI 38.21
30090 - Environmental Technician 25.81
30095 - Evidence Control Specialist 25.81
30210 - Laboratory Technician 23.73
30221 - Latent Fingerprint Technician I 28.58
30222 - Latent Fingerprint Technician II 31.57
30240 - Mathematical Technician 25.81
30361 - Paralegal/Legal Assistant I 17.14
30362 - Paralegal/Legal Assistant II 21.23
30363 - Paralegal/Legal Assistant III 25.97
30364 - Paralegal/Legal Assistant IV 31.42
30375 - Petroleum Supply Specialist 31.57
30390 - Photo-Optics Technician 25.81
30395 - Radiation Control Technician 31.57
30461 - Technical Writer I 25.81
30462 - Technical Writer II 31.57
30463 - Technical Writer III 38.21
30491 - Unexploded Ordnance (UXO) Technician I 26.62
30492 - Unexploded Ordnance (UXO) Technician II 32.21
30493 - Unexploded Ordnance (UXO) Technician III 38.60
30494 - Unexploded (UXO) Safety Escort 26.62
30495 - Unexploded (UXO) Sweep Personnel 26.62
30501 - Weather Forecaster I 28.58
30502 - Weather Forecaster II 34.78
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.22
30621 - Weather Observer Senior (see 2) 25.81
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.21
31020 - Bus Aide 14.48
31030 - Bus Driver 20.30
31043 - Driver Courier 16.07
31260 - Parking and Lot Attendant 12.24

31290 - Shuttle Bus Driver	17.52
31310 - Taxi Driver	13.68
31361 - Truckdriver Light	17.52
31362 - Truckdriver Medium	22.44
31363 - Truckdriver Heavy	22.50
31364 - Truckdriver Tractor-Trailer	22.50
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.70
99030 - Cashier	10.90
99050 - Desk Clerk	10.56
99095 - Embalmer	30.53
99130 - Flight Follower	26.62
99251 - Laboratory Animal Caretaker I	13.93
99252 - Laboratory Animal Caretaker II	14.95
99260 - Marketing Analyst	26.15
99310 - Mortician	30.53
99410 - Pest Controller	25.24
99510 - Photofinishing Worker	13.99
99710 - Recycling Laborer	19.79
99711 - Recycling Specialist	23.47
99730 - Refuse Collector	17.97
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	11.61
99830 - Survey Party Chief	27.75
99831 - Surveying Aide	17.09
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	22.09
99841 - Vending Machine Repairer	26.62
99842 - Vending Machine Repairer Helper	22.09

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 30 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4816
Revision No.: 14
Date Of Last Revision: 05/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Decatur Fayette Fountain Henry Montgomery Parke Rush Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.37
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.05
01020 - Administrative Assistant		22.88
01035 - Court Reporter		18.14
01041 - Customer Service Representative I		11.70
01042 - Customer Service Representative II		13.16
01043 - Customer Service Representative III		14.36
01051 - Data Entry Operator I		14.15
01052 - Data Entry Operator II		15.44
01060 - Dispatcher Motor Vehicle		19.24

01070 - Document Preparation Clerk	14.05
01090 - Duplicating Machine Operator	14.05
01111 - General Clerk I	13.22
01112 - General Clerk II	14.45
01113 - General Clerk III	15.92
01120 - Housing Referral Assistant	20.59
01141 - Messenger Courier	13.19
01191 - Order Clerk I	15.48
01192 - Order Clerk II	16.89
01261 - Personnel Assistant (Employment) I	15.95
01262 - Personnel Assistant (Employment) II	17.85
01263 - Personnel Assistant (Employment) III	19.89
01270 - Production Control Clerk	26.58
01290 - Rental Clerk	15.07
01300 - Scheduler Maintenance	16.51
01311 - Secretary I	16.51
01312 - Secretary II	18.47
01313 - Secretary III	20.59
01320 - Service Order Dispatcher	17.76
01410 - Supply Technician	22.88
01420 - Survey Worker	16.49
01460 - Switchboard Operator/Receptionist	13.61
01531 - Travel Clerk I	13.34
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.23
01611 - Word Processor I	13.70
01612 - Word Processor II	15.13
01613 - Word Processor III	16.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.67
05010 - Automotive Electrician	20.01
05040 - Automotive Glass Installer	19.42
05070 - Automotive Worker	19.39
05110 - Mobile Equipment Servicer	17.72
05130 - Motor Equipment Metal Mechanic	20.84
05160 - Motor Equipment Metal Worker	19.39
05190 - Motor Vehicle Mechanic	20.84
05220 - Motor Vehicle Mechanic Helper	17.09
05250 - Motor Vehicle Upholstery Worker	18.62
05280 - Motor Vehicle Wrecker	19.39
05310 - Painter Automotive	21.87
05340 - Radiator Repair Specialist	19.39
05370 - Tire Repairer	14.84
05400 - Transmission Repair Specialist	20.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.11
07041 - Cook I	11.84
07042 - Cook II	13.15
07070 - Dishwasher	9.31
07130 - Food Service Worker	9.31

07210 - Meat Cutter	17.36
07260 - Waiter/Waitress	9.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.88
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	21.88
09090 - Furniture Refinisher Helper	17.34
09110 - Furniture Repairer Minor	19.65
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.58
11060 - Elevator Operator	12.65
11090 - Gardener	15.86
11122 - Housekeeping Aide	12.65
11150 - Janitor	12.65
11210 - Laborer Grounds Maintenance	12.46
11240 - Maid or Houseman	10.08
11260 - Pruner	11.94
11270 - Tractor Operator	14.78
11330 - Trail Maintenance Worker	12.46
11360 - Window Cleaner	13.93
12000 - Health Occupations	
12010 - Ambulance Driver	16.78
12011 - Breath Alcohol Technician	18.96
12012 - Certified Occupational Therapist Assistant	28.07
12015 - Certified Physical Therapist Assistant	30.69
12020 - Dental Assistant	23.56
12025 - Dental Hygienist	37.42
12030 - EKG Technician	24.30
12035 - Electroneurodiagnostic Technologist	24.30
12040 - Emergency Medical Technician	16.78
12071 - Licensed Practical Nurse I	16.95
12072 - Licensed Practical Nurse II	18.96
12073 - Licensed Practical Nurse III	21.14
12100 - Medical Assistant	15.35
12130 - Medical Laboratory Technician	25.26
12160 - Medical Record Clerk	16.57
12190 - Medical Record Technician	18.96
12195 - Medical Transcriptionist	16.63
12210 - Nuclear Medicine Technologist	41.67
12221 - Nursing Assistant I	12.03
12222 - Nursing Assistant II	13.53
12223 - Nursing Assistant III	14.76
12224 - Nursing Assistant IV	16.57
12235 - Optical Dispenser	14.98
12236 - Optical Technician	16.95
12250 - Pharmacy Technician	16.12
12280 - Phlebotomist	15.06
12305 - Radiologic Technologist	27.24
12311 - Registered Nurse I	24.74

12312 - Registered Nurse II		30.26
12313 - Registered Nurse II Specialist		30.26
12314 - Registered Nurse III		36.61
12315 - Registered Nurse III Anesthetist		36.61
12316 - Registered Nurse IV		43.87
12317 - Scheduler (Drug and Alcohol Testing)		23.49
12320 - Substance Abuse Treatment Counselor		19.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.04
13012 - Exhibits Specialist II		22.35
13013 - Exhibits Specialist III		27.33
13041 - Illustrator I		19.93
13042 - Illustrator II		24.69
13043 - Illustrator III		30.20
13047 - Librarian		24.08
13050 - Library Aide/Clerk		13.82
13054 - Library Information Technology Systems Administrator		25.49
13058 - Library Technician		16.41
13061 - Media Specialist I		15.68
13062 - Media Specialist II		17.53
13063 - Media Specialist III		19.55
13071 - Photographer I		15.55
13072 - Photographer II		17.39
13073 - Photographer III		21.55
13074 - Photographer IV		26.36
13075 - Photographer V		31.89
13090 - Technical Order Library Clerk		16.08
13110 - Video Teleconference Technician		18.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.19
14042 - Computer Operator II		19.23
14043 - Computer Operator III		21.44
14044 - Computer Operator IV		23.83
14045 - Computer Operator V		27.51
14071 - Computer Programmer I	(see 1)	21.92
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.19
14160 - Personal Computer Support Technician		24.52
14170 - System Support Specialist		28.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.63
15020 - Aircrew Training Devices Instructor (Rated)		35.84
15030 - Air Crew Training Devices Instructor (Pilot)		42.96
15050 - Computer Based Training Specialist / Instructor		29.63

15060 - Educational Technologist 30.94
15070 - Flight Instructor (Pilot) 42.96
15080 - Graphic Artist 21.39
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.78
15086 - Maintenance Test Pilot Rotary Wing 39.78
15088 - Non-Maintenance Test/Co-Pilot 39.78
15090 - Technical Instructor 21.37
15095 - Technical Instructor/Course Developer 26.15
15110 - Test Proctor 17.26
15120 - Tutor 17.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.67
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.56
16220 - Tailor 14.44
16250 - Washer Machine 10.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.05
19040 - Tool And Die Maker 30.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.12
21030 - Material Coordinator 26.58
21040 - Material Expediter 26.58
21050 - Material Handling Laborer 15.55
21071 - Order Filler 14.34
21080 - Production Line Worker (Food Processing) 18.12
21110 - Shipping Packer 17.58
21130 - Shipping/Receiving Clerk 17.58
21140 - Store Worker I 15.03
21150 - Stock Clerk 20.16
21210 - Tools And Parts Attendant 18.12
21410 - Warehouse Specialist 18.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.87
23019 - Aircraft Logs and Records Technician 26.52
23021 - Aircraft Mechanic I 29.80
23022 - Aircraft Mechanic II 30.87
23023 - Aircraft Mechanic III 32.03
23040 - Aircraft Mechanic Helper 24.43
23050 - Aircraft Painter 29.05
23060 - Aircraft Servicer 26.52
23070 - Aircraft Survival Flight Equipment Technician 29.05
23080 - Aircraft Worker 27.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 27.71

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 29.80
II
23110 - Appliance Mechanic 22.57
23120 - Bicycle Repairer 19.31
23125 - Cable Splicer 36.06
23130 - Carpenter Maintenance 21.19
23140 - Carpet Layer 21.78
23160 - Electrician Maintenance 30.44
23181 - Electronics Technician Maintenance I 24.99
23182 - Electronics Technician Maintenance II 26.21
23183 - Electronics Technician Maintenance III 27.17
23260 - Fabric Worker 21.16
23290 - Fire Alarm System Mechanic 23.77
23310 - Fire Extinguisher Repairer 19.43
23311 - Fuel Distribution System Mechanic 27.39
23312 - Fuel Distribution System Operator 22.23
23370 - General Maintenance Worker 19.61
23380 - Ground Support Equipment Mechanic 29.80
23381 - Ground Support Equipment Servicer 26.52
23382 - Ground Support Equipment Worker 27.71
23391 - Gunsmith I 19.43
23392 - Gunsmith II 21.78
23393 - Gunsmith III 23.77
23410 - Heating Ventilation And Air-Conditioning 21.76
Mechanic
23411 - Heating Ventilation And Air Contidioning 22.54
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 21.60
23440 - Heavy Equipment Operator 23.27
23460 - Instrument Mechanic 23.77
23465 - Laboratory/Shelter Mechanic 22.91
23470 - Laborer 14.31
23510 - Locksmith 22.91
23530 - Machinery Maintenance Mechanic 28.94
23550 - Machinist Maintenance 20.14
23580 - Maintenance Trades Helper 17.34
23591 - Metrology Technician I 23.77
23592 - Metrology Technician II 24.61
23593 - Metrology Technician III 25.49
23640 - Millwright 28.58
23710 - Office Appliance Repairer 22.91
23760 - Painter Maintenance 20.52
23790 - Pipefitter Maintenance 30.17
23810 - Plumber Maintenance 28.18
23820 - Pneudraulic Systems Mechanic 23.77
23850 - Rigger 23.77
23870 - Scale Mechanic 21.78
23890 - Sheet-Metal Worker Maintenance 21.63
23910 - Small Engine Mechanic 21.78

23931 - Telecommunications Mechanic I	27.55
23932 - Telecommunications Mechanic II	28.53
23950 - Telephone Lineman	23.57
23960 - Welder Combination Maintenance	21.37
23965 - Well Driller	23.77
23970 - Woodcraft Worker	23.77
23980 - Woodworker	19.43
24000 - Personal Needs Occupations	
24550 - Case Manager	14.58
24570 - Child Care Attendant	10.76
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	11.33
24620 - Family Readiness And Support Services Coordinator	14.58
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.94
25040 - Sewage Plant Operator	21.65
25070 - Stationary Engineer	29.94
25190 - Ventilation Equipment Tender	22.60
25210 - Water Treatment Plant Operator	21.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.16
27007 - Baggage Inspector	16.22
27008 - Corrections Officer	18.80
27010 - Court Security Officer	19.65
27030 - Detection Dog Handler	18.15
27040 - Detention Officer	18.80
27070 - Firefighter	22.50
27101 - Guard I	16.22
27102 - Guard II	18.15
27131 - Police Officer I	23.19
27132 - Police Officer II	25.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.61
28042 - Carnival Equipment Repairer	12.46
28043 - Carnival Worker	8.89
28210 - Gate Attendant/Gate Tender	15.46
28310 - Lifeguard	12.76
28350 - Park Attendant (Aide)	17.28
28510 - Recreation Aide/Health Facility Attendant	12.35
28515 - Recreation Specialist	19.85
28630 - Sports Official	13.76
28690 - Swimming Pool Operator	18.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.18
29020 - Hatch Tender	24.18
29030 - Line Handler	24.18
29041 - Stevedore I	21.14
29042 - Stevedore II	25.14

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.46
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.59
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.49
30021 - Archeological Technician I		18.58
30022 - Archeological Technician II		21.49
30023 - Archeological Technician III		25.75
30030 - Cartographic Technician		25.75
30040 - Civil Engineering Technician		25.59
30051 - Cryogenic Technician I		28.33
30052 - Cryogenic Technician II		31.30
30061 - Drafter/CAD Operator I		18.58
30062 - Drafter/CAD Operator II		21.49
30063 - Drafter/CAD Operator III		23.17
30064 - Drafter/CAD Operator IV		28.52
30081 - Engineering Technician I		16.48
30082 - Engineering Technician II		18.50
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		27.03
30085 - Engineering Technician V		31.36
30086 - Engineering Technician VI		37.94
30090 - Environmental Technician		25.59
30095 - Evidence Control Specialist		25.59
30210 - Laboratory Technician		22.16
30221 - Latent Fingerprint Technician I		28.33
30222 - Latent Fingerprint Technician II		31.30
30240 - Mathematical Technician		25.78
30361 - Paralegal/Legal Assistant I		17.14
30362 - Paralegal/Legal Assistant II		21.23
30363 - Paralegal/Legal Assistant III		25.97
30364 - Paralegal/Legal Assistant IV		31.42
30375 - Petroleum Supply Specialist		31.30
30390 - Photo-Optics Technician		25.75
30395 - Radiation Control Technician		31.30
30461 - Technical Writer I		25.59
30462 - Technical Writer II		31.30
30463 - Technical Writer III		37.87
30491 - Unexploded Ordnance (UXO) Technician I		26.36
30492 - Unexploded Ordnance (UXO) Technician II		31.89
30493 - Unexploded Ordnance (UXO) Technician III		38.22
30494 - Unexploded (UXO) Safety Escort		26.36
30495 - Unexploded (UXO) Sweep Personnel		26.36
30501 - Weather Forecaster I		28.52
30502 - Weather Forecaster II		34.70
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.17
30621 - Weather Observer Senior	(see 2)	25.75

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		31.89
31020 - Bus Aide		14.48

31030 - Bus Driver	20.30
31043 - Driver Courier	16.07
31260 - Parking and Lot Attendant	12.24
31290 - Shuttle Bus Driver	17.52
31310 - Taxi Driver	13.68
31361 - Truckdriver Light	17.52
31362 - Truckdriver Medium	22.44
31363 - Truckdriver Heavy	22.50
31364 - Truckdriver Tractor-Trailer	22.50
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.55
99030 - Cashier	9.93
99050 - Desk Clerk	10.56
99095 - Embalmer	28.87
99130 - Flight Follower	26.36
99251 - Laboratory Animal Caretaker I	12.66
99252 - Laboratory Animal Caretaker II	13.59
99260 - Marketing Analyst	26.15
99310 - Mortician	28.87
99410 - Pest Controller	23.32
99510 - Photofinishing Worker	13.85
99710 - Recycling Laborer	19.24
99711 - Recycling Specialist	22.82
99730 - Refuse Collector	17.47
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	11.61
99830 - Survey Party Chief	27.75
99831 - Surveying Aide	17.09
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	21.87
99841 - Vending Machine Repairer	26.36
99842 - Vending Machine Repairer Helper	21.87

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 30 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4817
Revision No.: 15
Date Of Last Revision: 05/06/2021

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Clinton Tipton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.95
01012 - Accounting Clerk II		16.78
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		23.21
01035 - Court Reporter		18.40
01041 - Customer Service Representative I		12.87
01042 - Customer Service Representative II		14.43
01043 - Customer Service Representative III		15.80
01051 - Data Entry Operator I		14.15
01052 - Data Entry Operator II		15.44
01060 - Dispatcher Motor Vehicle		19.24
01070 - Document Preparation Clerk		12.81
01090 - Duplicating Machine Operator		12.81
01111 - General Clerk I		12.91
01112 - General Clerk II		14.09

01113 - General Clerk III 15.83
01120 - Housing Referral Assistant 17.94
01141 - Messenger Courier 12.21
01191 - Order Clerk I 15.48
01192 - Order Clerk II 16.89
01261 - Personnel Assistant (Employment) I 16.59
01262 - Personnel Assistant (Employment) II 18.55
01263 - Personnel Assistant (Employment) III 20.68
01270 - Production Control Clerk 26.58
01290 - Rental Clerk 12.68
01300 - Scheduler Maintenance 14.39
01311 - Secretary I 14.39
01312 - Secretary II 16.09
01313 - Secretary III 17.94
01320 - Service Order Dispatcher 17.84
01410 - Supply Technician 23.21
01420 - Survey Worker 15.37
01460 - Switchboard Operator/Receptionist 13.91
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.82
01533 - Travel Clerk III 15.80
01611 - Word Processor I 12.81
01612 - Word Processor II 14.39
01613 - Word Processor III 16.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.40
05010 - Automotive Electrician 18.82
05040 - Automotive Glass Installer 17.83
05070 - Automotive Worker 17.83
05110 - Mobile Equipment Servicer 15.88
05130 - Motor Equipment Metal Mechanic 19.60
05160 - Motor Equipment Metal Worker 17.83
05190 - Motor Vehicle Mechanic 19.60
05220 - Motor Vehicle Mechanic Helper 14.80
05250 - Motor Vehicle Upholstery Worker 16.90
05280 - Motor Vehicle Wrecker 17.83
05310 - Painter Automotive 18.82
05340 - Radiator Repair Specialist 17.83
05370 - Tire Repairer 13.95
05400 - Transmission Repair Specialist 19.60
07000 - Food Preparation And Service Occupations
07010 - Baker 14.83
07041 - Cook I 13.84
07042 - Cook II 14.83
07070 - Dishwasher 11.07
07130 - Food Service Worker 11.07
07210 - Meat Cutter 17.36
07260 - Waiter/Waitress 11.96
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.88

09040 - Furniture Handler 15.60
09080 - Furniture Refinisher 21.88
09090 - Furniture Refinisher Helper 17.29
09110 - Furniture Repairer Minor 19.65
09130 - Upholsterer 21.88
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.78
11060 - Elevator Operator 15.06
11090 - Gardener 16.92
11122 - Housekeeping Aide 15.19
11150 - Janitor 15.19
11210 - Laborer Grounds Maintenance 13.30
11240 - Maid or Houseman 10.60
11260 - Pruner 12.08
11270 - Tractor Operator 16.07
11330 - Trail Maintenance Worker 13.30
11360 - Window Cleaner 15.46
12000 - Health Occupations
12010 - Ambulance Driver 17.30
12011 - Breath Alcohol Technician 19.70
12012 - Certified Occupational Therapist Assistant 28.07
12015 - Certified Physical Therapist Assistant 30.69
12020 - Dental Assistant 23.56
12025 - Dental Hygienist 37.19
12030 - EKG Technician 23.66
12035 - Electroneurodiagnostic Technologist 23.66
12040 - Emergency Medical Technician 17.30
12071 - Licensed Practical Nurse I 17.62
12072 - Licensed Practical Nurse II 19.70
12073 - Licensed Practical Nurse III 21.96
12100 - Medical Assistant 15.58
12130 - Medical Laboratory Technician 24.28
12160 - Medical Record Clerk 17.82
12190 - Medical Record Technician 19.93
12195 - Medical Transcriptionist 17.62
12210 - Nuclear Medicine Technologist 43.30
12221 - Nursing Assistant I 12.43
12222 - Nursing Assistant II 13.97
12223 - Nursing Assistant III 15.24
12224 - Nursing Assistant IV 17.12
12235 - Optical Dispenser 14.49
12236 - Optical Technician 17.62
12250 - Pharmacy Technician 16.43
12280 - Phlebotomist 15.57
12305 - Radiologic Technologist 29.03
12311 - Registered Nurse I 25.38
12312 - Registered Nurse II 31.05
12313 - Registered Nurse II Specialist 31.05
12314 - Registered Nurse III 37.58
12315 - Registered Nurse III Anesthetist 37.58

12316 - Registered Nurse IV		45.03
12317 - Scheduler (Drug and Alcohol Testing)		24.41
12320 - Substance Abuse Treatment Counselor		19.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.75
13012 - Exhibits Specialist II		20.76
13013 - Exhibits Specialist III		25.39
13041 - Illustrator I		16.75
13042 - Illustrator II		20.76
13043 - Illustrator III		25.39
13047 - Librarian		22.98
13050 - Library Aide/Clerk		13.34
13054 - Library Information Technology Systems Administrator		20.76
13058 - Library Technician		13.67
13061 - Media Specialist I		14.97
13062 - Media Specialist II		16.75
13063 - Media Specialist III		18.68
13071 - Photographer I		15.55
13072 - Photographer II		17.39
13073 - Photographer III		21.55
13074 - Photographer IV		26.36
13075 - Photographer V		31.89
13090 - Technical Order Library Clerk		16.08
13110 - Video Teleconference Technician		14.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.98
14042 - Computer Operator II		17.99
14043 - Computer Operator III		20.05
14044 - Computer Operator IV		22.10
14045 - Computer Operator V		24.48
14071 - Computer Programmer I	(see 1)	20.37
14072 - Computer Programmer II	(see 1)	25.23
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.57
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.98
14160 - Personal Computer Support Technician		22.10
14170 - System Support Specialist		28.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.57
15020 - Aircrew Training Devices Instructor (Rated)		33.36
15030 - Air Crew Training Devices Instructor (Pilot)		39.98
15050 - Computer Based Training Specialist / Instructor		27.57
15060 - Educational Technologist		29.22
15070 - Flight Instructor (Pilot)		39.98
15080 - Graphic Artist		19.89
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.98

15086 - Maintenance Test Pilot Rotary Wing 39.98
15088 - Non-Maintenance Test/Co-Pilot 39.98
15090 - Technical Instructor 21.37
15095 - Technical Instructor/Course Developer 26.15
15110 - Test Proctor 17.26
15120 - Tutor 17.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.05
19040 - Tool And Die Maker 29.88
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.12
21030 - Material Coordinator 26.58
21040 - Material Expediter 26.58
21050 - Material Handling Laborer 17.19
21071 - Order Filler 14.26
21080 - Production Line Worker (Food Processing) 23.12
21110 - Shipping Packer 17.66
21130 - Shipping/Receiving Clerk 17.66
21140 - Store Worker I 15.18
21150 - Stock Clerk 20.37
21210 - Tools And Parts Attendant 23.12
21410 - Warehouse Specialist 23.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.26
23019 - Aircraft Logs and Records Technician 22.26
23021 - Aircraft Mechanic I 24.42
23022 - Aircraft Mechanic II 25.26
23023 - Aircraft Mechanic III 26.19
23040 - Aircraft Mechanic Helper 19.56
23050 - Aircraft Painter 23.65
23060 - Aircraft Servicer 22.26
23070 - Aircraft Survival Flight Equipment Technician 23.65
23080 - Aircraft Worker 22.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.99
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.42
23110 - Appliance Mechanic 23.67

23120 - Bicycle Repairer 19.46
23125 - Cable Splicer 37.04
23130 - Carpenter Maintenance 21.25
23140 - Carpet Layer 22.47
23160 - Electrician Maintenance 29.21
23181 - Electronics Technician Maintenance I 24.50
23182 - Electronics Technician Maintenance II 26.04
23183 - Electronics Technician Maintenance III 26.86
23260 - Fabric Worker 21.31
23290 - Fire Alarm System Mechanic 24.42
23310 - Fire Extinguisher Repairer 20.69
23311 - Fuel Distribution System Mechanic 26.86
23312 - Fuel Distribution System Operator 21.85
23370 - General Maintenance Worker 20.62
23380 - Ground Support Equipment Mechanic 24.42
23381 - Ground Support Equipment Servicer 22.26
23382 - Ground Support Equipment Worker 22.99
23391 - Gunsmith I 19.86
23392 - Gunsmith II 22.47
23393 - Gunsmith III 24.42
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.86
23430 - Heavy Equipment Mechanic 22.02
23440 - Heavy Equipment Operator 23.20
23460 - Instrument Mechanic 24.42
23465 - Laboratory/Shelter Mechanic 23.67
23470 - Laborer 17.19
23510 - Locksmith 23.67
23530 - Machinery Maintenance Mechanic 27.42
23550 - Machinist Maintenance 24.42
23580 - Maintenance Trades Helper 13.99
23591 - Metrology Technician I 24.42
23592 - Metrology Technician II 25.76
23593 - Metrology Technician III 26.72
23640 - Millwright 27.98
23710 - Office Appliance Repairer 23.67
23760 - Painter Maintenance 23.67
23790 - Pipefitter Maintenance 30.17
23810 - Plumber Maintenance 29.08
23820 - Pneudraulic Systems Mechanic 24.42
23850 - Rigger 24.42
23870 - Scale Mechanic 22.47
23890 - Sheet-Metal Worker Maintenance 25.44
23910 - Small Engine Mechanic 22.47
23931 - Telecommunications Mechanic I 27.55
23932 - Telecommunications Mechanic II 28.53
23950 - Telephone Lineman 24.42
23960 - Welder Combination Maintenance 22.97

23965 - Well Driller		24.42
23970 - Woodcraft Worker		24.42
23980 - Woodworker		19.86
24000 - Personal Needs Occupations		
24550 - Case Manager		14.95
24570 - Child Care Attendant		11.11
24580 - Child Care Center Clerk		16.04
24610 - Chore Aide		11.53
24620 - Family Readiness And Support Services Coordinator		14.95
24630 - Homemaker		17.68
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		29.94
25040 - Sewage Plant Operator		23.92
25070 - Stationary Engineer		29.94
25190 - Ventilation Equipment Tender		22.60
25210 - Water Treatment Plant Operator		23.92
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.16
27007 - Baggage Inspector		16.22
27008 - Corrections Officer		16.88
27010 - Court Security Officer		20.32
27030 - Detection Dog Handler		18.15
27040 - Detention Officer		16.88
27070 - Firefighter		23.77
27101 - Guard I		16.22
27102 - Guard II		18.15
27131 - Police Officer I		20.97
27132 - Police Officer II		23.31
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.52
28042 - Carnival Equipment Repairer		16.52
28043 - Carnival Worker		12.18
28210 - Gate Attendant/Gate Tender		14.41
28310 - Lifeguard		12.76
28350 - Park Attendant (Aide)		16.02
28510 - Recreation Aide/Health Facility Attendant		11.69
28515 - Recreation Specialist		19.85
28630 - Sports Official		12.76
28690 - Swimming Pool Operator		21.60
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.47
29020 - Hatch Tender		22.47
29030 - Line Handler		22.47
29041 - Stevedore I		21.31
29042 - Stevedore II		23.67
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.88
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.89
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.80

30021 - Archeological Technician I		18.63
30022 - Archeological Technician II		20.83
30023 - Archeological Technician III		25.81
30030 - Cartographic Technician		25.81
30040 - Civil Engineering Technician		25.81
30051 - Cryogenic Technician I		28.58
30052 - Cryogenic Technician II		31.57
30061 - Drafter/CAD Operator I		18.63
30062 - Drafter/CAD Operator II		20.83
30063 - Drafter/CAD Operator III		23.22
30064 - Drafter/CAD Operator IV		28.58
30081 - Engineering Technician I		16.59
30082 - Engineering Technician II		18.63
30083 - Engineering Technician III		20.83
30084 - Engineering Technician IV		25.81
30085 - Engineering Technician V		31.57
30086 - Engineering Technician VI		38.21
30090 - Environmental Technician		25.81
30095 - Evidence Control Specialist		25.81
30210 - Laboratory Technician		23.73
30221 - Latent Fingerprint Technician I		28.58
30222 - Latent Fingerprint Technician II		31.57
30240 - Mathematical Technician		25.81
30361 - Paralegal/Legal Assistant I		16.63
30362 - Paralegal/Legal Assistant II		20.59
30363 - Paralegal/Legal Assistant III		25.20
30364 - Paralegal/Legal Assistant IV		30.48
30375 - Petroleum Supply Specialist		31.57
30390 - Photo-Optics Technician		25.81
30395 - Radiation Control Technician		31.57
30461 - Technical Writer I		25.81
30462 - Technical Writer II		31.57
30463 - Technical Writer III		38.21
30491 - Unexploded Ordnance (UXO) Technician I		26.62
30492 - Unexploded Ordnance (UXO) Technician II		32.21
30493 - Unexploded Ordnance (UXO) Technician III		38.60
30494 - Unexploded (UXO) Safety Escort		26.62
30495 - Unexploded (UXO) Sweep Personnel		26.62
30501 - Weather Forecaster I		28.58
30502 - Weather Forecaster II		34.78
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.22
30621 - Weather Observer Senior	(see 2)	25.81
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.21
31020 - Bus Aide		14.48
31030 - Bus Driver		19.60
31043 - Driver Courier		13.92
31260 - Parking and Lot Attendant		12.24
31290 - Shuttle Bus Driver		14.99

31310 - Taxi Driver	13.78
31361 - Truckdriver Light	14.99
31362 - Truckdriver Medium	16.63
31363 - Truckdriver Heavy	19.28
31364 - Truckdriver Tractor-Trailer	19.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.70
99030 - Cashier	10.90
99050 - Desk Clerk	10.21
99095 - Embalmer	30.53
99130 - Flight Follower	26.62
99251 - Laboratory Animal Caretaker I	15.11
99252 - Laboratory Animal Caretaker II	16.21
99260 - Marketing Analyst	26.15
99310 - Mortician	30.53
99410 - Pest Controller	25.24
99510 - Photofinishing Worker	13.99
99710 - Recycling Laborer	19.79
99711 - Recycling Specialist	23.47
99730 - Refuse Collector	17.97
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	14.53
99830 - Survey Party Chief	26.47
99831 - Surveying Aide	16.27
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	22.09
99841 - Vending Machine Repairer	26.62
99842 - Vending Machine Repairer Helper	22.09

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4818
Revision No.: 14
Date Of Last Revision: 05/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Clinton Tipton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.59
01012 - Accounting Clerk II		15.25
01013 - Accounting Clerk III		17.06
01020 - Administrative Assistant		21.10
01035 - Court Reporter		17.63
01041 - Customer Service Representative I		11.70
01042 - Customer Service Representative II		13.16
01043 - Customer Service Representative III		14.36
01051 - Data Entry Operator I		14.15
01052 - Data Entry Operator II		15.44
01060 - Dispatcher Motor Vehicle		19.24
01070 - Document Preparation Clerk		12.38

01090 - Duplicating Machine Operator	12.38
01111 - General Clerk I	12.84
01112 - General Clerk II	14.01
01113 - General Clerk III	15.73
01120 - Housing Referral Assistant	17.32
01141 - Messenger Courier	11.10
01191 - Order Clerk I	15.48
01192 - Order Clerk II	16.89
01261 - Personnel Assistant (Employment) I	15.95
01262 - Personnel Assistant (Employment) II	17.85
01263 - Personnel Assistant (Employment) III	19.89
01270 - Production Control Clerk	26.58
01290 - Rental Clerk	11.53
01300 - Scheduler Maintenance	13.89
01311 - Secretary I	13.89
01312 - Secretary II	15.54
01313 - Secretary III	17.32
01320 - Service Order Dispatcher	17.84
01410 - Supply Technician	21.10
01420 - Survey Worker	15.36
01460 - Switchboard Operator/Receptionist	13.32
01531 - Travel Clerk I	13.34
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.23
01611 - Word Processor I	12.38
01612 - Word Processor II	13.89
01613 - Word Processor III	15.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.40
05010 - Automotive Electrician	18.57
05040 - Automotive Glass Installer	17.60
05070 - Automotive Worker	17.60
05110 - Mobile Equipment Servicer	15.67
05130 - Motor Equipment Metal Mechanic	19.32
05160 - Motor Equipment Metal Worker	17.60
05190 - Motor Vehicle Mechanic	19.32
05220 - Motor Vehicle Mechanic Helper	14.60
05250 - Motor Vehicle Upholstery Worker	16.68
05280 - Motor Vehicle Wrecker	17.60
05310 - Painter Automotive	18.57
05340 - Radiator Repair Specialist	17.60
05370 - Tire Repairer	13.45
05400 - Transmission Repair Specialist	19.32
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.83
07041 - Cook I	13.84
07042 - Cook II	14.83
07070 - Dishwasher	11.07
07130 - Food Service Worker	11.07
07210 - Meat Cutter	17.36

07260 - Waiter/Waitress	11.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.88
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	21.88
09090 - Furniture Refinisher Helper	17.29
09110 - Furniture Repairer Minor	19.65
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.58
11060 - Elevator Operator	15.06
11090 - Gardener	15.86
11122 - Housekeeping Aide	15.19
11150 - Janitor	15.19
11210 - Laborer Grounds Maintenance	12.46
11240 - Maid or Houseman	10.18
11260 - Pruner	11.97
11270 - Tractor Operator	16.07
11330 - Trail Maintenance Worker	12.46
11360 - Window Cleaner	15.46
12000 - Health Occupations	
12010 - Ambulance Driver	17.30
12011 - Breath Alcohol Technician	18.96
12012 - Certified Occupational Therapist Assistant	28.07
12015 - Certified Physical Therapist Assistant	30.69
12020 - Dental Assistant	23.56
12025 - Dental Hygienist	37.19
12030 - EKG Technician	23.66
12035 - Electroneurodiagnostic Technologist	23.66
12040 - Emergency Medical Technician	17.30
12071 - Licensed Practical Nurse I	16.95
12072 - Licensed Practical Nurse II	18.96
12073 - Licensed Practical Nurse III	21.14
12100 - Medical Assistant	15.35
12130 - Medical Laboratory Technician	22.52
12160 - Medical Record Clerk	16.57
12190 - Medical Record Technician	18.96
12195 - Medical Transcriptionist	16.63
12210 - Nuclear Medicine Technologist	41.67
12221 - Nursing Assistant I	12.03
12222 - Nursing Assistant II	13.53
12223 - Nursing Assistant III	14.76
12224 - Nursing Assistant IV	16.57
12235 - Optical Dispenser	14.49
12236 - Optical Technician	16.95
12250 - Pharmacy Technician	16.12
12280 - Phlebotomist	15.06
12305 - Radiologic Technologist	27.24
12311 - Registered Nurse I	24.74
12312 - Registered Nurse II	30.26

12313 - Registered Nurse II Specialist		30.26
12314 - Registered Nurse III		36.61
12315 - Registered Nurse III Anesthetist		36.61
12316 - Registered Nurse IV		43.87
12317 - Scheduler (Drug and Alcohol Testing)		23.49
12320 - Substance Abuse Treatment Counselor		19.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.75
13012 - Exhibits Specialist II		20.76
13013 - Exhibits Specialist III		25.39
13041 - Illustrator I		16.75
13042 - Illustrator II		20.76
13043 - Illustrator III		25.39
13047 - Librarian		22.98
13050 - Library Aide/Clerk		13.34
13054 - Library Information Technology Systems Administrator		20.76
13058 - Library Technician		13.67
13061 - Media Specialist I		14.97
13062 - Media Specialist II		16.75
13063 - Media Specialist III		18.68
13071 - Photographer I		15.55
13072 - Photographer II		17.39
13073 - Photographer III		21.55
13074 - Photographer IV		26.36
13075 - Photographer V		31.89
13090 - Technical Order Library Clerk		16.08
13110 - Video Teleconference Technician		14.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.53
14042 - Computer Operator II		16.70
14043 - Computer Operator III		18.49
14044 - Computer Operator IV		20.09
14045 - Computer Operator V		22.25
14071 - Computer Programmer I	(see 1)	20.37
14072 - Computer Programmer II	(see 1)	25.22
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.43
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.53
14160 - Personal Computer Support Technician		20.09
14170 - System Support Specialist		28.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.43
15020 - Aircrew Training Devices Instructor (Rated)		33.18
15030 - Air Crew Training Devices Instructor (Pilot)		39.78
15050 - Computer Based Training Specialist / Instructor		27.43
15060 - Educational Technologist		29.22

15070 - Flight Instructor (Pilot) 39.78
15080 - Graphic Artist 19.89
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.78
15086 - Maintenance Test Pilot Rotary Wing 39.78
15088 - Non-Maintenance Test/Co-Pilot 39.78
15090 - Technical Instructor 21.37
15095 - Technical Instructor/Course Developer 26.15
15110 - Test Proctor 17.26
15120 - Tutor 17.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.67
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.56
16220 - Tailor 14.44
16250 - Washer Machine 10.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.05
19040 - Tool And Die Maker 29.88
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.12
21030 - Material Coordinator 26.58
21040 - Material Expediter 26.58
21050 - Material Handling Laborer 17.19
21071 - Order Filler 14.26
21080 - Production Line Worker (Food Processing) 23.12
21110 - Shipping Packer 17.58
21130 - Shipping/Receiving Clerk 17.58
21140 - Store Worker I 15.03
21150 - Stock Clerk 20.16
21210 - Tools And Parts Attendant 23.12
21410 - Warehouse Specialist 23.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.26
23019 - Aircraft Logs and Records Technician 22.26
23021 - Aircraft Mechanic I 24.42
23022 - Aircraft Mechanic II 25.26
23023 - Aircraft Mechanic III 26.19
23040 - Aircraft Mechanic Helper 19.56
23050 - Aircraft Painter 23.65
23060 - Aircraft Servicer 22.26
23070 - Aircraft Survival Flight Equipment Technician 23.65
23080 - Aircraft Worker 22.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.99

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.42
23110 - Appliance Mechanic 23.67
23120 - Bicycle Repairer 18.98
23125 - Cable Splicer 35.76
23130 - Carpenter Maintenance 21.19
23140 - Carpet Layer 22.47
23160 - Electrician Maintenance 29.21
23181 - Electronics Technician Maintenance I 24.50
23182 - Electronics Technician Maintenance II 26.04
23183 - Electronics Technician Maintenance III 26.86
23260 - Fabric Worker 21.31
23290 - Fire Alarm System Mechanic 24.42
23310 - Fire Extinguisher Repairer 20.69
23311 - Fuel Distribution System Mechanic 26.86
23312 - Fuel Distribution System Operator 21.85
23370 - General Maintenance Worker 20.41
23380 - Ground Support Equipment Mechanic 24.42
23381 - Ground Support Equipment Servicer 22.26
23382 - Ground Support Equipment Worker 22.99
23391 - Gunsmith I 19.86
23392 - Gunsmith II 22.47
23393 - Gunsmith III 24.42
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.86
23430 - Heavy Equipment Mechanic 21.87
23440 - Heavy Equipment Operator 22.84
23460 - Instrument Mechanic 24.42
23465 - Laboratory/Shelter Mechanic 23.67
23470 - Laborer 17.19
23510 - Locksmith 23.67
23530 - Machinery Maintenance Mechanic 27.42
23550 - Machinist Maintenance 24.42
23580 - Maintenance Trades Helper 13.99
23591 - Metrology Technician I 24.42
23592 - Metrology Technician II 25.76
23593 - Metrology Technician III 26.72
23640 - Millwright 27.97
23710 - Office Appliance Repairer 23.67
23760 - Painter Maintenance 23.67
23790 - Pipefitter Maintenance 30.17
23810 - Plumber Maintenance 29.08
23820 - Pneudraulic Systems Mechanic 24.42
23850 - Rigger 24.42
23870 - Scale Mechanic 22.47
23890 - Sheet-Metal Worker Maintenance 25.44
23910 - Small Engine Mechanic 22.47
23931 - Telecommunications Mechanic I 27.55

23932 - Telecommunications Mechanic II 28.53
23950 - Telephone Lineman 24.42
23960 - Welder Combination Maintenance 22.97
23965 - Well Driller 24.42
23970 - Woodcraft Worker 24.42
23980 - Woodworker 19.86
24000 - Personal Needs Occupations
24550 - Case Manager 14.95
24570 - Child Care Attendant 11.11
24580 - Child Care Center Clerk 16.04
24610 - Chore Aide 11.29
24620 - Family Readiness And Support Services Coordinator 14.95
24630 - Homemaker 17.68
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.94
25040 - Sewage Plant Operator 23.92
25070 - Stationary Engineer 29.94
25190 - Ventilation Equipment Tender 22.60
25210 - Water Treatment Plant Operator 23.92
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.16
27007 - Baggage Inspector 16.22
27008 - Corrections Officer 16.66
27010 - Court Security Officer 19.55
27030 - Detection Dog Handler 18.15
27040 - Detention Officer 16.66
27070 - Firefighter 22.40
27101 - Guard I 16.22
27102 - Guard II 18.15
27131 - Police Officer I 20.88
27132 - Police Officer II 23.21
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.52
28042 - Carnival Equipment Repairer 16.52
28043 - Carnival Worker 12.18
28210 - Gate Attendant/Gate Tender 14.41
28310 - Lifeguard 12.76
28350 - Park Attendant (Aide) 16.02
28510 - Recreation Aide/Health Facility Attendant 11.69
28515 - Recreation Specialist 19.85
28630 - Sports Official 12.76
28690 - Swimming Pool Operator 21.60
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.47
29020 - Hatch Tender 22.47
29030 - Line Handler 22.47
29041 - Stevedore I 21.31
29042 - Stevedore II 23.67
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.46
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.59
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.49
30021 - Archeological Technician I 18.47
30022 - Archeological Technician II 20.65
30023 - Archeological Technician III 25.59
30030 - Cartographic Technician 25.59
30040 - Civil Engineering Technician 25.59
30051 - Cryogenic Technician I 28.33
30052 - Cryogenic Technician II 31.30
30061 - Drafter/CAD Operator I 18.47
30062 - Drafter/CAD Operator II 20.65
30063 - Drafter/CAD Operator III 23.03
30064 - Drafter/CAD Operator IV 28.33
30081 - Engineering Technician I 16.45
30082 - Engineering Technician II 18.47
30083 - Engineering Technician III 20.65
30084 - Engineering Technician IV 25.59
30085 - Engineering Technician V 31.30
30086 - Engineering Technician VI 37.87
30090 - Environmental Technician 25.59
30095 - Evidence Control Specialist 25.59
30210 - Laboratory Technician 22.16
30221 - Latent Fingerprint Technician I 28.33
30222 - Latent Fingerprint Technician II 31.30
30240 - Mathematical Technician 25.59
30361 - Paralegal/Legal Assistant I 16.63
30362 - Paralegal/Legal Assistant II 20.59
30363 - Paralegal/Legal Assistant III 25.20
30364 - Paralegal/Legal Assistant IV 30.48
30375 - Petroleum Supply Specialist 31.30
30390 - Photo-Optics Technician 25.59
30395 - Radiation Control Technician 31.30
30461 - Technical Writer I 25.59
30462 - Technical Writer II 31.30
30463 - Technical Writer III 37.87
30491 - Unexploded Ordnance (UXO) Technician I 26.36
30492 - Unexploded Ordnance (UXO) Technician II 31.89
30493 - Unexploded Ordnance (UXO) Technician III 38.22
30494 - Unexploded (UXO) Safety Escort 26.36
30495 - Unexploded (UXO) Sweep Personnel 26.36
30501 - Weather Forecaster I 28.33
30502 - Weather Forecaster II 34.46
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.03
30621 - Weather Observer Senior (see 2) 25.59
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.89
31020 - Bus Aide 14.48
31030 - Bus Driver 19.60

31043 - Driver Courier	13.92
31260 - Parking and Lot Attendant	12.24
31290 - Shuttle Bus Driver	14.99
31310 - Taxi Driver	13.78
31361 - Truckdriver Light	14.99
31362 - Truckdriver Medium	16.63
31363 - Truckdriver Heavy	19.28
31364 - Truckdriver Tractor-Trailer	19.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.55
99030 - Cashier	9.93
99050 - Desk Clerk	10.15
99095 - Embalmer	28.38
99130 - Flight Follower	26.36
99251 - Laboratory Animal Caretaker I	14.80
99252 - Laboratory Animal Caretaker II	15.92
99260 - Marketing Analyst	26.15
99310 - Mortician	28.38
99410 - Pest Controller	24.98
99510 - Photofinishing Worker	13.85
99710 - Recycling Laborer	19.24
99711 - Recycling Specialist	22.82
99730 - Refuse Collector	17.47
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	14.53
99830 - Survey Party Chief	26.47
99831 - Surveying Aide	16.27
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	21.87
99841 - Vending Machine Repairer	26.36
99842 - Vending Machine Repairer Helper	21.87

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the

employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4819
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Randolph Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.28
01012 - Accounting Clerk II		17.15
01013 - Accounting Clerk III		19.20
01020 - Administrative Assistant		23.31
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		12.87
01042 - Customer Service Representative II		14.43
01043 - Customer Service Representative III		15.80
01051 - Data Entry Operator I		14.15
01052 - Data Entry Operator II		15.44
01060 - Dispatcher Motor Vehicle		19.14
01070 - Document Preparation Clerk		12.81
01090 - Duplicating Machine Operator		12.81
01111 - General Clerk I		12.91
01112 - General Clerk II		14.09

01113 - General Clerk III	15.83
01120 - Housing Referral Assistant	20.69
01141 - Messenger Courier	13.45
01191 - Order Clerk I	15.48
01192 - Order Clerk II	16.89
01261 - Personnel Assistant (Employment) I	16.59
01262 - Personnel Assistant (Employment) II	18.55
01263 - Personnel Assistant (Employment) III	20.68
01270 - Production Control Clerk	26.58
01290 - Rental Clerk	14.69
01300 - Scheduler Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.57
01313 - Secretary III	20.69
01320 - Service Order Dispatcher	17.19
01410 - Supply Technician	23.33
01420 - Survey Worker	17.54
01460 - Switchboard Operator/Receptionist	13.91
01531 - Travel Clerk I	13.87
01532 - Travel Clerk II	14.82
01533 - Travel Clerk III	15.80
01611 - Word Processor I	13.96
01612 - Word Processor II	15.68
01613 - Word Processor III	17.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.82
05010 - Automotive Electrician	18.82
05040 - Automotive Glass Installer	18.07
05070 - Automotive Worker	18.07
05110 - Mobile Equipment Servicer	16.64
05130 - Motor Equipment Metal Mechanic	19.60
05160 - Motor Equipment Metal Worker	18.07
05190 - Motor Vehicle Mechanic	19.60
05220 - Motor Vehicle Mechanic Helper	15.92
05250 - Motor Vehicle Upholstery Worker	17.36
05280 - Motor Vehicle Wrecker	18.07
05310 - Painter Automotive	18.82
05340 - Radiator Repair Specialist	18.07
05370 - Tire Repairer	15.24
05400 - Transmission Repair Specialist	19.60
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.54
07041 - Cook I	11.61
07042 - Cook II	12.54
07070 - Dishwasher	9.14
07130 - Food Service Worker	10.09
07210 - Meat Cutter	17.36
07260 - Waiter/Waitress	9.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.88

09040 - Furniture Handler 14.50
09080 - Furniture Refinisher 21.88
09090 - Furniture Refinisher Helper 17.20
09110 - Furniture Repairer Minor 19.65
09130 - Upholsterer 21.88
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.78
11060 - Elevator Operator 13.78
11090 - Gardener 16.92
11122 - Housekeeping Aide 14.76
11150 - Janitor 14.76
11210 - Laborer Grounds Maintenance 14.25
11240 - Maid or Houseman 10.60
11260 - Pruner 13.74
11270 - Tractor Operator 15.77
11330 - Trail Maintenance Worker 14.25
11360 - Window Cleaner 15.54
12000 - Health Occupations
12010 - Ambulance Driver 16.52
12011 - Breath Alcohol Technician 19.70
12012 - Certified Occupational Therapist Assistant 28.07
12015 - Certified Physical Therapist Assistant 30.69
12020 - Dental Assistant 23.56
12025 - Dental Hygienist 37.19
12030 - EKG Technician 21.46
12035 - Electroneurodiagnostic Technologist 21.46
12040 - Emergency Medical Technician 16.52
12071 - Licensed Practical Nurse I 18.88
12072 - Licensed Practical Nurse II 21.13
12073 - Licensed Practical Nurse III 23.56
12100 - Medical Assistant 15.58
12130 - Medical Laboratory Technician 25.26
12160 - Medical Record Clerk 17.82
12190 - Medical Record Technician 19.93
12195 - Medical Transcriptionist 17.62
12210 - Nuclear Medicine Technologist 43.30
12221 - Nursing Assistant I 12.43
12222 - Nursing Assistant II 13.97
12223 - Nursing Assistant III 15.24
12224 - Nursing Assistant IV 17.12
12235 - Optical Dispenser 15.82
12236 - Optical Technician 17.62
12250 - Pharmacy Technician 16.43
12280 - Phlebotomist 15.57
12305 - Radiologic Technologist 29.03
12311 - Registered Nurse I 25.38
12312 - Registered Nurse II 31.05
12313 - Registered Nurse II Specialist 31.05
12314 - Registered Nurse III 37.58
12315 - Registered Nurse III Anesthetist 37.58

12316 - Registered Nurse IV		45.03
12317 - Scheduler (Drug and Alcohol Testing)		24.41
12320 - Substance Abuse Treatment Counselor		19.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.15
13012 - Exhibits Specialist II		24.96
13013 - Exhibits Specialist III		30.53
13041 - Illustrator I		22.55
13042 - Illustrator II		27.93
13043 - Illustrator III		34.16
13047 - Librarian		28.17
13050 - Library Aide/Clerk		12.35
13054 - Library Information Technology Systems Administrator		24.18
13058 - Library Technician		16.02
13061 - Media Specialist I		17.55
13062 - Media Specialist II		19.62
13063 - Media Specialist III		21.89
13071 - Photographer I		15.95
13072 - Photographer II		17.84
13073 - Photographer III		22.11
13074 - Photographer IV		27.04
13075 - Photographer V		32.71
13090 - Technical Order Library Clerk		16.08
13110 - Video Teleconference Technician		18.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.79
14042 - Computer Operator II		18.79
14043 - Computer Operator III		20.95
14044 - Computer Operator IV		23.28
14045 - Computer Operator V		25.78
14071 - Computer Programmer I	(see 1)	25.51
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.79
14160 - Personal Computer Support Technician		23.28
14170 - System Support Specialist		28.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.08
15020 - Aircrew Training Devices Instructor (Rated)		36.39
15030 - Air Crew Training Devices Instructor (Pilot)		42.16
15050 - Computer Based Training Specialist / Instructor		30.08
15060 - Educational Technologist		30.34
15070 - Flight Instructor (Pilot)		42.16
15080 - Graphic Artist		22.43
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.98

15086 - Maintenance Test Pilot Rotary Wing 39.98
15088 - Non-Maintenance Test/Co-Pilot 39.98
15090 - Technical Instructor 21.37
15095 - Technical Instructor/Course Developer 26.15
15110 - Test Proctor 17.26
15120 - Tutor 17.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.53
16030 - Counter Attendant 10.53
16040 - Dry Cleaner 13.08
16070 - Finisher Flatwork Machine 10.53
16090 - Presser Hand 10.53
16110 - Presser Machine Drycleaning 10.53
16130 - Presser Machine Shirts 10.53
16160 - Presser Machine Wearing Apparel Laundry 10.53
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.90
16250 - Washer Machine 11.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.21
19040 - Tool And Die Maker 28.99
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.11
21030 - Material Coordinator 26.58
21040 - Material Expediter 26.58
21050 - Material Handling Laborer 17.65
21071 - Order Filler 14.50
21080 - Production Line Worker (Food Processing) 18.11
21110 - Shipping Packer 17.66
21130 - Shipping/Receiving Clerk 17.66
21140 - Store Worker I 15.18
21150 - Stock Clerk 20.37
21210 - Tools And Parts Attendant 18.11
21410 - Warehouse Specialist 18.11
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.88
23019 - Aircraft Logs and Records Technician 20.72
23021 - Aircraft Mechanic I 24.02
23022 - Aircraft Mechanic II 24.88
23023 - Aircraft Mechanic III 25.76
23040 - Aircraft Mechanic Helper 18.62
23050 - Aircraft Painter 23.47
23060 - Aircraft Servicer 20.72
23070 - Aircraft Survival Flight Equipment Technician 23.47
23080 - Aircraft Worker 21.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.02
23110 - Appliance Mechanic 23.07

23120 - Bicycle Repairer 19.46
23125 - Cable Splicer 37.04
23130 - Carpenter Maintenance 21.25
23140 - Carpet Layer 21.86
23160 - Electrician Maintenance 29.21
23181 - Electronics Technician Maintenance I 24.99
23182 - Electronics Technician Maintenance II 26.21
23183 - Electronics Technician Maintenance III 27.17
23260 - Fabric Worker 20.72
23290 - Fire Alarm System Mechanic 24.02
23310 - Fire Extinguisher Repairer 19.46
23311 - Fuel Distribution System Mechanic 26.71
23312 - Fuel Distribution System Operator 22.07
23370 - General Maintenance Worker 20.62
23380 - Ground Support Equipment Mechanic 24.02
23381 - Ground Support Equipment Servicer 20.72
23382 - Ground Support Equipment Worker 21.86
23391 - Gunsmith I 19.46
23392 - Gunsmith II 21.86
23393 - Gunsmith III 24.02
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.69
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.72
23430 - Heavy Equipment Mechanic 22.02
23440 - Heavy Equipment Operator 25.31
23460 - Instrument Mechanic 24.02
23465 - Laboratory/Shelter Mechanic 23.07
23470 - Laborer 15.39
23510 - Locksmith 23.07
23530 - Machinery Maintenance Mechanic 27.42
23550 - Machinist Maintenance 20.87
23580 - Maintenance Trades Helper 16.60
23591 - Metrology Technician I 24.02
23592 - Metrology Technician II 24.88
23593 - Metrology Technician III 25.76
23640 - Millwright 28.07
23710 - Office Appliance Repairer 22.25
23760 - Painter Maintenance 18.10
23790 - Pipefitter Maintenance 28.99
23810 - Plumber Maintenance 27.84
23820 - Pneudraulic Systems Mechanic 24.02
23850 - Rigger 24.02
23870 - Scale Mechanic 21.86
23890 - Sheet-Metal Worker Maintenance 21.63
23910 - Small Engine Mechanic 20.74
23931 - Telecommunications Mechanic I 27.55
23932 - Telecommunications Mechanic II 28.53
23950 - Telephone Lineman 24.99
23960 - Welder Combination Maintenance 18.58

23965 - Well Driller		24.02
23970 - Woodcraft Worker		24.02
23980 - Woodworker		19.46
24000 - Personal Needs Occupations		
24550 - Case Manager		13.78
24570 - Child Care Attendant		10.10
24580 - Child Care Center Clerk		14.92
24610 - Chore Aide		11.53
24620 - Family Readiness And Support Services Coordinator		13.78
24630 - Homemaker		15.80
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		29.94
25040 - Sewage Plant Operator		22.32
25070 - Stationary Engineer		29.94
25190 - Ventilation Equipment Tender		22.60
25210 - Water Treatment Plant Operator		22.32
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.39
27007 - Baggage Inspector		16.22
27008 - Corrections Officer		23.27
27010 - Court Security Officer		21.92
27030 - Detection Dog Handler		18.15
27040 - Detention Officer		23.27
27070 - Firefighter		23.77
27101 - Guard I		16.22
27102 - Guard II		18.15
27131 - Police Officer I		25.19
27132 - Police Officer II		27.99
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.98
28042 - Carnival Equipment Repairer		13.34
28043 - Carnival Worker		11.15
28210 - Gate Attendant/Gate Tender		14.32
28310 - Lifeguard		12.76
28350 - Park Attendant (Aide)		16.02
28510 - Recreation Aide/Health Facility Attendant		11.69
28515 - Recreation Specialist		19.85
28630 - Sports Official		12.76
28690 - Swimming Pool Operator		18.63
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.30
29020 - Hatch Tender		23.30
29030 - Line Handler		23.30
29041 - Stevedore I		22.18
29042 - Stevedore II		24.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.88
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.89
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.80

30021 - Archeological Technician I		18.63
30022 - Archeological Technician II		20.83
30023 - Archeological Technician III		25.81
30030 - Cartographic Technician		25.81
30040 - Civil Engineering Technician		25.81
30051 - Cryogenic Technician I		28.58
30052 - Cryogenic Technician II		31.57
30061 - Drafter/CAD Operator I		18.63
30062 - Drafter/CAD Operator II		20.83
30063 - Drafter/CAD Operator III		23.22
30064 - Drafter/CAD Operator IV		29.65
30081 - Engineering Technician I		16.59
30082 - Engineering Technician II		18.63
30083 - Engineering Technician III		20.83
30084 - Engineering Technician IV		25.81
30085 - Engineering Technician V		31.57
30086 - Engineering Technician VI		38.21
30090 - Environmental Technician		25.81
30095 - Evidence Control Specialist		25.81
30210 - Laboratory Technician		23.73
30221 - Latent Fingerprint Technician I		28.58
30222 - Latent Fingerprint Technician II		31.57
30240 - Mathematical Technician		25.81
30361 - Paralegal/Legal Assistant I		19.22
30362 - Paralegal/Legal Assistant II		23.81
30363 - Paralegal/Legal Assistant III		31.43
30364 - Paralegal/Legal Assistant IV		37.70
30375 - Petroleum Supply Specialist		31.57
30390 - Photo-Optics Technician		25.81
30395 - Radiation Control Technician		31.57
30461 - Technical Writer I		25.81
30462 - Technical Writer II		31.57
30463 - Technical Writer III		38.21
30491 - Unexploded Ordnance (UXO) Technician I		26.62
30492 - Unexploded Ordnance (UXO) Technician II		32.21
30493 - Unexploded Ordnance (UXO) Technician III		38.60
30494 - Unexploded (UXO) Safety Escort		26.62
30495 - Unexploded (UXO) Sweep Personnel		26.62
30501 - Weather Forecaster I		29.65
30502 - Weather Forecaster II		36.07
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.22
30621 - Weather Observer Senior	(see 2)	25.81
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.21
31020 - Bus Aide		14.48
31030 - Bus Driver		19.60
31043 - Driver Courier		17.02
31260 - Parking and Lot Attendant		12.24
31290 - Shuttle Bus Driver		18.11

31310 - Taxi Driver	13.99
31361 - Truckdriver Light	18.11
31362 - Truckdriver Medium	18.43
31363 - Truckdriver Heavy	19.35
31364 - Truckdriver Tractor-Trailer	19.35
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.70
99030 - Cashier	10.90
99050 - Desk Clerk	10.21
99095 - Embalmer	34.47
99130 - Flight Follower	26.62
99251 - Laboratory Animal Caretaker I	13.93
99252 - Laboratory Animal Caretaker II	14.95
99260 - Marketing Analyst	26.15
99310 - Mortician	34.47
99410 - Pest Controller	25.24
99510 - Photofinishing Worker	13.99
99710 - Recycling Laborer	19.79
99711 - Recycling Specialist	23.47
99730 - Refuse Collector	17.97
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	12.93
99830 - Survey Party Chief	28.31
99831 - Surveying Aide	14.55
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	22.09
99841 - Vending Machine Repairer	26.62
99842 - Vending Machine Repairer Helper	22.09

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4820
Revision No.: 14
Date Of Last Revision: 05/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Randolph Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.59
01013 - Accounting Clerk III		17.45
01020 - Administrative Assistant		21.19
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		11.70
01042 - Customer Service Representative II		13.16
01043 - Customer Service Representative III		14.36
01051 - Data Entry Operator I		14.15
01052 - Data Entry Operator II		15.44
01060 - Dispatcher Motor Vehicle		19.14
01070 - Document Preparation Clerk		12.79

01090 - Duplicating Machine Operator	12.79
01111 - General Clerk I	12.86
01112 - General Clerk II	14.03
01113 - General Clerk III	15.76
01120 - Housing Referral Assistant	20.69
01141 - Messenger Courier	12.23
01191 - Order Clerk I	15.48
01192 - Order Clerk II	16.89
01261 - Personnel Assistant (Employment) I	15.95
01262 - Personnel Assistant (Employment) II	17.85
01263 - Personnel Assistant (Employment) III	19.89
01270 - Production Control Clerk	26.58
01290 - Rental Clerk	14.69
01300 - Scheduler Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.57
01313 - Secretary III	20.69
01320 - Service Order Dispatcher	17.19
01410 - Supply Technician	21.21
01420 - Survey Worker	17.54
01460 - Switchboard Operator/Receptionist	13.32
01531 - Travel Clerk I	13.34
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.23
01611 - Word Processor I	13.96
01612 - Word Processor II	15.68
01613 - Word Processor III	17.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.82
05010 - Automotive Electrician	18.81
05040 - Automotive Glass Installer	18.07
05070 - Automotive Worker	18.07
05110 - Mobile Equipment Servicer	16.64
05130 - Motor Equipment Metal Mechanic	19.53
05160 - Motor Equipment Metal Worker	18.07
05190 - Motor Vehicle Mechanic	19.34
05220 - Motor Vehicle Mechanic Helper	15.92
05250 - Motor Vehicle Upholstery Worker	17.36
05280 - Motor Vehicle Wrecker	18.07
05310 - Painter Automotive	18.81
05340 - Radiator Repair Specialist	18.07
05370 - Tire Repairer	15.24
05400 - Transmission Repair Specialist	19.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.54
07041 - Cook I	11.61
07042 - Cook II	12.54
07070 - Dishwasher	9.14
07130 - Food Service Worker	9.71
07210 - Meat Cutter	17.36

07260 - Waiter/Waitress	9.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.88
09040 - Furniture Handler	14.50
09080 - Furniture Refinisher	21.88
09090 - Furniture Refinisher Helper	17.20
09110 - Furniture Repairer Minor	19.65
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.58
11060 - Elevator Operator	13.42
11090 - Gardener	16.30
11122 - Housekeeping Aide	14.76
11150 - Janitor	14.76
11210 - Laborer Grounds Maintenance	14.25
11240 - Maid or Houseman	10.08
11260 - Pruner	13.74
11270 - Tractor Operator	15.71
11330 - Trail Maintenance Worker	14.25
11360 - Window Cleaner	15.54
12000 - Health Occupations	
12010 - Ambulance Driver	16.52
12011 - Breath Alcohol Technician	18.96
12012 - Certified Occupational Therapist Assistant	28.07
12015 - Certified Physical Therapist Assistant	30.69
12020 - Dental Assistant	23.56
12025 - Dental Hygienist	37.19
12030 - EKG Technician	21.46
12035 - Electroneurodiagnostic Technologist	21.46
12040 - Emergency Medical Technician	16.52
12071 - Licensed Practical Nurse I	18.88
12072 - Licensed Practical Nurse II	21.13
12073 - Licensed Practical Nurse III	23.56
12100 - Medical Assistant	15.35
12130 - Medical Laboratory Technician	25.26
12160 - Medical Record Clerk	16.57
12190 - Medical Record Technician	18.96
12195 - Medical Transcriptionist	16.63
12210 - Nuclear Medicine Technologist	41.67
12221 - Nursing Assistant I	12.03
12222 - Nursing Assistant II	13.53
12223 - Nursing Assistant III	14.76
12224 - Nursing Assistant IV	16.57
12235 - Optical Dispenser	15.82
12236 - Optical Technician	16.95
12250 - Pharmacy Technician	16.12
12280 - Phlebotomist	15.06
12305 - Radiologic Technologist	27.24
12311 - Registered Nurse I	24.74
12312 - Registered Nurse II	30.26

12313 - Registered Nurse II Specialist		30.26
12314 - Registered Nurse III		36.61
12315 - Registered Nurse III Anesthetist		36.61
12316 - Registered Nurse IV		43.87
12317 - Scheduler (Drug and Alcohol Testing)		23.49
12320 - Substance Abuse Treatment Counselor		19.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.15
13012 - Exhibits Specialist II		24.96
13013 - Exhibits Specialist III		30.53
13041 - Illustrator I		22.55
13042 - Illustrator II		27.93
13043 - Illustrator III		34.16
13047 - Librarian		28.17
13050 - Library Aide/Clerk		12.35
13054 - Library Information Technology Systems Administrator		24.18
13058 - Library Technician		16.02
13061 - Media Specialist I		17.55
13062 - Media Specialist II		19.62
13063 - Media Specialist III		21.89
13071 - Photographer I		15.95
13072 - Photographer II		17.84
13073 - Photographer III		22.11
13074 - Photographer IV		27.04
13075 - Photographer V		32.71
13090 - Technical Order Library Clerk		16.08
13110 - Video Teleconference Technician		18.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.79
14042 - Computer Operator II		18.79
14043 - Computer Operator III		20.95
14044 - Computer Operator IV		23.28
14045 - Computer Operator V		25.78
14071 - Computer Programmer I	(see 1)	25.51
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.79
14160 - Personal Computer Support Technician		23.28
14170 - System Support Specialist		28.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.08
15020 - Aircrew Training Devices Instructor (Rated)		36.39
15030 - Air Crew Training Devices Instructor (Pilot)		42.16
15050 - Computer Based Training Specialist / Instructor		30.08
15060 - Educational Technologist		30.34

15070 - Flight Instructor (Pilot) 42.16
15080 - Graphic Artist 22.43
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.78
15086 - Maintenance Test Pilot Rotary Wing 39.78
15088 - Non-Maintenance Test/Co-Pilot 39.78
15090 - Technical Instructor 21.37
15095 - Technical Instructor/Course Developer 26.15
15110 - Test Proctor 17.26
15120 - Tutor 17.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.67
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.56
16220 - Tailor 14.44
16250 - Washer Machine 10.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.21
19040 - Tool And Die Maker 28.99
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.11
21030 - Material Coordinator 26.58
21040 - Material Expediter 26.58
21050 - Material Handling Laborer 17.65
21071 - Order Filler 14.50
21080 - Production Line Worker (Food Processing) 18.11
21110 - Shipping Packer 17.58
21130 - Shipping/Receiving Clerk 17.58
21140 - Store Worker I 15.03
21150 - Stock Clerk 20.16
21210 - Tools And Parts Attendant 18.11
21410 - Warehouse Specialist 18.11
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.61
23019 - Aircraft Logs and Records Technician 20.70
23021 - Aircraft Mechanic I 23.77
23022 - Aircraft Mechanic II 24.61
23023 - Aircraft Mechanic III 25.49
23040 - Aircraft Mechanic Helper 18.62
23050 - Aircraft Painter 23.47
23060 - Aircraft Servicer 20.70
23070 - Aircraft Survival Flight Equipment Technician 23.47
23080 - Aircraft Worker 21.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.78

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.77
23110 - Appliance Mechanic 22.49
23120 - Bicycle Repairer 18.98
23125 - Cable Splicer 36.06
23130 - Carpenter Maintenance 21.19
23140 - Carpet Layer 21.78
23160 - Electrician Maintenance 29.21
23181 - Electronics Technician Maintenance I 24.99
23182 - Electronics Technician Maintenance II 26.21
23183 - Electronics Technician Maintenance III 27.17
23260 - Fabric Worker 20.65
23290 - Fire Alarm System Mechanic 23.77
23310 - Fire Extinguisher Repairer 19.43
23311 - Fuel Distribution System Mechanic 26.71
23312 - Fuel Distribution System Operator 22.07
23370 - General Maintenance Worker 19.61
23380 - Ground Support Equipment Mechanic 23.77
23381 - Ground Support Equipment Servicer 20.70
23382 - Ground Support Equipment Worker 21.78
23391 - Gunsmith I 19.43
23392 - Gunsmith II 21.78
23393 - Gunsmith III 23.77
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.69
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.72
23430 - Heavy Equipment Mechanic 21.60
23440 - Heavy Equipment Operator 25.31
23460 - Instrument Mechanic 23.77
23465 - Laboratory/Shelter Mechanic 22.91
23470 - Laborer 15.39
23510 - Locksmith 22.91
23530 - Machinery Maintenance Mechanic 27.42
23550 - Machinist Maintenance 20.14
23580 - Maintenance Trades Helper 16.60
23591 - Metrology Technician I 23.77
23592 - Metrology Technician II 24.61
23593 - Metrology Technician III 25.49
23640 - Millwright 28.07
23710 - Office Appliance Repairer 22.25
23760 - Painter Maintenance 18.10
23790 - Pipefitter Maintenance 28.69
23810 - Plumber Maintenance 26.63
23820 - Pneudraulic Systems Mechanic 23.77
23850 - Rigger 23.77
23870 - Scale Mechanic 21.78
23890 - Sheet-Metal Worker Maintenance 21.63
23910 - Small Engine Mechanic 20.74
23931 - Telecommunications Mechanic I 27.55

23932 - Telecommunications Mechanic II 28.53
23950 - Telephone Lineman 24.99
23960 - Welder Combination Maintenance 18.58
23965 - Well Driller 23.77
23970 - Woodcraft Worker 23.36
23980 - Woodworker 19.43
24000 - Personal Needs Occupations
24550 - Case Manager 13.78
24570 - Child Care Attendant 10.05
24580 - Child Care Center Clerk 14.92
24610 - Chore Aide 11.29
24620 - Family Readiness And Support Services Coordinator 13.78
24630 - Homemaker 15.80
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.94
25040 - Sewage Plant Operator 22.32
25070 - Stationary Engineer 29.94
25190 - Ventilation Equipment Tender 22.60
25210 - Water Treatment Plant Operator 22.32
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.39
27007 - Baggage Inspector 16.22
27008 - Corrections Officer 23.27
27010 - Court Security Officer 21.92
27030 - Detection Dog Handler 18.15
27040 - Detention Officer 23.27
27070 - Firefighter 22.55
27101 - Guard I 16.22
27102 - Guard II 18.15
27131 - Police Officer I 25.19
27132 - Police Officer II 27.99
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.98
28042 - Carnival Equipment Repairer 13.34
28043 - Carnival Worker 11.15
28210 - Gate Attendant/Gate Tender 14.32
28310 - Lifeguard 12.76
28350 - Park Attendant (Aide) 16.02
28510 - Recreation Aide/Health Facility Attendant 11.69
28515 - Recreation Specialist 19.85
28630 - Sports Official 12.76
28690 - Swimming Pool Operator 18.63
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.30
29020 - Hatch Tender 23.30
29030 - Line Handler 23.30
29041 - Stevedore I 22.18
29042 - Stevedore II 24.40
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.46
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.59
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.49
30021 - Archeological Technician I 18.47
30022 - Archeological Technician II 20.65
30023 - Archeological Technician III 25.59
30030 - Cartographic Technician 25.59
30040 - Civil Engineering Technician 25.59
30051 - Cryogenic Technician I 28.33
30052 - Cryogenic Technician II 31.30
30061 - Drafter/CAD Operator I 18.47
30062 - Drafter/CAD Operator II 20.65
30063 - Drafter/CAD Operator III 23.03
30064 - Drafter/CAD Operator IV 29.65
30081 - Engineering Technician I 16.45
30082 - Engineering Technician II 18.47
30083 - Engineering Technician III 20.65
30084 - Engineering Technician IV 25.59
30085 - Engineering Technician V 31.30
30086 - Engineering Technician VI 37.87
30090 - Environmental Technician 25.59
30095 - Evidence Control Specialist 25.59
30210 - Laboratory Technician 22.16
30221 - Latent Fingerprint Technician I 28.33
30222 - Latent Fingerprint Technician II 31.30
30240 - Mathematical Technician 25.59
30361 - Paralegal/Legal Assistant I 19.22
30362 - Paralegal/Legal Assistant II 23.81
30363 - Paralegal/Legal Assistant III 31.43
30364 - Paralegal/Legal Assistant IV 37.70
30375 - Petroleum Supply Specialist 31.30
30390 - Photo-Optics Technician 25.59
30395 - Radiation Control Technician 31.30
30461 - Technical Writer I 25.59
30462 - Technical Writer II 31.30
30463 - Technical Writer III 37.87
30491 - Unexploded Ordnance (UXO) Technician I 26.36
30492 - Unexploded Ordnance (UXO) Technician II 31.89
30493 - Unexploded Ordnance (UXO) Technician III 38.22
30494 - Unexploded (UXO) Safety Escort 26.36
30495 - Unexploded (UXO) Sweep Personnel 26.36
30501 - Weather Forecaster I 29.65
30502 - Weather Forecaster II 36.07
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.03
30621 - Weather Observer Senior (see 2) 25.59
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.89
31020 - Bus Aide 14.48
31030 - Bus Driver 19.60

31043 - Driver Courier	17.02
31260 - Parking and Lot Attendant	12.24
31290 - Shuttle Bus Driver	18.11
31310 - Taxi Driver	13.99
31361 - Truckdriver Light	18.11
31362 - Truckdriver Medium	18.43
31363 - Truckdriver Heavy	19.35
31364 - Truckdriver Tractor-Trailer	19.35
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.55
99030 - Cashier	9.93
99050 - Desk Clerk	10.05
99095 - Embalmer	34.47
99130 - Flight Follower	26.36
99251 - Laboratory Animal Caretaker I	12.66
99252 - Laboratory Animal Caretaker II	13.59
99260 - Marketing Analyst	26.15
99310 - Mortician	34.47
99410 - Pest Controller	23.97
99510 - Photofinishing Worker	13.85
99710 - Recycling Laborer	19.24
99711 - Recycling Specialist	22.82
99730 - Refuse Collector	17.47
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	12.93
99830 - Survey Party Chief	28.31
99831 - Surveying Aide	14.55
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	21.87
99841 - Vending Machine Repairer	26.36
99842 - Vending Machine Repairer Helper	21.87

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4821
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Crawford Daviess Dubois Gibson Greene Jackson Knox Lawrence Martin Orange Pike

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.70
01012 - Accounting Clerk II		15.39
01013 - Accounting Clerk III		17.21
01020 - Administrative Assistant		24.49
01035 - Court Reporter		18.31
01041 - Customer Service Representative I		13.27
01042 - Customer Service Representative II		14.90
01043 - Customer Service Representative III		16.26
01051 - Data Entry Operator I		14.52
01052 - Data Entry Operator II		15.84
01060 - Dispatcher Motor Vehicle		21.76
01070 - Document Preparation Clerk		13.36
01090 - Duplicating Machine Operator		13.36
01111 - General Clerk I		13.29

01112 - General Clerk II 14.50
01113 - General Clerk III 16.29
01120 - Housing Referral Assistant 18.09
01141 - Messenger Courier 13.66
01191 - Order Clerk I 13.62
01192 - Order Clerk II 14.86
01261 - Personnel Assistant (Employment) I 15.20
01262 - Personnel Assistant (Employment) II 17.01
01263 - Personnel Assistant (Employment) III 18.95
01270 - Production Control Clerk 24.00
01290 - Rental Clerk 13.37
01300 - Scheduler Maintenance 14.50
01311 - Secretary I 14.50
01312 - Secretary II 16.23
01313 - Secretary III 18.09
01320 - Service Order Dispatcher 19.45
01410 - Supply Technician 24.49
01420 - Survey Worker 15.18
01460 - Switchboard Operator/Receptionist 14.29
01531 - Travel Clerk I 14.15
01532 - Travel Clerk II 14.81
01533 - Travel Clerk III 15.47
01611 - Word Processor I 13.86
01612 - Word Processor II 15.57
01613 - Word Processor III 17.41
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.21
05010 - Automotive Electrician 19.15
05040 - Automotive Glass Installer 18.18
05070 - Automotive Worker 18.18
05110 - Mobile Equipment Servicer 16.00
05130 - Motor Equipment Metal Mechanic 20.03
05160 - Motor Equipment Metal Worker 18.18
05190 - Motor Vehicle Mechanic 20.03
05220 - Motor Vehicle Mechanic Helper 14.88
05250 - Motor Vehicle Upholstery Worker 17.10
05280 - Motor Vehicle Wrecker 18.18
05310 - Painter Automotive 19.15
05340 - Radiator Repair Specialist 18.18
05370 - Tire Repairer 14.73
05400 - Transmission Repair Specialist 20.03
07000 - Food Preparation And Service Occupations
07010 - Baker 13.81
07041 - Cook I 12.49
07042 - Cook II 14.19
07070 - Dishwasher 9.25
07130 - Food Service Worker 9.89
07210 - Meat Cutter 14.66
07260 - Waiter/Waitress 9.68
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 21.60
09040 - Furniture Handler 14.99
09080 - Furniture Refinisher 19.64
09090 - Furniture Refinisher Helper 17.91
09110 - Furniture Repairer Minor 18.81
09130 - Upholsterer 19.64
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.06
11060 - Elevator Operator 12.27
11090 - Gardener 17.36
11122 - Housekeeping Aide 12.51
11150 - Janitor 12.51
11210 - Laborer Grounds Maintenance 13.77
11240 - Maid or Houseman 10.76
11260 - Pruner 12.60
11270 - Tractor Operator 16.14
11330 - Trail Maintenance Worker 13.77
11360 - Window Cleaner 13.68
12000 - Health Occupations
12010 - Ambulance Driver 16.29
12011 - Breath Alcohol Technician 19.25
12012 - Certified Occupational Therapist Assistant 27.03
12015 - Certified Physical Therapist Assistant 26.81
12020 - Dental Assistant 19.56
12025 - Dental Hygienist 39.64
12030 - EKG Technician 26.59
12035 - Electroneurodiagnostic Technologist 26.59
12040 - Emergency Medical Technician 16.29
12071 - Licensed Practical Nurse I 17.22
12072 - Licensed Practical Nurse II 19.25
12073 - Licensed Practical Nurse III 21.46
12100 - Medical Assistant 15.48
12130 - Medical Laboratory Technician 23.66
12160 - Medical Record Clerk 16.12
12190 - Medical Record Technician 19.03
12195 - Medical Transcriptionist 17.22
12210 - Nuclear Medicine Technologist 42.31
12221 - Nursing Assistant I 11.83
12222 - Nursing Assistant II 13.30
12223 - Nursing Assistant III 14.51
12224 - Nursing Assistant IV 16.29
12235 - Optical Dispenser 16.15
12236 - Optical Technician 17.22
12250 - Pharmacy Technician 15.93
12280 - Phlebotomist 14.93
12305 - Radiologic Technologist 26.79
12311 - Registered Nurse I 23.31
12312 - Registered Nurse II 28.51
12313 - Registered Nurse II Specialist 28.51
12314 - Registered Nurse III 34.50

12315 - Registered Nurse III Anesthetist		34.50
12316 - Registered Nurse IV		41.34
12317 - Scheduler (Drug and Alcohol Testing)		23.85
12320 - Substance Abuse Treatment Counselor		20.44
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.83
13012 - Exhibits Specialist II		20.32
13013 - Exhibits Specialist III		25.49
13041 - Illustrator I		16.79
13042 - Illustrator II		20.32
13043 - Illustrator III		25.49
13047 - Librarian		20.01
13050 - Library Aide/Clerk		13.09
13054 - Library Information Technology Systems Administrator		20.32
13058 - Library Technician		13.18
13061 - Media Specialist I		14.80
13062 - Media Specialist II		16.43
13063 - Media Specialist III		18.32
13071 - Photographer I		16.97
13072 - Photographer II		19.00
13073 - Photographer III		22.94
13074 - Photographer IV		28.77
13075 - Photographer V		34.82
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.49
14042 - Computer Operator II		16.20
14043 - Computer Operator III		18.89
14044 - Computer Operator IV		20.68
14045 - Computer Operator V		22.92
14071 - Computer Programmer I	(see 1)	19.20
14072 - Computer Programmer II	(see 1)	23.78
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.49
14160 - Personal Computer Support Technician		20.68
14170 - System Support Specialist		26.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.78
15020 - Aircrew Training Devices Instructor (Rated)		36.03
15030 - Air Crew Training Devices Instructor (Pilot)		43.18
15050 - Computer Based Training Specialist / Instructor		29.78
15060 - Educational Technologist		30.00
15070 - Flight Instructor (Pilot)		43.18
15080 - Graphic Artist		19.49

15085 - Maintenance Test Pilot Fixed Jet/Prop 43.18
15086 - Maintenance Test Pilot Rotary Wing 43.18
15088 - Non-Maintenance Test/Co-Pilot 43.18
15090 - Technical Instructor 18.92
15095 - Technical Instructor/Course Developer 23.75
15110 - Test Proctor 15.70
15120 - Tutor 15.70
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
16070 - Finisher Flatwork Machine 10.81
16090 - Presser Hand 10.81
16110 - Presser Machine Drycleaning 10.81
16130 - Presser Machine Shirts 10.81
16160 - Presser Machine Wearing Apparel Laundry 10.81
16190 - Sewing Machine Operator 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.18
19040 - Tool And Die Maker 28.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.41
21030 - Material Coordinator 24.00
21040 - Material Expediter 24.00
21050 - Material Handling Laborer 16.12
21071 - Order Filler 13.83
21080 - Production Line Worker (Food Processing) 18.41
21110 - Shipping Packer 17.44
21130 - Shipping/Receiving Clerk 17.44
21140 - Store Worker I 14.71
21150 - Stock Clerk 19.29
21210 - Tools And Parts Attendant 18.41
21410 - Warehouse Specialist 18.41
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.95
23019 - Aircraft Logs and Records Technician 20.40
23021 - Aircraft Mechanic I 23.89
23022 - Aircraft Mechanic II 24.95
23023 - Aircraft Mechanic III 26.05
23040 - Aircraft Mechanic Helper 17.75
23050 - Aircraft Painter 22.84
23060 - Aircraft Servicer 20.40
23070 - Aircraft Survival Flight Equipment Technician 22.84
23080 - Aircraft Worker 21.69
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.69
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.89

23110 - Appliance Mechanic 22.55
23120 - Bicycle Repairer 19.08
23125 - Cable Splicer 33.56
23130 - Carpenter Maintenance 21.32
23140 - Carpet Layer 21.69
23160 - Electrician Maintenance 27.28
23181 - Electronics Technician Maintenance I 24.44
23182 - Electronics Technician Maintenance II 25.74
23183 - Electronics Technician Maintenance III 26.92
23260 - Fabric Worker 20.40
23290 - Fire Alarm System Mechanic 23.17
23310 - Fire Extinguisher Repairer 19.08
23311 - Fuel Distribution System Mechanic 24.15
23312 - Fuel Distribution System Operator 18.93
23370 - General Maintenance Worker 19.92
23380 - Ground Support Equipment Mechanic 23.89
23381 - Ground Support Equipment Servicer 20.40
23382 - Ground Support Equipment Worker 21.69
23391 - Gunsmith I 19.08
23392 - Gunsmith II 21.69
23393 - Gunsmith III 23.89
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.80
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.81
23430 - Heavy Equipment Mechanic 24.64
23440 - Heavy Equipment Operator 25.13
23460 - Instrument Mechanic 31.01
23465 - Laboratory/Shelter Mechanic 22.84
23470 - Laborer 16.12
23510 - Locksmith 22.84
23530 - Machinery Maintenance Mechanic 24.24
23550 - Machinist Maintenance 22.55
23580 - Maintenance Trades Helper 14.58
23591 - Metrology Technician I 31.01
23592 - Metrology Technician II 32.38
23593 - Metrology Technician III 33.82
23640 - Millwright 25.19
23710 - Office Appliance Repairer 22.95
23760 - Painter Maintenance 17.41
23790 - Pipefitter Maintenance 25.72
23810 - Plumber Maintenance 24.59
23820 - Pneudraulic Systems Mechanic 23.89
23850 - Rigger 23.89
23870 - Scale Mechanic 21.69
23890 - Sheet-Metal Worker Maintenance 22.51
23910 - Small Engine Mechanic 18.53
23931 - Telecommunications Mechanic I 27.49
23932 - Telecommunications Mechanic II 28.71
23950 - Telephone Lineman 27.34

23960 - Welder Combination Maintenance		23.01
23965 - Well Driller		23.85
23970 - Woodcraft Worker		23.89
23980 - Woodworker		19.08
24000 - Personal Needs Occupations		
24550 - Case Manager		14.62
24570 - Child Care Attendant		11.39
24580 - Child Care Center Clerk		14.20
24610 - Chore Aide		11.89
24620 - Family Readiness And Support Services Coordinator		14.62
24630 - Homemaker		14.62
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.31
25040 - Sewage Plant Operator		21.82
25070 - Stationary Engineer		24.31
25190 - Ventilation Equipment Tender		18.11
25210 - Water Treatment Plant Operator		21.82
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.64
27007 - Baggage Inspector		12.32
27008 - Corrections Officer		16.31
27010 - Court Security Officer		19.58
27030 - Detection Dog Handler		15.18
27040 - Detention Officer		16.31
27070 - Firefighter		23.01
27101 - Guard I		12.32
27102 - Guard II		14.61
27131 - Police Officer I		21.39
27132 - Police Officer II		23.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.20
28042 - Carnival Equipment Repairer		13.20
28043 - Carnival Worker		9.93
28210 - Gate Attendant/Gate Tender		14.21
28310 - Lifeguard		11.94
28350 - Park Attendant (Aide)		15.90
28510 - Recreation Aide/Health Facility Attendant		11.99
28515 - Recreation Specialist		19.69
28630 - Sports Official		12.66
28690 - Swimming Pool Operator		18.83
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.94
29020 - Hatch Tender		26.94
29030 - Line Handler		26.94
29041 - Stevedore I		25.43
29042 - Stevedore II		28.36
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.62
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.01

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.85
30021 - Archeological Technician I 18.22
30022 - Archeological Technician II 20.37
30023 - Archeological Technician III 25.25
30030 - Cartographic Technician 25.25
30040 - Civil Engineering Technician 26.98
30051 - Cryogenic Technician I 27.95
30052 - Cryogenic Technician II 30.87
30061 - Drafter/CAD Operator I 18.22
30062 - Drafter/CAD Operator II 20.37
30063 - Drafter/CAD Operator III 22.71
30064 - Drafter/CAD Operator IV 27.95
30081 - Engineering Technician I 16.79
30082 - Engineering Technician II 18.86
30083 - Engineering Technician III 21.09
30084 - Engineering Technician IV 26.12
30085 - Engineering Technician V 31.95
30086 - Engineering Technician VI 38.67
30090 - Environmental Technician 25.25
30095 - Evidence Control Specialist 25.25
30210 - Laboratory Technician 20.46
30221 - Latent Fingerprint Technician I 27.95
30222 - Latent Fingerprint Technician II 30.87
30240 - Mathematical Technician 25.25
30361 - Paralegal/Legal Assistant I 18.11
30362 - Paralegal/Legal Assistant II 23.40
30363 - Paralegal/Legal Assistant III 27.44
30364 - Paralegal/Legal Assistant IV 34.73
30375 - Petroleum Supply Specialist 30.87
30390 - Photo-Optics Technician 22.95
30395 - Radiation Control Technician 30.87
30461 - Technical Writer I 23.18
30462 - Technical Writer II 28.36
30463 - Technical Writer III 34.31
30491 - Unexploded Ordnance (UXO) Technician I 25.82
30492 - Unexploded Ordnance (UXO) Technician II 31.24
30493 - Unexploded Ordnance (UXO) Technician III 37.44
30494 - Unexploded (UXO) Safety Escort 25.82
30495 - Unexploded (UXO) Sweep Personnel 25.82
30501 - Weather Forecaster I 28.93
30502 - Weather Forecaster II 35.20
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.71
30621 - Weather Observer Senior (see 2) 25.25
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.24
31020 - Bus Aide 13.63
31030 - Bus Driver 18.35
31043 - Driver Courier 14.18
31260 - Parking and Lot Attendant 13.61

31290 - Shuttle Bus Driver	14.82
31310 - Taxi Driver	14.60
31361 - Truckdriver Light	15.25
31362 - Truckdriver Medium	16.30
31363 - Truckdriver Heavy	21.99
31364 - Truckdriver Tractor-Trailer	21.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.23
99030 - Cashier	10.49
99050 - Desk Clerk	10.11
99095 - Embalmer	33.22
99130 - Flight Follower	25.82
99251 - Laboratory Animal Caretaker I	13.42
99252 - Laboratory Animal Caretaker II	14.43
99260 - Marketing Analyst	24.39
99310 - Mortician	33.22
99410 - Pest Controller	18.58
99510 - Photofinishing Worker	13.57
99710 - Recycling Laborer	19.29
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	17.65
99810 - Sales Clerk	11.65
99820 - School Crossing Guard	16.26
99830 - Survey Party Chief	23.82
99831 - Surveying Aide	14.36
99832 - Surveying Technician	19.54
99840 - Vending Machine Attendant	17.70
99841 - Vending Machine Repairer	21.57
99842 - Vending Machine Repairer Helper	17.70

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4824
Revision No.: 14
Date Of Last Revision: 05/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Perry Spencer

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.09
01012 - Accounting Clerk II		14.69
01013 - Accounting Clerk III		16.44
01020 - Administrative Assistant		22.26
01035 - Court Reporter		17.04
01041 - Customer Service Representative I		13.25
01042 - Customer Service Representative II		14.90
01043 - Customer Service Representative III		16.25
01051 - Data Entry Operator I		13.74
01052 - Data Entry Operator II		14.99
01060 - Dispatcher Motor Vehicle		21.76
01070 - Document Preparation Clerk		12.92

01090 - Duplicating Machine Operator 12.92
01111 - General Clerk I 12.74
01112 - General Clerk II 13.90
01113 - General Clerk III 15.61
01120 - Housing Referral Assistant 18.09
01141 - Messenger Courier 10.97
01191 - Order Clerk I 13.62
01192 - Order Clerk II 14.86
01261 - Personnel Assistant (Employment) I 15.20
01262 - Personnel Assistant (Employment) II 17.01
01263 - Personnel Assistant (Employment) III 18.95
01270 - Production Control Clerk 22.37
01290 - Rental Clerk 11.52
01300 - Scheduler Maintenance 14.50
01311 - Secretary I 14.50
01312 - Secretary II 16.23
01313 - Secretary III 18.09
01320 - Service Order Dispatcher 19.45
01410 - Supply Technician 22.26
01420 - Survey Worker 14.34
01460 - Switchboard Operator/Receptionist 13.88
01531 - Travel Clerk I 13.62
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 14.95
01611 - Word Processor I 12.60
01612 - Word Processor II 14.15
01613 - Word Processor III 15.83
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.91
05010 - Automotive Electrician 18.56
05040 - Automotive Glass Installer 17.62
05070 - Automotive Worker 17.62
05110 - Mobile Equipment Servicer 15.51
05130 - Motor Equipment Metal Mechanic 19.41
05160 - Motor Equipment Metal Worker 17.62
05190 - Motor Vehicle Mechanic 19.41
05220 - Motor Vehicle Mechanic Helper 14.42
05250 - Motor Vehicle Upholstery Worker 16.57
05280 - Motor Vehicle Wrecker 17.62
05310 - Painter Automotive 18.56
05340 - Radiator Repair Specialist 17.62
05370 - Tire Repairer 14.73
05400 - Transmission Repair Specialist 19.41
07000 - Food Preparation And Service Occupations
07010 - Baker 13.37
07041 - Cook I 11.99
07042 - Cook II 13.51
07070 - Dishwasher 9.08
07130 - Food Service Worker 9.89
07210 - Meat Cutter 13.61

07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.17
09040 - Furniture Handler	11.82
09080 - Furniture Refinisher	17.17
09090 - Furniture Refinisher Helper	13.82
09110 - Furniture Repairer Minor	15.50
09130 - Upholsterer	17.82
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.87
11060 - Elevator Operator	11.87
11090 - Gardener	16.09
11122 - Housekeeping Aide	12.51
11150 - Janitor	12.51
11210 - Laborer Grounds Maintenance	12.77
11240 - Maid or Houseman	10.38
11260 - Pruner	11.68
11270 - Tractor Operator	14.97
11330 - Trail Maintenance Worker	12.77
11360 - Window Cleaner	13.68
12000 - Health Occupations	
12010 - Ambulance Driver	16.27
12011 - Breath Alcohol Technician	19.03
12012 - Certified Occupational Therapist Assistant	25.68
12015 - Certified Physical Therapist Assistant	26.77
12020 - Dental Assistant	19.56
12025 - Dental Hygienist	37.63
12030 - EKG Technician	26.59
12035 - Electroneurodiagnostic Technologist	26.59
12040 - Emergency Medical Technician	16.27
12071 - Licensed Practical Nurse I	17.00
12072 - Licensed Practical Nurse II	19.03
12073 - Licensed Practical Nurse III	21.21
12100 - Medical Assistant	14.94
12130 - Medical Laboratory Technician	23.66
12160 - Medical Record Clerk	16.09
12190 - Medical Record Technician	19.03
12195 - Medical Transcriptionist	16.71
12210 - Nuclear Medicine Technologist	41.81
12221 - Nursing Assistant I	11.83
12222 - Nursing Assistant II	13.30
12223 - Nursing Assistant III	14.51
12224 - Nursing Assistant IV	16.29
12235 - Optical Dispenser	16.90
12236 - Optical Technician	17.00
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.98
12305 - Radiologic Technologist	25.82
12311 - Registered Nurse I	23.11
12312 - Registered Nurse II	28.27

12313 - Registered Nurse II Specialist		28.27
12314 - Registered Nurse III		34.20
12315 - Registered Nurse III Anesthetist		34.20
12316 - Registered Nurse IV		40.99
12317 - Scheduler (Drug and Alcohol Testing)		23.56
12320 - Substance Abuse Treatment Counselor		18.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.88
13012 - Exhibits Specialist II		20.92
13013 - Exhibits Specialist III		25.91
13041 - Illustrator I		16.88
13042 - Illustrator II		20.92
13043 - Illustrator III		25.91
13047 - Librarian		23.16
13050 - Library Aide/Clerk		10.55
13054 - Library Information Technology Systems Administrator		20.92
13058 - Library Technician		13.35
13061 - Media Specialist I		15.09
13062 - Media Specialist II		16.88
13063 - Media Specialist III		18.83
13071 - Photographer I		14.62
13072 - Photographer II		16.36
13073 - Photographer III		20.26
13074 - Photographer IV		24.31
13075 - Photographer V		29.41
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.15
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.33
14042 - Computer Operator II		16.04
14043 - Computer Operator III		17.87
14044 - Computer Operator IV		19.86
14045 - Computer Operator V		21.99
14071 - Computer Programmer I	(see 1)	20.94
14072 - Computer Programmer II	(see 1)	25.96
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.33
14160 - Personal Computer Support Technician		21.99
14170 - System Support Specialist		26.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.95
15020 - Aircrew Training Devices Instructor (Rated)		36.23
15030 - Air Crew Training Devices Instructor (Pilot)		39.68
15050 - Computer Based Training Specialist / Instructor		29.95
15060 - Educational Technologist		30.00

15070 - Flight Instructor (Pilot) 39.68
15080 - Graphic Artist 19.49
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.25
15086 - Maintenance Test Pilot Rotary Wing 39.25
15088 - Non-Maintenance Test/Co-Pilot 39.25
15090 - Technical Instructor 18.54
15095 - Technical Instructor/Course Developer 22.68
15110 - Test Proctor 14.96
15120 - Tutor 14.96
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
16070 - Finisher Flatwork Machine 10.81
16090 - Presser Hand 10.81
16110 - Presser Machine Drycleaning 10.81
16130 - Presser Machine Shirts 10.81
16160 - Presser Machine Wearing Apparel Laundry 10.81
16190 - Sewing Machine Operator 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.78
19040 - Tool And Die Maker 26.99
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.97
21030 - Material Coordinator 22.37
21040 - Material Expediter 22.37
21050 - Material Handling Laborer 15.79
21071 - Order Filler 13.30
21080 - Production Line Worker (Food Processing) 17.97
21110 - Shipping Packer 16.98
21130 - Shipping/Receiving Clerk 16.98
21140 - Store Worker I 14.56
21150 - Stock Clerk 19.10
21210 - Tools And Parts Attendant 17.97
21410 - Warehouse Specialist 17.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.91
23019 - Aircraft Logs and Records Technician 20.36
23021 - Aircraft Mechanic I 23.85
23022 - Aircraft Mechanic II 24.91
23023 - Aircraft Mechanic III 26.01
23040 - Aircraft Mechanic Helper 17.72
23050 - Aircraft Painter 22.80
23060 - Aircraft Servicer 20.36
23070 - Aircraft Survival Flight Equipment Technician 22.80
23080 - Aircraft Worker 21.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.65

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.85
23110 - Appliance Mechanic 18.90
23120 - Bicycle Repairer 19.05
23125 - Cable Splicer 33.56
23130 - Carpenter Maintenance 21.01
23140 - Carpet Layer 21.30
23160 - Electrician Maintenance 26.07
23181 - Electronics Technician Maintenance I 24.44
23182 - Electronics Technician Maintenance II 25.74
23183 - Electronics Technician Maintenance III 26.92
23260 - Fabric Worker 20.36
23290 - Fire Alarm System Mechanic 22.51
23310 - Fire Extinguisher Repairer 19.05
23311 - Fuel Distribution System Mechanic 20.75
23312 - Fuel Distribution System Operator 19.33
23370 - General Maintenance Worker 19.92
23380 - Ground Support Equipment Mechanic 23.85
23381 - Ground Support Equipment Servicer 20.36
23382 - Ground Support Equipment Worker 21.65
23391 - Gunsmith I 19.05
23392 - Gunsmith II 21.65
23393 - Gunsmith III 23.85
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.81
23430 - Heavy Equipment Mechanic 24.64
23440 - Heavy Equipment Operator 25.13
23460 - Instrument Mechanic 30.28
23465 - Laboratory/Shelter Mechanic 22.80
23470 - Laborer 15.79
23510 - Locksmith 22.80
23530 - Machinery Maintenance Mechanic 23.88
23550 - Machinist Maintenance 22.55
23580 - Maintenance Trades Helper 14.58
23591 - Metrology Technician I 30.28
23592 - Metrology Technician II 31.62
23593 - Metrology Technician III 33.02
23640 - Millwright 25.19
23710 - Office Appliance Repairer 17.78
23760 - Painter Maintenance 15.90
23790 - Pipefitter Maintenance 24.31
23810 - Plumber Maintenance 23.66
23820 - Pneudraulic Systems Mechanic 23.85
23850 - Rigger 23.85
23870 - Scale Mechanic 21.65
23890 - Sheet-Metal Worker Maintenance 22.51
23910 - Small Engine Mechanic 16.64
23931 - Telecommunications Mechanic I 27.12

23932 - Telecommunications Mechanic II 28.32
23950 - Telephone Lineman 28.09
23960 - Welder Combination Maintenance 19.77
23965 - Well Driller 23.85
23970 - Woodcraft Worker 23.85
23980 - Woodworker 19.05
24000 - Personal Needs Occupations
24550 - Case Manager 14.76
24570 - Child Care Attendant 11.39
24580 - Child Care Center Clerk 14.20
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 14.76
24630 - Homemaker 14.76
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.00
25040 - Sewage Plant Operator 20.21
25070 - Stationary Engineer 24.31
25190 - Ventilation Equipment Tender 18.11
25210 - Water Treatment Plant Operator 20.21
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.82
27007 - Baggage Inspector 11.20
27008 - Corrections Officer 16.10
27010 - Court Security Officer 19.58
27030 - Detection Dog Handler 13.60
27040 - Detention Officer 16.10
27070 - Firefighter 23.05
27101 - Guard I 11.20
27102 - Guard II 13.60
27131 - Police Officer I 20.90
27132 - Police Officer II 23.22
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.33
28042 - Carnival Equipment Repairer 14.17
28043 - Carnival Worker 9.87
28210 - Gate Attendant/Gate Tender 14.07
28310 - Lifeguard 11.94
28350 - Park Attendant (Aide) 15.74
28510 - Recreation Aide/Health Facility Attendant 11.49
28515 - Recreation Specialist 19.50
28630 - Sports Official 12.53
28690 - Swimming Pool Operator 16.81
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.94
29020 - Hatch Tender 26.94
29030 - Line Handler 26.94
29041 - Stevedore I 25.43
29042 - Stevedore II 28.36
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.66
30022 - Archeological Technician II 19.75
30023 - Archeological Technician III 24.48
30030 - Cartographic Technician 24.48
30040 - Civil Engineering Technician 26.98
30051 - Cryogenic Technician I 25.41
30052 - Cryogenic Technician II 28.06
30061 - Drafter/CAD Operator I 17.66
30062 - Drafter/CAD Operator II 19.75
30063 - Drafter/CAD Operator III 22.03
30064 - Drafter/CAD Operator IV 27.10
30081 - Engineering Technician I 15.76
30082 - Engineering Technician II 17.69
30083 - Engineering Technician III 19.80
30084 - Engineering Technician IV 24.52
30085 - Engineering Technician V 30.00
30086 - Engineering Technician VI 36.29
30090 - Environmental Technician 24.21
30095 - Evidence Control Specialist 22.95
30210 - Laboratory Technician 21.43
30221 - Latent Fingerprint Technician I 25.41
30222 - Latent Fingerprint Technician II 28.06
30240 - Mathematical Technician 24.48
30361 - Paralegal/Legal Assistant I 18.58
30362 - Paralegal/Legal Assistant II 22.87
30363 - Paralegal/Legal Assistant III 27.97
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30463 - Technical Writer III 32.79
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.81
30502 - Weather Forecaster II 32.62
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.03
30621 - Weather Observer Senior (see 2) 24.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.63
31030 - Bus Driver 18.35

31043 - Driver Courier	13.76
31260 - Parking and Lot Attendant	12.37
31290 - Shuttle Bus Driver	14.79
31310 - Taxi Driver	11.65
31361 - Truckdriver Light	14.79
31362 - Truckdriver Medium	15.81
31363 - Truckdriver Heavy	19.99
31364 - Truckdriver Tractor-Trailer	19.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.10
99050 - Desk Clerk	10.11
99095 - Embalmer	29.67
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.88
99252 - Laboratory Animal Caretaker II	13.85
99260 - Marketing Analyst	23.42
99310 - Mortician	29.67
99410 - Pest Controller	16.25
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.17
99711 - Recycling Specialist	21.30
99730 - Refuse Collector	16.62
99810 - Sales Clerk	10.88
99820 - School Crossing Guard	16.09
99830 - Survey Party Chief	20.62
99831 - Surveying Aide	12.24
99832 - Surveying Technician	18.74
99840 - Vending Machine Attendant	15.03
99841 - Vending Machine Repairer	18.37
99842 - Vending Machine Repairer Helper	15.03

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4825
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Jefferson Jennings

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.99
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		17.56
01020 - Administrative Assistant		24.49
01035 - Court Reporter		18.31
01041 - Customer Service Representative I		13.27
01042 - Customer Service Representative II		14.90
01043 - Customer Service Representative III		16.26
01051 - Data Entry Operator I		14.52
01052 - Data Entry Operator II		15.84
01060 - Dispatcher Motor Vehicle		21.76
01070 - Document Preparation Clerk		12.92
01090 - Duplicating Machine Operator		12.92
01111 - General Clerk I		13.29
01112 - General Clerk II		14.50

01113 - General Clerk III 16.29
01120 - Housing Referral Assistant 20.99
01141 - Messenger Courier 12.82
01191 - Order Clerk I 13.62
01192 - Order Clerk II 15.16
01261 - Personnel Assistant (Employment) I 15.81
01262 - Personnel Assistant (Employment) II 17.52
01263 - Personnel Assistant (Employment) III 20.96
01270 - Production Control Clerk 24.00
01290 - Rental Clerk 13.07
01300 - Scheduler Maintenance 16.39
01311 - Secretary I 16.39
01312 - Secretary II 18.99
01313 - Secretary III 20.99
01320 - Service Order Dispatcher 19.45
01410 - Supply Technician 24.49
01420 - Survey Worker 15.50
01460 - Switchboard Operator/Receptionist 14.29
01531 - Travel Clerk I 14.15
01532 - Travel Clerk II 14.81
01533 - Travel Clerk III 15.47
01611 - Word Processor I 14.64
01612 - Word Processor II 16.44
01613 - Word Processor III 18.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.27
05010 - Automotive Electrician 20.33
05040 - Automotive Glass Installer 19.78
05070 - Automotive Worker 19.35
05110 - Mobile Equipment Servicer 17.20
05130 - Motor Equipment Metal Mechanic 21.11
05160 - Motor Equipment Metal Worker 19.35
05190 - Motor Vehicle Mechanic 21.11
05220 - Motor Vehicle Mechanic Helper 16.14
05250 - Motor Vehicle Upholstery Worker 18.36
05280 - Motor Vehicle Wrecker 19.35
05310 - Painter Automotive 20.33
05340 - Radiator Repair Specialist 19.35
05370 - Tire Repairer 14.73
05400 - Transmission Repair Specialist 21.11
07000 - Food Preparation And Service Occupations
07010 - Baker 11.62
07041 - Cook I 12.49
07042 - Cook II 14.19
07070 - Dishwasher 9.25
07130 - Food Service Worker 9.89
07210 - Meat Cutter 14.54
07260 - Waiter/Waitress 9.25
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.67

09040 - Furniture Handler 13.79
09080 - Furniture Refinisher 17.88
09090 - Furniture Refinisher Helper 14.20
09110 - Furniture Repairer Minor 16.58
09130 - Upholsterer 17.88
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.22
11060 - Elevator Operator 12.27
11090 - Gardener 17.36
11122 - Housekeeping Aide 12.51
11150 - Janitor 12.51
11210 - Laborer Grounds Maintenance 13.77
11240 - Maid or Houseman 10.76
11260 - Pruner 12.60
11270 - Tractor Operator 16.14
11330 - Trail Maintenance Worker 13.77
11360 - Window Cleaner 13.68
12000 - Health Occupations
12010 - Ambulance Driver 16.27
12011 - Breath Alcohol Technician 19.25
12012 - Certified Occupational Therapist Assistant 27.03
12015 - Certified Physical Therapist Assistant 26.81
12020 - Dental Assistant 19.56
12025 - Dental Hygienist 39.64
12030 - EKG Technician 26.59
12035 - Electroneurodiagnostic Technologist 26.59
12040 - Emergency Medical Technician 16.27
12071 - Licensed Practical Nurse I 17.22
12072 - Licensed Practical Nurse II 19.25
12073 - Licensed Practical Nurse III 21.46
12100 - Medical Assistant 15.48
12130 - Medical Laboratory Technician 23.66
12160 - Medical Record Clerk 16.12
12190 - Medical Record Technician 19.03
12195 - Medical Transcriptionist 17.22
12210 - Nuclear Medicine Technologist 42.31
12221 - Nursing Assistant I 11.83
12222 - Nursing Assistant II 13.30
12223 - Nursing Assistant III 14.51
12224 - Nursing Assistant IV 16.29
12235 - Optical Dispenser 17.49
12236 - Optical Technician 17.22
12250 - Pharmacy Technician 15.30
12280 - Phlebotomist 15.94
12305 - Radiologic Technologist 26.79
12311 - Registered Nurse I 23.31
12312 - Registered Nurse II 28.51
12313 - Registered Nurse II Specialist 28.51
12314 - Registered Nurse III 34.50
12315 - Registered Nurse III Anesthetist 34.50

12316 - Registered Nurse IV		41.34
12317 - Scheduler (Drug and Alcohol Testing)		23.85
12320 - Substance Abuse Treatment Counselor		20.44
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.47
13012 - Exhibits Specialist II		21.65
13013 - Exhibits Specialist III		26.48
13041 - Illustrator I		18.77
13042 - Illustrator II		23.26
13043 - Illustrator III		28.45
13047 - Librarian		25.75
13050 - Library Aide/Clerk		12.22
13054 - Library Information Technology Systems Administrator		23.26
13058 - Library Technician		14.11
13061 - Media Specialist I		15.36
13062 - Media Specialist II		16.84
13063 - Media Specialist III		18.78
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.49
13074 - Photographer IV		25.07
13075 - Photographer V		30.35
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		19.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.80
14042 - Computer Operator II		17.67
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.90
14045 - Computer Operator V		24.24
14071 - Computer Programmer I	(see 1)	21.18
14072 - Computer Programmer II	(see 1)	26.25
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.80
14160 - Personal Computer Support Technician		21.90
14170 - System Support Specialist		26.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.78
15020 - Aircrew Training Devices Instructor (Rated)		36.03
15030 - Air Crew Training Devices Instructor (Pilot)		43.18
15050 - Computer Based Training Specialist / Instructor		29.78
15060 - Educational Technologist		30.00
15070 - Flight Instructor (Pilot)		43.18
15080 - Graphic Artist		21.68
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.18

15086 - Maintenance Test Pilot Rotary Wing 43.18
15088 - Non-Maintenance Test/Co-Pilot 43.18
15090 - Technical Instructor 19.17
15095 - Technical Instructor/Course Developer 23.45
15110 - Test Proctor 15.71
15120 - Tutor 15.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
16070 - Finisher Flatwork Machine 10.81
16090 - Presser Hand 10.81
16110 - Presser Machine Drycleaning 10.81
16130 - Presser Machine Shirts 10.81
16160 - Presser Machine Wearing Apparel Laundry 10.81
16190 - Sewing Machine Operator 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.18
19040 - Tool And Die Maker 28.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.41
21030 - Material Coordinator 24.00
21040 - Material Expediter 24.00
21050 - Material Handling Laborer 16.12
21071 - Order Filler 13.61
21080 - Production Line Worker (Food Processing) 18.41
21110 - Shipping Packer 17.44
21130 - Shipping/Receiving Clerk 17.44
21140 - Store Worker I 16.63
21150 - Stock Clerk 19.29
21210 - Tools And Parts Attendant 18.41
21410 - Warehouse Specialist 18.41
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.70
23019 - Aircraft Logs and Records Technician 21.79
23021 - Aircraft Mechanic I 24.48
23022 - Aircraft Mechanic II 25.70
23023 - Aircraft Mechanic III 26.98
23040 - Aircraft Mechanic Helper 18.50
23050 - Aircraft Painter 23.80
23060 - Aircraft Servicer 21.79
23070 - Aircraft Survival Flight Equipment Technician 23.80
23080 - Aircraft Worker 22.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.48
23110 - Appliance Mechanic 22.84

23120 - Bicycle Repairer	19.08
23125 - Cable Splicer	33.56
23130 - Carpenter Maintenance	21.32
23140 - Carpet Layer	21.69
23160 - Electrician Maintenance	27.28
23181 - Electronics Technician Maintenance I	24.44
23182 - Electronics Technician Maintenance II	25.74
23183 - Electronics Technician Maintenance III	26.92
23260 - Fabric Worker	20.40
23290 - Fire Alarm System Mechanic	23.17
23310 - Fire Extinguisher Repairer	19.08
23311 - Fuel Distribution System Mechanic	21.99
23312 - Fuel Distribution System Operator	17.62
23370 - General Maintenance Worker	19.92
23380 - Ground Support Equipment Mechanic	24.48
23381 - Ground Support Equipment Servicer	21.79
23382 - Ground Support Equipment Worker	22.40
23391 - Gunsmith I	19.08
23392 - Gunsmith II	21.69
23393 - Gunsmith III	23.89
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.80
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.81
23430 - Heavy Equipment Mechanic	24.64
23440 - Heavy Equipment Operator	25.13
23460 - Instrument Mechanic	33.85
23465 - Laboratory/Shelter Mechanic	22.84
23470 - Laborer	16.12
23510 - Locksmith	22.84
23530 - Machinery Maintenance Mechanic	24.24
23550 - Machinist Maintenance	22.55
23580 - Maintenance Trades Helper	15.49
23591 - Metrology Technician I	33.85
23592 - Metrology Technician II	35.35
23593 - Metrology Technician III	36.91
23640 - Millwright	25.19
23710 - Office Appliance Repairer	21.04
23760 - Painter Maintenance	19.67
23790 - Pipefitter Maintenance	27.89
23810 - Plumber Maintenance	24.59
23820 - Pneudraulic Systems Mechanic	23.89
23850 - Rigger	23.89
23870 - Scale Mechanic	21.69
23890 - Sheet-Metal Worker Maintenance	22.51
23910 - Small Engine Mechanic	17.67
23931 - Telecommunications Mechanic I	27.49
23932 - Telecommunications Mechanic II	28.71
23950 - Telephone Lineman	27.34
23960 - Welder Combination Maintenance	22.54

23965 - Well Driller	23.85
23970 - Woodcraft Worker	23.89
23980 - Woodworker	19.08
24000 - Personal Needs Occupations	
24550 - Case Manager	15.17
24570 - Child Care Attendant	11.39
24580 - Child Care Center Clerk	14.20
24610 - Chore Aide	11.20
24620 - Family Readiness And Support Services Coordinator	15.17
24630 - Homemaker	15.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.31
25040 - Sewage Plant Operator	21.82
25070 - Stationary Engineer	24.31
25190 - Ventilation Equipment Tender	18.33
25210 - Water Treatment Plant Operator	21.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.64
27007 - Baggage Inspector	14.11
27008 - Corrections Officer	17.26
27010 - Court Security Officer	19.58
27030 - Detection Dog Handler	17.54
27040 - Detention Officer	17.26
27070 - Firefighter	23.05
27101 - Guard I	14.11
27102 - Guard II	17.54
27131 - Police Officer I	21.39
27132 - Police Officer II	23.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.19
28042 - Carnival Equipment Repairer	13.10
28043 - Carnival Worker	9.51
28210 - Gate Attendant/Gate Tender	14.07
28310 - Lifeguard	11.94
28350 - Park Attendant (Aide)	15.74
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	19.50
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	15.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.37
29020 - Hatch Tender	27.37
29030 - Line Handler	27.37
29041 - Stevedore I	26.52
29042 - Stevedore II	28.75
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.62
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.01
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.85

30021 - Archeological Technician I		18.86
30022 - Archeological Technician II		21.09
30023 - Archeological Technician III		26.12
30030 - Cartographic Technician		26.12
30040 - Civil Engineering Technician		26.98
30051 - Cryogenic Technician I		27.95
30052 - Cryogenic Technician II		30.87
30061 - Drafter/CAD Operator I		18.86
30062 - Drafter/CAD Operator II		21.09
30063 - Drafter/CAD Operator III		23.50
30064 - Drafter/CAD Operator IV		28.93
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.43
30083 - Engineering Technician III		25.09
30084 - Engineering Technician IV		31.08
30085 - Engineering Technician V		38.03
30086 - Engineering Technician VI		46.01
30090 - Environmental Technician		25.48
30095 - Evidence Control Specialist		25.25
30210 - Laboratory Technician		22.58
30221 - Latent Fingerprint Technician I		27.95
30222 - Latent Fingerprint Technician II		30.87
30240 - Mathematical Technician		26.61
30361 - Paralegal/Legal Assistant I		19.75
30362 - Paralegal/Legal Assistant II		26.15
30363 - Paralegal/Legal Assistant III		29.48
30364 - Paralegal/Legal Assistant IV		35.63
30375 - Petroleum Supply Specialist		30.87
30390 - Photo-Optics Technician		26.12
30395 - Radiation Control Technician		30.87
30461 - Technical Writer I		23.18
30462 - Technical Writer II		28.36
30463 - Technical Writer III		34.31
30491 - Unexploded Ordnance (UXO) Technician I		25.82
30492 - Unexploded Ordnance (UXO) Technician II		31.24
30493 - Unexploded Ordnance (UXO) Technician III		37.44
30494 - Unexploded (UXO) Safety Escort		25.82
30495 - Unexploded (UXO) Sweep Personnel		25.82
30501 - Weather Forecaster I		28.93
30502 - Weather Forecaster II		35.20
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.50
30621 - Weather Observer Senior	(see 2)	26.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.24
31020 - Bus Aide		13.63
31030 - Bus Driver		18.35
31043 - Driver Courier		14.18
31260 - Parking and Lot Attendant		13.61
31290 - Shuttle Bus Driver		15.90

31310 - Taxi Driver	12.60
31361 - Truckdriver Light	15.90
31362 - Truckdriver Medium	16.56
31363 - Truckdriver Heavy	21.99
31364 - Truckdriver Tractor-Trailer	21.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.23
99030 - Cashier	10.49
99050 - Desk Clerk	10.11
99095 - Embalmer	33.22
99130 - Flight Follower	25.82
99251 - Laboratory Animal Caretaker I	13.42
99252 - Laboratory Animal Caretaker II	14.43
99260 - Marketing Analyst	24.39
99310 - Mortician	33.22
99410 - Pest Controller	17.88
99510 - Photofinishing Worker	13.57
99710 - Recycling Laborer	19.29
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	17.65
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	16.26
99830 - Survey Party Chief	21.56
99831 - Surveying Aide	18.92
99832 - Surveying Technician	19.54
99840 - Vending Machine Attendant	15.18
99841 - Vending Machine Repairer	18.37
99842 - Vending Machine Repairer Helper	15.18

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4826
Revision No.: 14
Date Of Last Revision: 05/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Jefferson Jennings

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.99
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		17.56
01020 - Administrative Assistant		22.26
01035 - Court Reporter		17.22
01041 - Customer Service Representative I		13.25
01042 - Customer Service Representative II		14.90
01043 - Customer Service Representative III		16.25
01051 - Data Entry Operator I		13.74
01052 - Data Entry Operator II		14.99
01060 - Dispatcher Motor Vehicle		21.76
01070 - Document Preparation Clerk		12.92

01090 - Duplicating Machine Operator 12.92
01111 - General Clerk I 12.74
01112 - General Clerk II 13.90
01113 - General Clerk III 15.61
01120 - Housing Referral Assistant 20.99
01141 - Messenger Courier 11.65
01191 - Order Clerk I 13.62
01192 - Order Clerk II 15.16
01261 - Personnel Assistant (Employment) I 15.81
01262 - Personnel Assistant (Employment) II 17.52
01263 - Personnel Assistant (Employment) III 20.96
01270 - Production Control Clerk 22.37
01290 - Rental Clerk 12.53
01300 - Scheduler Maintenance 16.39
01311 - Secretary I 16.39
01312 - Secretary II 18.99
01313 - Secretary III 20.99
01320 - Service Order Dispatcher 19.45
01410 - Supply Technician 22.26
01420 - Survey Worker 15.50
01460 - Switchboard Operator/Receptionist 13.88
01531 - Travel Clerk I 13.62
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 14.95
01611 - Word Processor I 13.37
01612 - Word Processor II 15.01
01613 - Word Processor III 17.22
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.27
05010 - Automotive Electrician 20.33
05040 - Automotive Glass Installer 19.78
05070 - Automotive Worker 19.35
05110 - Mobile Equipment Servicer 17.20
05130 - Motor Equipment Metal Mechanic 21.11
05160 - Motor Equipment Metal Worker 19.35
05190 - Motor Vehicle Mechanic 21.11
05220 - Motor Vehicle Mechanic Helper 16.14
05250 - Motor Vehicle Upholstery Worker 18.36
05280 - Motor Vehicle Wrecker 19.35
05310 - Painter Automotive 20.33
05340 - Radiator Repair Specialist 19.35
05370 - Tire Repairer 14.73
05400 - Transmission Repair Specialist 21.11
07000 - Food Preparation And Service Occupations
07010 - Baker 11.62
07041 - Cook I 11.91
07042 - Cook II 13.51
07070 - Dishwasher 9.08
07130 - Food Service Worker 9.89
07210 - Meat Cutter 14.54

07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.88
09040 - Furniture Handler	13.79
09080 - Furniture Refinisher	17.88
09090 - Furniture Refinisher Helper	14.20
09110 - Furniture Repairer Minor	16.58
09130 - Upholsterer	17.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.02
11060 - Elevator Operator	11.87
11090 - Gardener	16.09
11122 - Housekeeping Aide	12.51
11150 - Janitor	12.51
11210 - Laborer Grounds Maintenance	12.77
11240 - Maid or Houseman	10.38
11260 - Pruner	11.68
11270 - Tractor Operator	14.97
11330 - Trail Maintenance Worker	12.77
11360 - Window Cleaner	13.68
12000 - Health Occupations	
12010 - Ambulance Driver	16.27
12011 - Breath Alcohol Technician	19.03
12012 - Certified Occupational Therapist Assistant	25.68
12015 - Certified Physical Therapist Assistant	26.77
12020 - Dental Assistant	19.56
12025 - Dental Hygienist	38.02
12030 - EKG Technician	26.59
12035 - Electroneurodiagnostic Technologist	26.59
12040 - Emergency Medical Technician	16.27
12071 - Licensed Practical Nurse I	17.00
12072 - Licensed Practical Nurse II	19.03
12073 - Licensed Practical Nurse III	21.21
12100 - Medical Assistant	14.94
12130 - Medical Laboratory Technician	23.66
12160 - Medical Record Clerk	16.09
12190 - Medical Record Technician	19.03
12195 - Medical Transcriptionist	16.71
12210 - Nuclear Medicine Technologist	41.81
12221 - Nursing Assistant I	11.83
12222 - Nursing Assistant II	13.30
12223 - Nursing Assistant III	14.51
12224 - Nursing Assistant IV	16.29
12235 - Optical Dispenser	17.49
12236 - Optical Technician	17.00
12250 - Pharmacy Technician	13.91
12280 - Phlebotomist	15.94
12305 - Radiologic Technologist	25.82
12311 - Registered Nurse I	23.11
12312 - Registered Nurse II	28.27

12313 - Registered Nurse II Specialist		28.27
12314 - Registered Nurse III		34.20
12315 - Registered Nurse III Anesthetist		34.20
12316 - Registered Nurse IV		40.99
12317 - Scheduler (Drug and Alcohol Testing)		23.56
12320 - Substance Abuse Treatment Counselor		18.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.47
13012 - Exhibits Specialist II		21.65
13013 - Exhibits Specialist III		26.48
13041 - Illustrator I		18.77
13042 - Illustrator II		23.26
13043 - Illustrator III		28.45
13047 - Librarian		25.75
13050 - Library Aide/Clerk		12.22
13054 - Library Information Technology Systems Administrator		23.26
13058 - Library Technician		14.11
13061 - Media Specialist I		15.36
13062 - Media Specialist II		16.84
13063 - Media Specialist III		18.78
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.49
13074 - Photographer IV		25.07
13075 - Photographer V		30.35
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		19.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.80
14042 - Computer Operator II		17.67
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.90
14045 - Computer Operator V		24.24
14071 - Computer Programmer I	(see 1)	21.18
14072 - Computer Programmer II	(see 1)	26.25
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.80
14160 - Personal Computer Support Technician		21.90
14170 - System Support Specialist		26.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.07
15020 - Aircrew Training Devices Instructor (Rated)		32.75
15030 - Air Crew Training Devices Instructor (Pilot)		39.25
15050 - Computer Based Training Specialist / Instructor		27.07
15060 - Educational Technologist		30.00

15070 - Flight Instructor (Pilot) 39.25
15080 - Graphic Artist 21.68
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.25
15086 - Maintenance Test Pilot Rotary Wing 39.25
15088 - Non-Maintenance Test/Co-Pilot 39.25
15090 - Technical Instructor 19.17
15095 - Technical Instructor/Course Developer 23.45
15110 - Test Proctor 15.71
15120 - Tutor 15.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
16070 - Finisher Flatwork Machine 10.81
16090 - Presser Hand 10.81
16110 - Presser Machine Drycleaning 10.81
16130 - Presser Machine Shirts 10.81
16160 - Presser Machine Wearing Apparel Laundry 10.81
16190 - Sewing Machine Operator 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.78
19040 - Tool And Die Maker 26.99
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.97
21030 - Material Coordinator 22.37
21040 - Material Expediter 22.37
21050 - Material Handling Laborer 15.79
21071 - Order Filler 13.61
21080 - Production Line Worker (Food Processing) 17.97
21110 - Shipping Packer 16.98
21130 - Shipping/Receiving Clerk 16.98
21140 - Store Worker I 16.63
21150 - Stock Clerk 19.10
21210 - Tools And Parts Attendant 17.97
21410 - Warehouse Specialist 17.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.70
23019 - Aircraft Logs and Records Technician 21.79
23021 - Aircraft Mechanic I 24.48
23022 - Aircraft Mechanic II 25.70
23023 - Aircraft Mechanic III 26.98
23040 - Aircraft Mechanic Helper 18.50
23050 - Aircraft Painter 23.80
23060 - Aircraft Servicer 21.79
23070 - Aircraft Survival Flight Equipment Technician 23.80
23080 - Aircraft Worker 22.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.40

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.48
23110 - Appliance Mechanic 22.15
23120 - Bicycle Repairer 19.05
23125 - Cable Splicer 33.56
23130 - Carpenter Maintenance 21.32
23140 - Carpet Layer 21.30
23160 - Electrician Maintenance 26.07
23181 - Electronics Technician Maintenance I 24.44
23182 - Electronics Technician Maintenance II 25.74
23183 - Electronics Technician Maintenance III 26.92
23260 - Fabric Worker 20.36
23290 - Fire Alarm System Mechanic 23.17
23310 - Fire Extinguisher Repairer 19.05
23311 - Fuel Distribution System Mechanic 21.99
23312 - Fuel Distribution System Operator 17.62
23370 - General Maintenance Worker 19.92
23380 - Ground Support Equipment Mechanic 24.48
23381 - Ground Support Equipment Servicer 21.79
23382 - Ground Support Equipment Worker 22.40
23391 - Gunsmith I 19.05
23392 - Gunsmith II 21.65
23393 - Gunsmith III 23.85
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.81
23430 - Heavy Equipment Mechanic 24.64
23440 - Heavy Equipment Operator 25.13
23460 - Instrument Mechanic 33.85
23465 - Laboratory/Shelter Mechanic 22.80
23470 - Laborer 15.79
23510 - Locksmith 22.80
23530 - Machinery Maintenance Mechanic 23.88
23550 - Machinist Maintenance 22.55
23580 - Maintenance Trades Helper 15.49
23591 - Metrology Technician I 33.85
23592 - Metrology Technician II 35.35
23593 - Metrology Technician III 36.91
23640 - Millwright 25.19
23710 - Office Appliance Repairer 19.13
23760 - Painter Maintenance 19.67
23790 - Pipefitter Maintenance 27.89
23810 - Plumber Maintenance 24.59
23820 - Pneudraulic Systems Mechanic 23.85
23850 - Rigger 23.85
23870 - Scale Mechanic 21.65
23890 - Sheet-Metal Worker Maintenance 22.51
23910 - Small Engine Mechanic 17.33
23931 - Telecommunications Mechanic I 27.12

23932 - Telecommunications Mechanic II 28.32
23950 - Telephone Lineman 27.34
23960 - Welder Combination Maintenance 20.49
23965 - Well Driller 23.85
23970 - Woodcraft Worker 23.85
23980 - Woodworker 19.05
24000 - Personal Needs Occupations
24550 - Case Manager 15.17
24570 - Child Care Attendant 11.39
24580 - Child Care Center Clerk 14.20
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 15.17
24630 - Homemaker 15.17
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.31
25040 - Sewage Plant Operator 20.21
25070 - Stationary Engineer 24.31
25190 - Ventilation Equipment Tender 18.33
25210 - Water Treatment Plant Operator 20.21
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.82
27007 - Baggage Inspector 12.83
27008 - Corrections Officer 17.26
27010 - Court Security Officer 19.58
27030 - Detection Dog Handler 16.01
27040 - Detention Officer 17.26
27070 - Firefighter 23.05
27101 - Guard I 12.83
27102 - Guard II 16.01
27131 - Police Officer I 20.90
27132 - Police Officer II 23.22
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.60
28042 - Carnival Equipment Repairer 12.47
28043 - Carnival Worker 9.05
28210 - Gate Attendant/Gate Tender 14.07
28310 - Lifeguard 11.94
28350 - Park Attendant (Aide) 15.74
28510 - Recreation Aide/Health Facility Attendant 12.21
28515 - Recreation Specialist 19.50
28630 - Sports Official 12.53
28690 - Swimming Pool Operator 15.35
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.37
29020 - Hatch Tender 27.37
29030 - Line Handler 27.37
29041 - Stevedore I 26.52
29042 - Stevedore II 28.75
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.17
30022 - Archeological Technician II 20.32
30023 - Archeological Technician III 25.19
30030 - Cartographic Technician 25.19
30040 - Civil Engineering Technician 26.98
30051 - Cryogenic Technician I 25.41
30052 - Cryogenic Technician II 28.06
30061 - Drafter/CAD Operator I 18.17
30062 - Drafter/CAD Operator II 20.32
30063 - Drafter/CAD Operator III 22.67
30064 - Drafter/CAD Operator IV 27.88
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.43
30083 - Engineering Technician III 25.09
30084 - Engineering Technician IV 31.08
30085 - Engineering Technician V 38.03
30086 - Engineering Technician VI 46.01
30090 - Environmental Technician 23.16
30095 - Evidence Control Specialist 22.95
30210 - Laboratory Technician 21.00
30221 - Latent Fingerprint Technician I 25.41
30222 - Latent Fingerprint Technician II 28.06
30240 - Mathematical Technician 26.61
30361 - Paralegal/Legal Assistant I 19.75
30362 - Paralegal/Legal Assistant II 26.15
30363 - Paralegal/Legal Assistant III 29.48
30364 - Paralegal/Legal Assistant IV 35.63
30375 - Petroleum Supply Specialist 28.06
30390 - Photo-Optics Technician 25.19
30395 - Radiation Control Technician 28.06
30461 - Technical Writer I 23.18
30462 - Technical Writer II 28.36
30463 - Technical Writer III 34.31
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.81
30502 - Weather Forecaster II 32.62
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.67
30621 - Weather Observer Senior (see 2) 24.33
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.63
31030 - Bus Driver 18.35

31043 - Driver Courier	13.76
31260 - Parking and Lot Attendant	12.37
31290 - Shuttle Bus Driver	15.90
31310 - Taxi Driver	11.45
31361 - Truckdriver Light	15.90
31362 - Truckdriver Medium	16.56
31363 - Truckdriver Heavy	19.99
31364 - Truckdriver Tractor-Trailer	19.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.10
99050 - Desk Clerk	10.11
99095 - Embalmer	30.20
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.88
99252 - Laboratory Animal Caretaker II	13.85
99260 - Marketing Analyst	23.42
99310 - Mortician	30.20
99410 - Pest Controller	16.25
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.17
99711 - Recycling Specialist	21.30
99730 - Refuse Collector	16.62
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	16.09
99830 - Survey Party Chief	20.68
99831 - Surveying Aide	18.15
99832 - Surveying Technician	18.74
99840 - Vending Machine Attendant	15.18
99841 - Vending Machine Repairer	18.37
99842 - Vending Machine Repairer Helper	15.18

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4827
Revision No.: 15
Date Of Last Revision: 05/06/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Ripley Switzerland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.70
01012 - Accounting Clerk II		15.39
01013 - Accounting Clerk III		17.21
01020 - Administrative Assistant		24.49
01035 - Court Reporter		18.31
01041 - Customer Service Representative I		13.27
01042 - Customer Service Representative II		14.90
01043 - Customer Service Representative III		16.26
01051 - Data Entry Operator I		14.52
01052 - Data Entry Operator II		15.84
01060 - Dispatcher Motor Vehicle		21.76
01070 - Document Preparation Clerk		14.16
01090 - Duplicating Machine Operator		14.16
01111 - General Clerk I		13.29
01112 - General Clerk II		14.50

01113 - General Clerk III 16.29
01120 - Housing Referral Assistant 19.84
01141 - Messenger Courier 14.55
01191 - Order Clerk I 13.62
01192 - Order Clerk II 17.02
01261 - Personnel Assistant (Employment) I 15.67
01262 - Personnel Assistant (Employment) II 17.53
01263 - Personnel Assistant (Employment) III 19.55
01270 - Production Control Clerk 24.00
01290 - Rental Clerk 14.57
01300 - Scheduler Maintenance 15.84
01311 - Secretary I 15.84
01312 - Secretary II 17.79
01313 - Secretary III 19.84
01320 - Service Order Dispatcher 19.45
01410 - Supply Technician 24.49
01420 - Survey Worker 17.63
01460 - Switchboard Operator/Receptionist 14.31
01531 - Travel Clerk I 14.15
01532 - Travel Clerk II 14.81
01533 - Travel Clerk III 15.47
01611 - Word Processor I 14.64
01612 - Word Processor II 16.44
01613 - Word Processor III 18.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.27
05010 - Automotive Electrician 23.12
05040 - Automotive Glass Installer 21.61
05070 - Automotive Worker 22.26
05110 - Mobile Equipment Servicer 20.65
05130 - Motor Equipment Metal Mechanic 24.59
05160 - Motor Equipment Metal Worker 22.26
05190 - Motor Vehicle Mechanic 23.03
05220 - Motor Vehicle Mechanic Helper 20.30
05250 - Motor Vehicle Upholstery Worker 21.42
05280 - Motor Vehicle Wrecker 22.26
05310 - Painter Automotive 23.12
05340 - Radiator Repair Specialist 22.26
05370 - Tire Repairer 15.45
05400 - Transmission Repair Specialist 24.59
07000 - Food Preparation And Service Occupations
07010 - Baker 12.32
07041 - Cook I 12.59
07042 - Cook II 14.19
07070 - Dishwasher 9.25
07130 - Food Service Worker 9.89
07210 - Meat Cutter 15.84
07260 - Waiter/Waitress 9.25
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.70

09040 - Furniture Handler 13.81
09080 - Furniture Refinisher 17.91
09090 - Furniture Refinisher Helper 15.31
09110 - Furniture Repairer Minor 16.59
09130 - Upholsterer 17.91
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.06
11060 - Elevator Operator 12.27
11090 - Gardener 17.36
11122 - Housekeeping Aide 12.52
11150 - Janitor 12.52
11210 - Laborer Grounds Maintenance 14.99
11240 - Maid or Houseman 10.76
11260 - Pruner 13.48
11270 - Tractor Operator 16.71
11330 - Trail Maintenance Worker 14.99
11360 - Window Cleaner 13.68
12000 - Health Occupations
12010 - Ambulance Driver 19.03
12011 - Breath Alcohol Technician 19.25
12012 - Certified Occupational Therapist Assistant 27.03
12015 - Certified Physical Therapist Assistant 26.81
12020 - Dental Assistant 19.56
12025 - Dental Hygienist 39.64
12030 - EKG Technician 26.59
12035 - Electroneurodiagnostic Technologist 26.59
12040 - Emergency Medical Technician 19.03
12071 - Licensed Practical Nurse I 17.22
12072 - Licensed Practical Nurse II 19.25
12073 - Licensed Practical Nurse III 21.46
12100 - Medical Assistant 15.48
12130 - Medical Laboratory Technician 23.66
12160 - Medical Record Clerk 16.12
12190 - Medical Record Technician 19.03
12195 - Medical Transcriptionist 17.22
12210 - Nuclear Medicine Technologist 42.31
12221 - Nursing Assistant I 11.83
12222 - Nursing Assistant II 13.30
12223 - Nursing Assistant III 14.51
12224 - Nursing Assistant IV 16.29
12235 - Optical Dispenser 16.72
12236 - Optical Technician 17.22
12250 - Pharmacy Technician 15.93
12280 - Phlebotomist 15.39
12305 - Radiologic Technologist 26.79
12311 - Registered Nurse I 24.51
12312 - Registered Nurse II 29.20
12313 - Registered Nurse II Specialist 29.20
12314 - Registered Nurse III 35.32
12315 - Registered Nurse III Anesthetist 35.32

12316 - Registered Nurse IV		42.35
12317 - Scheduler (Drug and Alcohol Testing)		23.85
12320 - Substance Abuse Treatment Counselor		20.44
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.76
13012 - Exhibits Specialist II		24.48
13013 - Exhibits Specialist III		29.93
13041 - Illustrator I		20.17
13042 - Illustrator II		24.99
13043 - Illustrator III		30.56
13047 - Librarian		27.38
13050 - Library Aide/Clerk		12.27
13054 - Library Information Technology Systems Administrator		24.96
13058 - Library Technician		15.33
13061 - Media Specialist I		17.68
13062 - Media Specialist II		19.76
13063 - Media Specialist III		22.38
13071 - Photographer I		14.95
13072 - Photographer II		17.85
13073 - Photographer III		21.52
13074 - Photographer IV		26.56
13075 - Photographer V		32.12
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		19.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.80
14043 - Computer Operator III		19.83
14044 - Computer Operator IV		22.04
14045 - Computer Operator V		24.40
14071 - Computer Programmer I	(see 1)	19.86
14072 - Computer Programmer II	(see 1)	24.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.04
14170 - System Support Specialist		26.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.68
15030 - Air Crew Training Devices Instructor (Pilot)		43.49
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		30.00
15070 - Flight Instructor (Pilot)		43.49
15080 - Graphic Artist		23.35
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.18

15086 - Maintenance Test Pilot Rotary Wing 43.18
15088 - Non-Maintenance Test/Co-Pilot 43.18
15090 - Technical Instructor 20.97
15095 - Technical Instructor/Course Developer 25.67
15110 - Test Proctor 16.94
15120 - Tutor 16.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
16070 - Finisher Flatwork Machine 10.81
16090 - Presser Hand 10.81
16110 - Presser Machine Drycleaning 10.81
16130 - Presser Machine Shirts 10.81
16160 - Presser Machine Wearing Apparel Laundry 10.81
16190 - Sewing Machine Operator 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.18
19040 - Tool And Die Maker 28.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.41
21030 - Material Coordinator 24.00
21040 - Material Expediter 24.00
21050 - Material Handling Laborer 16.74
21071 - Order Filler 13.30
21080 - Production Line Worker (Food Processing) 18.41
21110 - Shipping Packer 17.44
21130 - Shipping/Receiving Clerk 17.44
21140 - Store Worker I 14.71
21150 - Stock Clerk 19.29
21210 - Tools And Parts Attendant 18.41
21410 - Warehouse Specialist 18.41
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.12
23019 - Aircraft Logs and Records Technician 20.40
23021 - Aircraft Mechanic I 24.88
23022 - Aircraft Mechanic II 26.12
23023 - Aircraft Mechanic III 27.43
23040 - Aircraft Mechanic Helper 18.67
23050 - Aircraft Painter 22.84
23060 - Aircraft Servicer 20.40
23070 - Aircraft Survival Flight Equipment Technician 22.84
23080 - Aircraft Worker 21.69
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.69
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.88
23110 - Appliance Mechanic 22.84

23120 - Bicycle Repairer 19.08
23125 - Cable Splicer 33.56
23130 - Carpenter Maintenance 21.32
23140 - Carpet Layer 22.59
23160 - Electrician Maintenance 27.28
23181 - Electronics Technician Maintenance I 24.44
23182 - Electronics Technician Maintenance II 25.74
23183 - Electronics Technician Maintenance III 26.92
23260 - Fabric Worker 20.40
23290 - Fire Alarm System Mechanic 22.51
23310 - Fire Extinguisher Repairer 19.08
23311 - Fuel Distribution System Mechanic 24.93
23312 - Fuel Distribution System Operator 20.52
23370 - General Maintenance Worker 20.86
23380 - Ground Support Equipment Mechanic 24.88
23381 - Ground Support Equipment Servicer 20.40
23382 - Ground Support Equipment Worker 21.69
23391 - Gunsmith I 19.08
23392 - Gunsmith II 21.69
23393 - Gunsmith III 23.94
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.80
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.81
23430 - Heavy Equipment Mechanic 24.64
23440 - Heavy Equipment Operator 25.13
23460 - Instrument Mechanic 31.01
23465 - Laboratory/Shelter Mechanic 22.84
23470 - Laborer 16.12
23510 - Locksmith 22.84
23530 - Machinery Maintenance Mechanic 24.24
23550 - Machinist Maintenance 22.55
23580 - Maintenance Trades Helper 15.35
23591 - Metrology Technician I 31.01
23592 - Metrology Technician II 32.38
23593 - Metrology Technician III 33.82
23640 - Millwright 27.90
23710 - Office Appliance Repairer 20.77
23760 - Painter Maintenance 19.70
23790 - Pipefitter Maintenance 25.72
23810 - Plumber Maintenance 24.06
23820 - Pneudraulic Systems Mechanic 23.94
23850 - Rigger 23.89
23870 - Scale Mechanic 21.69
23890 - Sheet-Metal Worker Maintenance 22.51
23910 - Small Engine Mechanic 18.96
23931 - Telecommunications Mechanic I 27.49
23932 - Telecommunications Mechanic II 28.71
23950 - Telephone Lineman 28.11
23960 - Welder Combination Maintenance 23.01

23965 - Well Driller	23.85
23970 - Woodcraft Worker	23.94
23980 - Woodworker	19.08
24000 - Personal Needs Occupations	
24550 - Case Manager	15.17
24570 - Child Care Attendant	11.39
24580 - Child Care Center Clerk	15.48
24610 - Chore Aide	11.20
24620 - Family Readiness And Support Services Coordinator	15.17
24630 - Homemaker	17.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.28
25040 - Sewage Plant Operator	21.82
25070 - Stationary Engineer	25.28
25190 - Ventilation Equipment Tender	18.95
25210 - Water Treatment Plant Operator	21.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.18
27007 - Baggage Inspector	13.22
27008 - Corrections Officer	24.65
27010 - Court Security Officer	24.65
27030 - Detection Dog Handler	18.00
27040 - Detention Officer	24.65
27070 - Firefighter	24.58
27101 - Guard I	13.22
27102 - Guard II	18.00
27131 - Police Officer I	24.89
27132 - Police Officer II	27.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.19
28042 - Carnival Equipment Repairer	13.10
28043 - Carnival Worker	9.51
28210 - Gate Attendant/Gate Tender	14.07
28310 - Lifeguard	11.94
28350 - Park Attendant (Aide)	15.74
28510 - Recreation Aide/Health Facility Attendant	11.49
28515 - Recreation Specialist	19.50
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	17.89
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.59
29020 - Hatch Tender	26.59
29030 - Line Handler	26.59
29041 - Stevedore I	24.99
29042 - Stevedore II	26.76
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.62
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.01
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.85

30021 - Archeological Technician I 18.86
30022 - Archeological Technician II 21.09
30023 - Archeological Technician III 26.12
30030 - Cartographic Technician 26.12
30040 - Civil Engineering Technician 26.98
30051 - Cryogenic Technician I 27.95
30052 - Cryogenic Technician II 30.87
30061 - Drafter/CAD Operator I 18.86
30062 - Drafter/CAD Operator II 21.09
30063 - Drafter/CAD Operator III 23.50
30064 - Drafter/CAD Operator IV 28.93
30081 - Engineering Technician I 16.79
30082 - Engineering Technician II 18.86
30083 - Engineering Technician III 21.09
30084 - Engineering Technician IV 26.12
30085 - Engineering Technician V 31.95
30086 - Engineering Technician VI 38.67
30090 - Environmental Technician 25.25
30095 - Evidence Control Specialist 25.25
30210 - Laboratory Technician 21.44
30221 - Latent Fingerprint Technician I 27.95
30222 - Latent Fingerprint Technician II 30.87
30240 - Mathematical Technician 26.12
30361 - Paralegal/Legal Assistant I 18.58
30362 - Paralegal/Legal Assistant II 23.01
30363 - Paralegal/Legal Assistant III 28.49
30364 - Paralegal/Legal Assistant IV 34.05
30375 - Petroleum Supply Specialist 30.87
30390 - Photo-Optics Technician 25.00
30395 - Radiation Control Technician 30.87
30461 - Technical Writer I 23.18
30462 - Technical Writer II 28.36
30463 - Technical Writer III 34.31
30491 - Unexploded Ordnance (UXO) Technician I 25.82
30492 - Unexploded Ordnance (UXO) Technician II 31.24
30493 - Unexploded Ordnance (UXO) Technician III 37.44
30494 - Unexploded (UXO) Safety Escort 25.82
30495 - Unexploded (UXO) Sweep Personnel 25.82
30501 - Weather Forecaster I 28.93
30502 - Weather Forecaster II 35.20
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.50
30621 - Weather Observer Senior (see 2) 26.12
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.24
31020 - Bus Aide 13.82
31030 - Bus Driver 19.04
31043 - Driver Courier 17.51
31260 - Parking and Lot Attendant 13.61
31290 - Shuttle Bus Driver 18.95

31310 - Taxi Driver	14.82
31361 - Truckdriver Light	18.95
31362 - Truckdriver Medium	20.07
31363 - Truckdriver Heavy	22.24
31364 - Truckdriver Tractor-Trailer	22.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.23
99030 - Cashier	10.49
99050 - Desk Clerk	11.49
99095 - Embalmer	35.18
99130 - Flight Follower	25.82
99251 - Laboratory Animal Caretaker I	13.42
99252 - Laboratory Animal Caretaker II	14.43
99260 - Marketing Analyst	24.39
99310 - Mortician	35.18
99410 - Pest Controller	18.05
99510 - Photofinishing Worker	13.57
99710 - Recycling Laborer	19.29
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	17.65
99810 - Sales Clerk	11.65
99820 - School Crossing Guard	16.26
99830 - Survey Party Chief	21.88
99831 - Surveying Aide	13.20
99832 - Surveying Technician	19.54
99840 - Vending Machine Attendant	16.07
99841 - Vending Machine Repairer	18.50
99842 - Vending Machine Repairer Helper	16.07

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4828
Revision No.: 14
Date Of Last Revision: 05/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Ripley Switzerland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.68
01012 - Accounting Clerk II		15.35
01013 - Accounting Clerk III		17.17
01020 - Administrative Assistant		22.26
01035 - Court Reporter		17.63
01041 - Customer Service Representative I		13.25
01042 - Customer Service Representative II		14.90
01043 - Customer Service Representative III		16.25
01051 - Data Entry Operator I		13.74
01052 - Data Entry Operator II		15.11
01060 - Dispatcher Motor Vehicle		21.76
01070 - Document Preparation Clerk		14.16

01090 - Duplicating Machine Operator	14.16
01111 - General Clerk I	12.74
01112 - General Clerk II	13.97
01113 - General Clerk III	15.61
01120 - Housing Referral Assistant	19.84
01141 - Messenger Courier	13.29
01191 - Order Clerk I	13.62
01192 - Order Clerk II	17.02
01261 - Personnel Assistant (Employment) I	15.67
01262 - Personnel Assistant (Employment) II	17.53
01263 - Personnel Assistant (Employment) III	19.55
01270 - Production Control Clerk	22.37
01290 - Rental Clerk	14.57
01300 - Scheduler Maintenance	15.84
01311 - Secretary I	15.84
01312 - Secretary II	17.79
01313 - Secretary III	19.84
01320 - Service Order Dispatcher	19.45
01410 - Supply Technician	22.26
01420 - Survey Worker	17.63
01460 - Switchboard Operator/Receptionist	14.31
01531 - Travel Clerk I	13.62
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	14.95
01611 - Word Processor I	13.33
01612 - Word Processor II	14.96
01613 - Word Processor III	17.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.27
05010 - Automotive Electrician	23.12
05040 - Automotive Glass Installer	21.61
05070 - Automotive Worker	22.26
05110 - Mobile Equipment Servicer	20.65
05130 - Motor Equipment Metal Mechanic	24.59
05160 - Motor Equipment Metal Worker	22.26
05190 - Motor Vehicle Mechanic	23.03
05220 - Motor Vehicle Mechanic Helper	20.30
05250 - Motor Vehicle Upholstery Worker	21.42
05280 - Motor Vehicle Wrecker	22.26
05310 - Painter Automotive	23.12
05340 - Radiator Repair Specialist	22.26
05370 - Tire Repairer	15.45
05400 - Transmission Repair Specialist	24.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.32
07041 - Cook I	12.59
07042 - Cook II	14.15
07070 - Dishwasher	9.17
07130 - Food Service Worker	9.89
07210 - Meat Cutter	15.84

07260 - Waiter/Waitress	9.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.91
09040 - Furniture Handler	13.81
09080 - Furniture Refinisher	17.91
09090 - Furniture Refinisher Helper	15.31
09110 - Furniture Repairer Minor	16.59
09130 - Upholsterer	17.91
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.87
11060 - Elevator Operator	11.87
11090 - Gardener	17.15
11122 - Housekeeping Aide	12.52
11150 - Janitor	12.52
11210 - Laborer Grounds Maintenance	14.99
11240 - Maid or Houseman	10.38
11260 - Pruner	13.48
11270 - Tractor Operator	16.71
11330 - Trail Maintenance Worker	14.99
11360 - Window Cleaner	13.68
12000 - Health Occupations	
12010 - Ambulance Driver	19.03
12011 - Breath Alcohol Technician	19.03
12012 - Certified Occupational Therapist Assistant	25.68
12015 - Certified Physical Therapist Assistant	26.77
12020 - Dental Assistant	19.56
12025 - Dental Hygienist	38.02
12030 - EKG Technician	26.59
12035 - Electroneurodiagnostic Technologist	26.59
12040 - Emergency Medical Technician	19.03
12071 - Licensed Practical Nurse I	17.00
12072 - Licensed Practical Nurse II	19.03
12073 - Licensed Practical Nurse III	21.21
12100 - Medical Assistant	14.94
12130 - Medical Laboratory Technician	23.66
12160 - Medical Record Clerk	16.09
12190 - Medical Record Technician	19.03
12195 - Medical Transcriptionist	16.71
12210 - Nuclear Medicine Technologist	41.81
12221 - Nursing Assistant I	11.83
12222 - Nursing Assistant II	13.30
12223 - Nursing Assistant III	14.51
12224 - Nursing Assistant IV	16.29
12235 - Optical Dispenser	16.72
12236 - Optical Technician	17.00
12250 - Pharmacy Technician	15.22
12280 - Phlebotomist	15.39
12305 - Radiologic Technologist	25.82
12311 - Registered Nurse I	24.51
12312 - Registered Nurse II	29.20

12313 - Registered Nurse II Specialist		29.20
12314 - Registered Nurse III		35.32
12315 - Registered Nurse III Anesthetist		35.32
12316 - Registered Nurse IV		42.35
12317 - Scheduler (Drug and Alcohol Testing)		23.56
12320 - Substance Abuse Treatment Counselor		18.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.76
13012 - Exhibits Specialist II		24.48
13013 - Exhibits Specialist III		29.93
13041 - Illustrator I		20.17
13042 - Illustrator II		24.99
13043 - Illustrator III		30.56
13047 - Librarian		27.38
13050 - Library Aide/Clerk		12.27
13054 - Library Information Technology Systems Administrator		24.96
13058 - Library Technician		15.33
13061 - Media Specialist I		17.68
13062 - Media Specialist II		19.76
13063 - Media Specialist III		22.38
13071 - Photographer I		14.95
13072 - Photographer II		17.85
13073 - Photographer III		21.52
13074 - Photographer IV		26.56
13075 - Photographer V		32.12
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		19.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.80
14043 - Computer Operator III		19.83
14044 - Computer Operator IV		22.04
14045 - Computer Operator V		24.40
14071 - Computer Programmer I		19.86
14072 - Computer Programmer II	(see 1)	24.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.04
14170 - System Support Specialist		26.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.68
15030 - Air Crew Training Devices Instructor (Pilot)		42.71
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		30.00

15070 - Flight Instructor (Pilot) 42.71
15080 - Graphic Artist 23.35
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.25
15086 - Maintenance Test Pilot Rotary Wing 39.25
15088 - Non-Maintenance Test/Co-Pilot 39.25
15090 - Technical Instructor 20.97
15095 - Technical Instructor/Course Developer 25.67
15110 - Test Proctor 16.94
15120 - Tutor 16.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
16070 - Finisher Flatwork Machine 10.81
16090 - Presser Hand 10.81
16110 - Presser Machine Drycleaning 10.81
16130 - Presser Machine Shirts 10.81
16160 - Presser Machine Wearing Apparel Laundry 10.81
16190 - Sewing Machine Operator 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.18
19040 - Tool And Die Maker 27.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.97
21030 - Material Coordinator 22.37
21040 - Material Expediter 22.37
21050 - Material Handling Laborer 16.74
21071 - Order Filler 13.30
21080 - Production Line Worker (Food Processing) 17.97
21110 - Shipping Packer 16.98
21130 - Shipping/Receiving Clerk 16.98
21140 - Store Worker I 14.56
21150 - Stock Clerk 19.10
21210 - Tools And Parts Attendant 17.97
21410 - Warehouse Specialist 17.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.12
23019 - Aircraft Logs and Records Technician 20.36
23021 - Aircraft Mechanic I 24.88
23022 - Aircraft Mechanic II 26.12
23023 - Aircraft Mechanic III 27.43
23040 - Aircraft Mechanic Helper 18.67
23050 - Aircraft Painter 22.80
23060 - Aircraft Servicer 20.36
23070 - Aircraft Survival Flight Equipment Technician 22.80
23080 - Aircraft Worker 21.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.65

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.88
23110 - Appliance Mechanic 22.13
23120 - Bicycle Repairer 19.05
23125 - Cable Splicer 33.56
23130 - Carpenter Maintenance 21.32
23140 - Carpet Layer 22.59
23160 - Electrician Maintenance 26.07
23181 - Electronics Technician Maintenance I 24.44
23182 - Electronics Technician Maintenance II 25.74
23183 - Electronics Technician Maintenance III 26.92
23260 - Fabric Worker 20.36
23290 - Fire Alarm System Mechanic 22.51
23310 - Fire Extinguisher Repairer 19.05
23311 - Fuel Distribution System Mechanic 24.93
23312 - Fuel Distribution System Operator 20.52
23370 - General Maintenance Worker 20.86
23380 - Ground Support Equipment Mechanic 24.88
23381 - Ground Support Equipment Servicer 20.36
23382 - Ground Support Equipment Worker 21.65
23391 - Gunsmith I 19.05
23392 - Gunsmith II 21.65
23393 - Gunsmith III 23.94
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.81
23430 - Heavy Equipment Mechanic 24.64
23440 - Heavy Equipment Operator 25.13
23460 - Instrument Mechanic 30.37
23465 - Laboratory/Shelter Mechanic 22.80
23470 - Laborer 15.79
23510 - Locksmith 22.80
23530 - Machinery Maintenance Mechanic 23.90
23550 - Machinist Maintenance 22.55
23580 - Maintenance Trades Helper 15.35
23591 - Metrology Technician I 30.37
23592 - Metrology Technician II 31.72
23593 - Metrology Technician III 33.12
23640 - Millwright 27.90
23710 - Office Appliance Repairer 18.88
23760 - Painter Maintenance 19.70
23790 - Pipefitter Maintenance 25.72
23810 - Plumber Maintenance 24.06
23820 - Pneudraulic Systems Mechanic 23.94
23850 - Rigger 23.85
23870 - Scale Mechanic 21.65
23890 - Sheet-Metal Worker Maintenance 22.51
23910 - Small Engine Mechanic 18.96
23931 - Telecommunications Mechanic I 27.12

23932 - Telecommunications Mechanic II 28.32
23950 - Telephone Lineman 28.11
23960 - Welder Combination Maintenance 20.99
23965 - Well Driller 23.85
23970 - Woodcraft Worker 23.94
23980 - Woodworker 19.05
24000 - Personal Needs Occupations
24550 - Case Manager 15.17
24570 - Child Care Attendant 11.39
24580 - Child Care Center Clerk 15.48
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 15.17
24630 - Homemaker 17.36
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.28
25040 - Sewage Plant Operator 20.21
25070 - Stationary Engineer 25.28
25190 - Ventilation Equipment Tender 18.95
25210 - Water Treatment Plant Operator 20.21
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.18
27007 - Baggage Inspector 12.02
27008 - Corrections Officer 24.65
27010 - Court Security Officer 24.65
27030 - Detection Dog Handler 18.00
27040 - Detention Officer 24.65
27070 - Firefighter 24.58
27101 - Guard I 12.02
27102 - Guard II 18.00
27131 - Police Officer I 24.89
27132 - Police Officer II 27.66
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.60
28042 - Carnival Equipment Repairer 12.47
28043 - Carnival Worker 9.05
28210 - Gate Attendant/Gate Tender 14.07
28310 - Lifeguard 11.94
28350 - Park Attendant (Aide) 15.74
28510 - Recreation Aide/Health Facility Attendant 11.49
28515 - Recreation Specialist 19.50
28630 - Sports Official 12.53
28690 - Swimming Pool Operator 17.89
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.59
29020 - Hatch Tender 26.59
29030 - Line Handler 26.59
29041 - Stevedore I 24.99
29042 - Stevedore II 26.76
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.75
30022 - Archeological Technician II 19.55
30023 - Archeological Technician III 24.21
30030 - Cartographic Technician 24.21
30040 - Civil Engineering Technician 26.98
30051 - Cryogenic Technician I 25.41
30052 - Cryogenic Technician II 28.06
30061 - Drafter/CAD Operator I 17.47
30062 - Drafter/CAD Operator II 19.55
30063 - Drafter/CAD Operator III 21.79
30064 - Drafter/CAD Operator IV 26.81
30081 - Engineering Technician I 15.76
30082 - Engineering Technician II 17.69
30083 - Engineering Technician III 20.43
30084 - Engineering Technician IV 25.30
30085 - Engineering Technician V 30.94
30086 - Engineering Technician VI 36.29
30090 - Environmental Technician 22.95
30095 - Evidence Control Specialist 22.95
30210 - Laboratory Technician 19.49
30221 - Latent Fingerprint Technician I 25.41
30222 - Latent Fingerprint Technician II 28.06
30240 - Mathematical Technician 24.21
30361 - Paralegal/Legal Assistant I 18.58
30362 - Paralegal/Legal Assistant II 23.01
30363 - Paralegal/Legal Assistant III 28.49
30364 - Paralegal/Legal Assistant IV 34.05
30375 - Petroleum Supply Specialist 28.06
30390 - Photo-Optics Technician 22.73
30395 - Radiation Control Technician 28.06
30461 - Technical Writer I 23.18
30462 - Technical Writer II 28.36
30463 - Technical Writer III 34.31
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.81
30502 - Weather Forecaster II 32.62
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.79
30621 - Weather Observer Senior (see 2) 24.21
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.82
31030 - Bus Driver 19.04

31043 - Driver Courier	17.51
31260 - Parking and Lot Attendant	12.37
31290 - Shuttle Bus Driver	18.95
31310 - Taxi Driver	14.26
31361 - Truckdriver Light	18.95
31362 - Truckdriver Medium	20.07
31363 - Truckdriver Heavy	22.08
31364 - Truckdriver Tractor-Trailer	22.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.10
99050 - Desk Clerk	11.49
99095 - Embalmer	31.98
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.88
99252 - Laboratory Animal Caretaker II	13.85
99260 - Marketing Analyst	23.42
99310 - Mortician	31.98
99410 - Pest Controller	16.72
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.17
99711 - Recycling Specialist	21.63
99730 - Refuse Collector	16.62
99810 - Sales Clerk	11.34
99820 - School Crossing Guard	16.09
99830 - Survey Party Chief	20.98
99831 - Surveying Aide	12.66
99832 - Surveying Technician	18.74
99840 - Vending Machine Attendant	16.07
99841 - Vending Machine Repairer	18.50
99842 - Vending Machine Repairer Helper	16.07

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4829
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Saint Joseph

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.77
01012 - Accounting Clerk II		15.46
01013 - Accounting Clerk III		17.30
01020 - Administrative Assistant		25.91
01035 - Court Reporter		17.28
01041 - Customer Service Representative I		14.68
01042 - Customer Service Representative II		16.50
01043 - Customer Service Representative III		18.00
01051 - Data Entry Operator I		13.84
01052 - Data Entry Operator II		15.51
01060 - Dispatcher Motor Vehicle		19.18
01070 - Document Preparation Clerk		12.63
01090 - Duplicating Machine Operator		12.63
01111 - General Clerk I		13.81
01112 - General Clerk II		15.07

01113 - General Clerk III	16.91
01120 - Housing Referral Assistant	19.26
01141 - Messenger Courier	13.98
01191 - Order Clerk I	15.03
01192 - Order Clerk II	16.40
01261 - Personnel Assistant (Employment) I	15.74
01262 - Personnel Assistant (Employment) II	17.61
01263 - Personnel Assistant (Employment) III	19.62
01270 - Production Control Clerk	23.03
01290 - Rental Clerk	13.79
01300 - Scheduler Maintenance	15.44
01311 - Secretary I	15.44
01312 - Secretary II	17.28
01313 - Secretary III	19.26
01320 - Service Order Dispatcher	17.14
01410 - Supply Technician	25.91
01420 - Survey Worker	15.59
01460 - Switchboard Operator/Receptionist	14.07
01531 - Travel Clerk I	14.08
01532 - Travel Clerk II	15.22
01533 - Travel Clerk III	16.47
01611 - Word Processor I	13.89
01612 - Word Processor II	15.60
01613 - Word Processor III	17.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.23
05010 - Automotive Electrician	19.93
05040 - Automotive Glass Installer	18.92
05070 - Automotive Worker	18.92
05110 - Mobile Equipment Servicer	17.61
05130 - Motor Equipment Metal Mechanic	20.72
05160 - Motor Equipment Metal Worker	18.92
05190 - Motor Vehicle Mechanic	20.72
05220 - Motor Vehicle Mechanic Helper	16.78
05250 - Motor Vehicle Upholstery Worker	18.25
05280 - Motor Vehicle Wrecker	18.92
05310 - Painter Automotive	21.12
05340 - Radiator Repair Specialist	18.92
05370 - Tire Repairer	13.94
05400 - Transmission Repair Specialist	20.72
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.89
07041 - Cook I	12.63
07042 - Cook II	14.25
07070 - Dishwasher	10.79
07130 - Food Service Worker	10.38
07210 - Meat Cutter	15.68
07260 - Waiter/Waitress	9.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.26

09040 - Furniture Handler 16.48
09080 - Furniture Refinisher 23.13
09090 - Furniture Refinisher Helper 19.07
09110 - Furniture Repairer Minor 21.65
09130 - Upholsterer 23.13
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.14
11060 - Elevator Operator 13.21
11090 - Gardener 18.08
11122 - Housekeeping Aide 13.21
11150 - Janitor 13.21
11210 - Laborer Grounds Maintenance 14.63
11240 - Maid or Houseman 10.93
11260 - Pruner 13.50
11270 - Tractor Operator 16.94
11330 - Trail Maintenance Worker 14.63
11360 - Window Cleaner 14.31
12000 - Health Occupations
12010 - Ambulance Driver 20.58
12011 - Breath Alcohol Technician 20.58
12012 - Certified Occupational Therapist Assistant 28.23
12015 - Certified Physical Therapist Assistant 26.99
12020 - Dental Assistant 21.50
12025 - Dental Hygienist 36.98
12030 - EKG Technician 31.18
12035 - Electroneurodiagnostic Technologist 31.18
12040 - Emergency Medical Technician 20.58
12071 - Licensed Practical Nurse I 18.39
12072 - Licensed Practical Nurse II 20.58
12073 - Licensed Practical Nurse III 22.94
12100 - Medical Assistant 16.22
12130 - Medical Laboratory Technician 19.58
12160 - Medical Record Clerk 16.54
12190 - Medical Record Technician 20.36
12195 - Medical Transcriptionist 17.93
12210 - Nuclear Medicine Technologist 45.22
12221 - Nursing Assistant I 11.03
12222 - Nursing Assistant II 12.40
12223 - Nursing Assistant III 13.53
12224 - Nursing Assistant IV 15.20
12235 - Optical Dispenser 16.35
12236 - Optical Technician 18.62
12250 - Pharmacy Technician 14.70
12280 - Phlebotomist 15.72
12305 - Radiologic Technologist 27.25
12311 - Registered Nurse I 24.38
12312 - Registered Nurse II 29.83
12313 - Registered Nurse II Specialist 29.83
12314 - Registered Nurse III 36.09
12315 - Registered Nurse III Anesthetist 36.09

12316 - Registered Nurse IV		43.26
12317 - Scheduler (Drug and Alcohol Testing)		25.49
12320 - Substance Abuse Treatment Counselor		22.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.80
13012 - Exhibits Specialist II		23.30
13013 - Exhibits Specialist III		28.50
13041 - Illustrator I		18.80
13042 - Illustrator II		23.30
13043 - Illustrator III		28.50
13047 - Librarian		25.81
13050 - Library Aide/Clerk		13.43
13054 - Library Information Technology Systems Administrator		23.30
13058 - Library Technician		16.30
13061 - Media Specialist I		16.81
13062 - Media Specialist II		18.80
13063 - Media Specialist III		20.97
13071 - Photographer I		16.05
13072 - Photographer II		19.00
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.70
13110 - Video Teleconference Technician		19.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.17
14042 - Computer Operator II		16.97
14043 - Computer Operator III		20.83
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.74
14071 - Computer Programmer I	(see 1)	19.06
14072 - Computer Programmer II	(see 1)	24.47
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.17
14160 - Personal Computer Support Technician		23.85
14170 - System Support Specialist		27.23
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.66
15020 - Aircrew Training Devices Instructor (Rated)		34.62
15030 - Air Crew Training Devices Instructor (Pilot)		41.48
15050 - Computer Based Training Specialist / Instructor		28.66
15060 - Educational Technologist		23.85
15070 - Flight Instructor (Pilot)		41.48
15080 - Graphic Artist		21.04
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.58

15086 - Maintenance Test Pilot Rotary Wing 38.58
15088 - Non-Maintenance Test/Co-Pilot 38.58
15090 - Technical Instructor 23.80
15095 - Technical Instructor/Course Developer 29.12
15110 - Test Proctor 19.22
15120 - Tutor 19.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.88
19040 - Tool And Die Maker 28.46
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.79
21030 - Material Coordinator 23.03
21040 - Material Expediter 23.03
21050 - Material Handling Laborer 13.52
21071 - Order Filler 12.87
21080 - Production Line Worker (Food Processing) 16.79
21110 - Shipping Packer 16.16
21130 - Shipping/Receiving Clerk 16.16
21140 - Store Worker I 15.26
21150 - Stock Clerk 19.50
21210 - Tools And Parts Attendant 16.79
21410 - Warehouse Specialist 16.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.01
23019 - Aircraft Logs and Records Technician 19.70
23021 - Aircraft Mechanic I 22.08
23022 - Aircraft Mechanic II 23.01
23023 - Aircraft Mechanic III 23.93
23040 - Aircraft Mechanic Helper 17.09
23050 - Aircraft Painter 21.16
23060 - Aircraft Servicer 19.70
23070 - Aircraft Survival Flight Equipment Technician 21.16
23080 - Aircraft Worker 20.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.08
23110 - Appliance Mechanic 24.37

23120 - Bicycle Repairer 20.36
23125 - Cable Splicer 25.69
23130 - Carpenter Maintenance 21.45
23140 - Carpet Layer 20.93
23160 - Electrician Maintenance 28.65
23181 - Electronics Technician Maintenance I 25.90
23182 - Electronics Technician Maintenance II 27.47
23183 - Electronics Technician Maintenance III 28.66
23260 - Fabric Worker 21.84
23290 - Fire Alarm System Mechanic 28.40
23310 - Fire Extinguisher Repairer 20.54
23311 - Fuel Distribution System Mechanic 23.08
23312 - Fuel Distribution System Operator 18.51
23370 - General Maintenance Worker 18.21
23380 - Ground Support Equipment Mechanic 22.08
23381 - Ground Support Equipment Servicer 19.70
23382 - Ground Support Equipment Worker 20.49
23391 - Gunsmith I 20.54
23392 - Gunsmith II 23.02
23393 - Gunsmith III 25.39
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.88
23430 - Heavy Equipment Mechanic 27.07
23440 - Heavy Equipment Operator 28.34
23460 - Instrument Mechanic 25.39
23465 - Laboratory/Shelter Mechanic 24.37
23470 - Laborer 13.52
23510 - Locksmith 22.15
23530 - Machinery Maintenance Mechanic 25.56
23550 - Machinist Maintenance 20.46
23580 - Maintenance Trades Helper 15.28
23591 - Metrology Technician I 25.39
23592 - Metrology Technician II 26.40
23593 - Metrology Technician III 27.47
23640 - Millwright 29.39
23710 - Office Appliance Repairer 19.46
23760 - Painter Maintenance 20.84
23790 - Pipefitter Maintenance 29.70
23810 - Plumber Maintenance 28.46
23820 - Pneudraulic Systems Mechanic 25.39
23850 - Rigger 25.39
23870 - Scale Mechanic 23.02
23890 - Sheet-Metal Worker Maintenance 23.71
23910 - Small Engine Mechanic 20.88
23931 - Telecommunications Mechanic I 27.38
23932 - Telecommunications Mechanic II 28.47
23950 - Telephone Lineman 25.69
23960 - Welder Combination Maintenance 20.03

23965 - Well Driller	25.21
23970 - Woodcraft Worker	25.39
23980 - Woodworker	20.54
24000 - Personal Needs Occupations	
24550 - Case Manager	16.16
24570 - Child Care Attendant	10.36
24580 - Child Care Center Clerk	12.92
24610 - Chore Aide	11.07
24620 - Family Readiness And Support Services Coordinator	16.16
24630 - Homemaker	16.16
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.39
25040 - Sewage Plant Operator	23.08
25070 - Stationary Engineer	25.39
25190 - Ventilation Equipment Tender	19.23
25210 - Water Treatment Plant Operator	23.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.52
27007 - Baggage Inspector	13.09
27008 - Corrections Officer	18.19
27010 - Court Security Officer	23.19
27030 - Detection Dog Handler	14.65
27040 - Detention Officer	18.19
27070 - Firefighter	26.07
27101 - Guard I	13.09
27102 - Guard II	14.65
27131 - Police Officer I	24.80
27132 - Police Officer II	27.55
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.33
28042 - Carnival Equipment Repairer	13.16
28043 - Carnival Worker	9.83
28210 - Gate Attendant/Gate Tender	15.35
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	17.17
28510 - Recreation Aide/Health Facility Attendant	12.53
28515 - Recreation Specialist	19.48
28630 - Sports Official	13.67
28690 - Swimming Pool Operator	18.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.97
29020 - Hatch Tender	22.97
29030 - Line Handler	22.97
29041 - Stevedore I	21.65
29042 - Stevedore II	24.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.21
30022 - Archeological Technician II		19.26
30023 - Archeological Technician III		23.85
30030 - Cartographic Technician		23.85
30040 - Civil Engineering Technician		27.21
30051 - Cryogenic Technician I		26.42
30052 - Cryogenic Technician II		29.18
30061 - Drafter/CAD Operator I		17.21
30062 - Drafter/CAD Operator II		19.26
30063 - Drafter/CAD Operator III		21.47
30064 - Drafter/CAD Operator IV		26.42
30081 - Engineering Technician I		16.09
30082 - Engineering Technician II		18.05
30083 - Engineering Technician III		20.19
30084 - Engineering Technician IV		25.03
30085 - Engineering Technician V		30.62
30086 - Engineering Technician VI		37.04
30090 - Environmental Technician		23.85
30095 - Evidence Control Specialist		23.85
30210 - Laboratory Technician		19.92
30221 - Latent Fingerprint Technician I		26.42
30222 - Latent Fingerprint Technician II		29.18
30240 - Mathematical Technician		23.85
30361 - Paralegal/Legal Assistant I		18.02
30362 - Paralegal/Legal Assistant II		22.32
30363 - Paralegal/Legal Assistant III		27.31
30364 - Paralegal/Legal Assistant IV		33.04
30375 - Petroleum Supply Specialist		29.18
30390 - Photo-Optics Technician		23.85
30395 - Radiation Control Technician		29.18
30461 - Technical Writer I		23.85
30462 - Technical Writer II		29.18
30463 - Technical Writer III		35.31
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.42
30502 - Weather Forecaster II		32.14
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.47
30621 - Weather Observer Senior	(see 2)	23.85
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		16.04
31030 - Bus Driver		21.09
31043 - Driver Courier		15.59
31260 - Parking and Lot Attendant		10.84
31290 - Shuttle Bus Driver		16.65

31310 - Taxi Driver	13.85
31361 - Truckdriver Light	16.65
31362 - Truckdriver Medium	17.70
31363 - Truckdriver Heavy	22.37
31364 - Truckdriver Tractor-Trailer	22.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.61
99050 - Desk Clerk	10.34
99095 - Embalmer	24.65
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.49
99252 - Laboratory Animal Caretaker II	14.40
99260 - Marketing Analyst	24.23
99310 - Mortician	24.65
99410 - Pest Controller	20.58
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.10
99711 - Recycling Specialist	21.40
99730 - Refuse Collector	16.48
99810 - Sales Clerk	11.78
99820 - School Crossing Guard	12.79
99830 - Survey Party Chief	18.11
99831 - Surveying Aide	10.95
99832 - Surveying Technician	15.74
99840 - Vending Machine Attendant	20.91
99841 - Vending Machine Repairer	25.18
99842 - Vending Machine Repairer Helper	20.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4830
Revision No.: 15
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Saint Joseph

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.77
01012 - Accounting Clerk II		15.46
01013 - Accounting Clerk III		17.30
01020 - Administrative Assistant		25.91
01035 - Court Reporter		17.28
01041 - Customer Service Representative I		14.68
01042 - Customer Service Representative II		16.50
01043 - Customer Service Representative III		18.00
01051 - Data Entry Operator I		13.84
01052 - Data Entry Operator II		15.51
01060 - Dispatcher Motor Vehicle		19.18
01070 - Document Preparation Clerk		12.63

01090 - Duplicating Machine Operator 12.63
01111 - General Clerk I 13.81
01112 - General Clerk II 15.07
01113 - General Clerk III 16.91
01120 - Housing Referral Assistant 19.26
01141 - Messenger Courier 13.98
01191 - Order Clerk I 15.03
01192 - Order Clerk II 16.40
01261 - Personnel Assistant (Employment) I 15.74
01262 - Personnel Assistant (Employment) II 17.61
01263 - Personnel Assistant (Employment) III 19.62
01270 - Production Control Clerk 23.03
01290 - Rental Clerk 13.79
01300 - Scheduler Maintenance 15.44
01311 - Secretary I 15.44
01312 - Secretary II 17.28
01313 - Secretary III 19.26
01320 - Service Order Dispatcher 17.14
01410 - Supply Technician 25.91
01420 - Survey Worker 15.59
01460 - Switchboard Operator/Receptionist 14.07
01531 - Travel Clerk I 14.08
01532 - Travel Clerk II 15.22
01533 - Travel Clerk III 16.47
01611 - Word Processor I 13.89
01612 - Word Processor II 15.60
01613 - Word Processor III 17.45
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.23
05010 - Automotive Electrician 19.93
05040 - Automotive Glass Installer 18.92
05070 - Automotive Worker 18.92
05110 - Mobile Equipment Servicer 17.61
05130 - Motor Equipment Metal Mechanic 20.72
05160 - Motor Equipment Metal Worker 18.92
05190 - Motor Vehicle Mechanic 20.72
05220 - Motor Vehicle Mechanic Helper 16.78
05250 - Motor Vehicle Upholstery Worker 18.25
05280 - Motor Vehicle Wrecker 18.92
05310 - Painter Automotive 21.12
05340 - Radiator Repair Specialist 18.92
05370 - Tire Repairer 13.94
05400 - Transmission Repair Specialist 20.72
07000 - Food Preparation And Service Occupations
07010 - Baker 12.89
07041 - Cook I 12.63
07042 - Cook II 14.25
07070 - Dishwasher 10.79
07130 - Food Service Worker 10.38
07210 - Meat Cutter 15.68

07260 - Waiter/Waitress	9.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.26
09040 - Furniture Handler	16.48
09080 - Furniture Refinisher	23.13
09090 - Furniture Refinisher Helper	19.07
09110 - Furniture Repairer Minor	21.65
09130 - Upholsterer	23.13
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.14
11060 - Elevator Operator	13.21
11090 - Gardener	18.08
11122 - Housekeeping Aide	13.21
11150 - Janitor	13.21
11210 - Laborer Grounds Maintenance	14.63
11240 - Maid or Houseman	10.93
11260 - Pruner	13.50
11270 - Tractor Operator	16.94
11330 - Trail Maintenance Worker	14.63
11360 - Window Cleaner	14.31
12000 - Health Occupations	
12010 - Ambulance Driver	20.58
12011 - Breath Alcohol Technician	20.58
12012 - Certified Occupational Therapist Assistant	28.23
12015 - Certified Physical Therapist Assistant	26.99
12020 - Dental Assistant	21.50
12025 - Dental Hygienist	36.98
12030 - EKG Technician	31.18
12035 - Electroneurodiagnostic Technologist	31.18
12040 - Emergency Medical Technician	20.58
12071 - Licensed Practical Nurse I	18.39
12072 - Licensed Practical Nurse II	20.58
12073 - Licensed Practical Nurse III	22.94
12100 - Medical Assistant	16.22
12130 - Medical Laboratory Technician	19.58
12160 - Medical Record Clerk	16.54
12190 - Medical Record Technician	20.36
12195 - Medical Transcriptionist	17.93
12210 - Nuclear Medicine Technologist	45.22
12221 - Nursing Assistant I	11.03
12222 - Nursing Assistant II	12.40
12223 - Nursing Assistant III	13.53
12224 - Nursing Assistant IV	15.20
12235 - Optical Dispenser	16.35
12236 - Optical Technician	18.62
12250 - Pharmacy Technician	14.70
12280 - Phlebotomist	15.72
12305 - Radiologic Technologist	27.25
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.83

12313 - Registered Nurse II Specialist		29.83
12314 - Registered Nurse III		36.09
12315 - Registered Nurse III Anesthetist		36.09
12316 - Registered Nurse IV		43.26
12317 - Scheduler (Drug and Alcohol Testing)		25.49
12320 - Substance Abuse Treatment Counselor		22.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.80
13012 - Exhibits Specialist II		23.30
13013 - Exhibits Specialist III		28.50
13041 - Illustrator I		18.80
13042 - Illustrator II		23.30
13043 - Illustrator III		28.50
13047 - Librarian		25.81
13050 - Library Aide/Clerk		13.43
13054 - Library Information Technology Systems Administrator		23.30
13058 - Library Technician		16.30
13061 - Media Specialist I		16.81
13062 - Media Specialist II		18.80
13063 - Media Specialist III		20.97
13071 - Photographer I		16.05
13072 - Photographer II		19.00
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.70
13110 - Video Teleconference Technician		19.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.17
14042 - Computer Operator II		16.97
14043 - Computer Operator III		20.83
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.74
14071 - Computer Programmer I	(see 1)	19.06
14072 - Computer Programmer II	(see 1)	24.47
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.17
14160 - Personal Computer Support Technician		23.85
14170 - System Support Specialist		27.23
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.66
15020 - Aircrew Training Devices Instructor (Rated)		34.62
15030 - Air Crew Training Devices Instructor (Pilot)		41.48
15050 - Computer Based Training Specialist / Instructor		28.66
15060 - Educational Technologist		23.85

15070 - Flight Instructor (Pilot) 41.48
15080 - Graphic Artist 21.04
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.58
15086 - Maintenance Test Pilot Rotary Wing 38.58
15088 - Non-Maintenance Test/Co-Pilot 38.58
15090 - Technical Instructor 23.80
15095 - Technical Instructor/Course Developer 29.12
15110 - Test Proctor 19.22
15120 - Tutor 19.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.88
19040 - Tool And Die Maker 28.46
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.79
21030 - Material Coordinator 23.03
21040 - Material Expediter 23.03
21050 - Material Handling Laborer 13.52
21071 - Order Filler 12.87
21080 - Production Line Worker (Food Processing) 16.79
21110 - Shipping Packer 16.16
21130 - Shipping/Receiving Clerk 16.16
21140 - Store Worker I 15.26
21150 - Stock Clerk 19.50
21210 - Tools And Parts Attendant 16.79
21410 - Warehouse Specialist 16.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.01
23019 - Aircraft Logs and Records Technician 19.70
23021 - Aircraft Mechanic I 22.08
23022 - Aircraft Mechanic II 23.01
23023 - Aircraft Mechanic III 23.93
23040 - Aircraft Mechanic Helper 17.09
23050 - Aircraft Painter 21.16
23060 - Aircraft Servicer 19.70
23070 - Aircraft Survival Flight Equipment Technician 21.16
23080 - Aircraft Worker 20.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.49

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.08
23110 - Appliance Mechanic 24.37
23120 - Bicycle Repairer 20.36
23125 - Cable Splicer 25.69
23130 - Carpenter Maintenance 21.45
23140 - Carpet Layer 20.93
23160 - Electrician Maintenance 28.65
23181 - Electronics Technician Maintenance I 25.90
23182 - Electronics Technician Maintenance II 27.47
23183 - Electronics Technician Maintenance III 28.66
23260 - Fabric Worker 21.84
23290 - Fire Alarm System Mechanic 28.40
23310 - Fire Extinguisher Repairer 20.54
23311 - Fuel Distribution System Mechanic 23.08
23312 - Fuel Distribution System Operator 18.51
23370 - General Maintenance Worker 18.21
23380 - Ground Support Equipment Mechanic 22.08
23381 - Ground Support Equipment Servicer 19.70
23382 - Ground Support Equipment Worker 20.49
23391 - Gunsmith I 20.54
23392 - Gunsmith II 23.02
23393 - Gunsmith III 25.39
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.88
23430 - Heavy Equipment Mechanic 27.07
23440 - Heavy Equipment Operator 28.34
23460 - Instrument Mechanic 25.39
23465 - Laboratory/Shelter Mechanic 24.37
23470 - Laborer 13.52
23510 - Locksmith 22.15
23530 - Machinery Maintenance Mechanic 25.56
23550 - Machinist Maintenance 20.46
23580 - Maintenance Trades Helper 15.28
23591 - Metrology Technician I 25.39
23592 - Metrology Technician II 26.40
23593 - Metrology Technician III 27.47
23640 - Millwright 29.39
23710 - Office Appliance Repairer 19.46
23760 - Painter Maintenance 20.84
23790 - Pipefitter Maintenance 29.70
23810 - Plumber Maintenance 28.46
23820 - Pneudraulic Systems Mechanic 25.39
23850 - Rigger 25.39
23870 - Scale Mechanic 23.02
23890 - Sheet-Metal Worker Maintenance 23.71
23910 - Small Engine Mechanic 20.88
23931 - Telecommunications Mechanic I 27.38

23932 - Telecommunications Mechanic II 28.47
23950 - Telephone Lineman 25.69
23960 - Welder Combination Maintenance 20.03
23965 - Well Driller 25.21
23970 - Woodcraft Worker 25.39
23980 - Woodworker 20.54
24000 - Personal Needs Occupations
24550 - Case Manager 16.16
24570 - Child Care Attendant 10.36
24580 - Child Care Center Clerk 12.92
24610 - Chore Aide 11.07
24620 - Family Readiness And Support Services Coordinator 16.16
24630 - Homemaker 16.16
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.39
25040 - Sewage Plant Operator 23.08
25070 - Stationary Engineer 25.39
25190 - Ventilation Equipment Tender 19.23
25210 - Water Treatment Plant Operator 23.08
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.52
27007 - Baggage Inspector 13.09
27008 - Corrections Officer 18.19
27010 - Court Security Officer 23.19
27030 - Detection Dog Handler 14.65
27040 - Detention Officer 18.19
27070 - Firefighter 26.07
27101 - Guard I 13.09
27102 - Guard II 14.65
27131 - Police Officer I 24.80
27132 - Police Officer II 27.55
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.33
28042 - Carnival Equipment Repairer 13.16
28043 - Carnival Worker 9.83
28210 - Gate Attendant/Gate Tender 15.35
28310 - Lifeguard 12.11
28350 - Park Attendant (Aide) 17.17
28510 - Recreation Aide/Health Facility Attendant 12.53
28515 - Recreation Specialist 19.48
28630 - Sports Official 13.67
28690 - Swimming Pool Operator 18.38
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.97
29020 - Hatch Tender 22.97
29030 - Line Handler 22.97
29041 - Stevedore I 21.65
29042 - Stevedore II 24.37
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.21
30022 - Archeological Technician II 19.26
30023 - Archeological Technician III 23.85
30030 - Cartographic Technician 23.85
30040 - Civil Engineering Technician 27.21
30051 - Cryogenic Technician I 26.42
30052 - Cryogenic Technician II 29.18
30061 - Drafter/CAD Operator I 17.21
30062 - Drafter/CAD Operator II 19.26
30063 - Drafter/CAD Operator III 21.47
30064 - Drafter/CAD Operator IV 26.42
30081 - Engineering Technician I 16.09
30082 - Engineering Technician II 18.05
30083 - Engineering Technician III 20.19
30084 - Engineering Technician IV 25.03
30085 - Engineering Technician V 30.62
30086 - Engineering Technician VI 37.04
30090 - Environmental Technician 23.85
30095 - Evidence Control Specialist 23.85
30210 - Laboratory Technician 19.92
30221 - Latent Fingerprint Technician I 26.42
30222 - Latent Fingerprint Technician II 29.18
30240 - Mathematical Technician 23.85
30361 - Paralegal/Legal Assistant I 18.02
30362 - Paralegal/Legal Assistant II 22.32
30363 - Paralegal/Legal Assistant III 27.31
30364 - Paralegal/Legal Assistant IV 33.04
30375 - Petroleum Supply Specialist 29.18
30390 - Photo-Optics Technician 23.85
30395 - Radiation Control Technician 29.18
30461 - Technical Writer I 23.85
30462 - Technical Writer II 29.18
30463 - Technical Writer III 35.31
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.42
30502 - Weather Forecaster II 32.14
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.47
30621 - Weather Observer Senior (see 2) 23.85
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.04
31030 - Bus Driver 21.09

31043 - Driver Courier	15.59
31260 - Parking and Lot Attendant	10.84
31290 - Shuttle Bus Driver	16.65
31310 - Taxi Driver	13.85
31361 - Truckdriver Light	16.65
31362 - Truckdriver Medium	17.70
31363 - Truckdriver Heavy	22.37
31364 - Truckdriver Tractor-Trailer	22.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.61
99050 - Desk Clerk	10.34
99095 - Embalmer	24.65
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.49
99252 - Laboratory Animal Caretaker II	14.40
99260 - Marketing Analyst	24.23
99310 - Mortician	24.65
99410 - Pest Controller	20.58
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.10
99711 - Recycling Specialist	21.40
99730 - Refuse Collector	16.48
99810 - Sales Clerk	11.78
99820 - School Crossing Guard	12.79
99830 - Survey Party Chief	18.11
99831 - Surveying Aide	10.95
99832 - Surveying Technician	15.74
99840 - Vending Machine Attendant	20.91
99841 - Vending Machine Repairer	25.18
99842 - Vending Machine Repairer Helper	20.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4831
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Cass

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.77
01012 - Accounting Clerk II		15.46
01013 - Accounting Clerk III		17.42
01020 - Administrative Assistant		25.91
01035 - Court Reporter		17.28
01041 - Customer Service Representative I		14.68
01042 - Customer Service Representative II		16.50
01043 - Customer Service Representative III		18.00
01051 - Data Entry Operator I		14.67
01052 - Data Entry Operator II		16.02
01060 - Dispatcher Motor Vehicle		19.61
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		13.81
01112 - General Clerk II		15.07

01113 - General Clerk III 16.91
01120 - Housing Referral Assistant 19.26
01141 - Messenger Courier 13.98
01191 - Order Clerk I 15.03
01192 - Order Clerk II 16.40
01261 - Personnel Assistant (Employment) I 15.86
01262 - Personnel Assistant (Employment) II 17.75
01263 - Personnel Assistant (Employment) III 19.79
01270 - Production Control Clerk 23.03
01290 - Rental Clerk 14.44
01300 - Scheduler Maintenance 15.44
01311 - Secretary I 15.44
01312 - Secretary II 17.28
01313 - Secretary III 19.26
01320 - Service Order Dispatcher 17.14
01410 - Supply Technician 25.91
01420 - Survey Worker 16.95
01460 - Switchboard Operator/Receptionist 14.07
01531 - Travel Clerk I 14.08
01532 - Travel Clerk II 15.22
01533 - Travel Clerk III 16.47
01611 - Word Processor I 14.13
01612 - Word Processor II 15.98
01613 - Word Processor III 18.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.06
05010 - Automotive Electrician 21.44
05040 - Automotive Glass Installer 20.21
05070 - Automotive Worker 20.21
05110 - Mobile Equipment Servicer 18.05
05130 - Motor Equipment Metal Mechanic 22.37
05160 - Motor Equipment Metal Worker 20.21
05190 - Motor Vehicle Mechanic 22.37
05220 - Motor Vehicle Mechanic Helper 17.04
05250 - Motor Vehicle Upholstery Worker 19.06
05280 - Motor Vehicle Wrecker 20.21
05310 - Painter Automotive 21.44
05340 - Radiator Repair Specialist 20.21
05370 - Tire Repairer 16.02
05400 - Transmission Repair Specialist 22.37
07000 - Food Preparation And Service Occupations
07010 - Baker 17.67
07041 - Cook I 16.28
07042 - Cook II 17.67
07070 - Dishwasher 13.43
07130 - Food Service Worker 13.43
07210 - Meat Cutter 17.67
07260 - Waiter/Waitress 14.12
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.37

09040 - Furniture Handler 16.65
09080 - Furniture Refinisher 24.37
09090 - Furniture Refinisher Helper 19.17
09110 - Furniture Repairer Minor 21.65
09130 - Upholsterer 24.37
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.95
11060 - Elevator Operator 13.67
11090 - Gardener 18.08
11122 - Housekeeping Aide 13.67
11150 - Janitor 13.67
11210 - Laborer Grounds Maintenance 14.63
11240 - Maid or Houseman 12.02
11260 - Pruner 14.77
11270 - Tractor Operator 16.94
11330 - Trail Maintenance Worker 14.63
11360 - Window Cleaner 14.82
12000 - Health Occupations
12010 - Ambulance Driver 20.58
12011 - Breath Alcohol Technician 20.58
12012 - Certified Occupational Therapist Assistant 28.23
12015 - Certified Physical Therapist Assistant 26.99
12020 - Dental Assistant 21.50
12025 - Dental Hygienist 36.85
12030 - EKG Technician 31.18
12035 - Electroneurodiagnostic Technologist 31.18
12040 - Emergency Medical Technician 20.58
12071 - Licensed Practical Nurse I 18.39
12072 - Licensed Practical Nurse II 20.58
12073 - Licensed Practical Nurse III 22.94
12100 - Medical Assistant 16.22
12130 - Medical Laboratory Technician 20.52
12160 - Medical Record Clerk 16.54
12190 - Medical Record Technician 20.36
12195 - Medical Transcriptionist 17.93
12210 - Nuclear Medicine Technologist 45.22
12221 - Nursing Assistant I 11.03
12222 - Nursing Assistant II 12.40
12223 - Nursing Assistant III 13.53
12224 - Nursing Assistant IV 15.20
12235 - Optical Dispenser 16.32
12236 - Optical Technician 18.62
12250 - Pharmacy Technician 16.28
12280 - Phlebotomist 15.73
12305 - Radiologic Technologist 27.25
12311 - Registered Nurse I 24.60
12312 - Registered Nurse II 30.09
12313 - Registered Nurse II Specialist 30.09
12314 - Registered Nurse III 36.40
12315 - Registered Nurse III Anesthetist 36.40

12316 - Registered Nurse IV		43.34
12317 - Scheduler (Drug and Alcohol Testing)		25.49
12320 - Substance Abuse Treatment Counselor		22.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.89
13012 - Exhibits Specialist II		23.39
13013 - Exhibits Specialist III		28.61
13041 - Illustrator I		18.89
13042 - Illustrator II		23.39
13043 - Illustrator III		28.61
13047 - Librarian		25.90
13050 - Library Aide/Clerk		13.54
13054 - Library Information Technology Systems Administrator		23.39
13058 - Library Technician		16.26
13061 - Media Specialist I		16.88
13062 - Media Specialist II		18.89
13063 - Media Specialist III		21.05
13071 - Photographer I		16.10
13072 - Photographer II		18.66
13073 - Photographer III		21.79
13074 - Photographer IV		25.94
13075 - Photographer V		31.14
13090 - Technical Order Library Clerk		15.70
13110 - Video Teleconference Technician		18.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		27.23
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.44
15020 - Aircrew Training Devices Instructor (Rated)		35.62
15030 - Air Crew Training Devices Instructor (Pilot)		41.55
15050 - Computer Based Training Specialist / Instructor		29.44
15060 - Educational Technologist		30.63
15070 - Flight Instructor (Pilot)		41.55
15080 - Graphic Artist		21.04
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.58

15086 - Maintenance Test Pilot Rotary Wing 38.58
15088 - Non-Maintenance Test/Co-Pilot 38.58
15090 - Technical Instructor 24.30
15095 - Technical Instructor/Course Developer 29.73
15110 - Test Proctor 19.97
15120 - Tutor 19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.98
19040 - Tool And Die Maker 29.17
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.85
21030 - Material Coordinator 23.03
21040 - Material Expediter 23.03
21050 - Material Handling Laborer 14.29
21071 - Order Filler 15.65
21080 - Production Line Worker (Food Processing) 20.02
21110 - Shipping Packer 16.16
21130 - Shipping/Receiving Clerk 16.16
21140 - Store Worker I 15.26
21150 - Stock Clerk 19.50
21210 - Tools And Parts Attendant 17.80
21410 - Warehouse Specialist 19.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.40
23019 - Aircraft Logs and Records Technician 19.88
23021 - Aircraft Mechanic I 22.38
23022 - Aircraft Mechanic II 23.40
23023 - Aircraft Mechanic III 24.43
23040 - Aircraft Mechanic Helper 18.22
23050 - Aircraft Painter 21.77
23060 - Aircraft Servicer 19.88
23070 - Aircraft Survival Flight Equipment Technician 21.77
23080 - Aircraft Worker 20.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.38
23110 - Appliance Mechanic 24.37

23120 - Bicycle Repairer	20.36
23125 - Cable Splicer	26.31
23130 - Carpenter Maintenance	21.45
23140 - Carpet Layer	21.72
23160 - Electrician Maintenance	28.65
23181 - Electronics Technician Maintenance I	25.90
23182 - Electronics Technician Maintenance II	27.47
23183 - Electronics Technician Maintenance III	28.66
23260 - Fabric Worker	21.84
23290 - Fire Alarm System Mechanic	28.40
23310 - Fire Extinguisher Repairer	20.54
23311 - Fuel Distribution System Mechanic	24.15
23312 - Fuel Distribution System Operator	19.75
23370 - General Maintenance Worker	19.06
23380 - Ground Support Equipment Mechanic	22.38
23381 - Ground Support Equipment Servicer	19.88
23382 - Ground Support Equipment Worker	20.70
23391 - Gunsmith I	20.54
23392 - Gunsmith II	23.02
23393 - Gunsmith III	25.39
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.58
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.74
23430 - Heavy Equipment Mechanic	27.07
23440 - Heavy Equipment Operator	27.54
23460 - Instrument Mechanic	25.69
23465 - Laboratory/Shelter Mechanic	24.37
23470 - Laborer	13.52
23510 - Locksmith	23.06
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist Maintenance	21.59
23580 - Maintenance Trades Helper	17.35
23591 - Metrology Technician I	25.69
23592 - Metrology Technician II	26.77
23593 - Metrology Technician III	27.85
23640 - Millwright	29.44
23710 - Office Appliance Repairer	20.96
23760 - Painter Maintenance	20.84
23790 - Pipefitter Maintenance	29.70
23810 - Plumber Maintenance	28.46
23820 - Pneudraulic Systems Mechanic	25.39
23850 - Rigger	25.39
23870 - Scale Mechanic	23.02
23890 - Sheet-Metal Worker Maintenance	27.51
23910 - Small Engine Mechanic	20.88
23931 - Telecommunications Mechanic I	27.38
23932 - Telecommunications Mechanic II	28.47
23950 - Telephone Lineman	25.56
23960 - Welder Combination Maintenance	21.46

23965 - Well Driller	25.21
23970 - Woodcraft Worker	25.39
23980 - Woodworker	20.54
24000 - Personal Needs Occupations	
24550 - Case Manager	16.16
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	12.62
24620 - Family Readiness And Support Services Coordinator	16.16
24630 - Homemaker	16.16
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.69
25040 - Sewage Plant Operator	23.08
25070 - Stationary Engineer	25.69
25190 - Ventilation Equipment Tender	19.77
25210 - Water Treatment Plant Operator	23.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.45
27007 - Baggage Inspector	13.09
27008 - Corrections Officer	25.15
27010 - Court Security Officer	25.33
27030 - Detection Dog Handler	16.64
27040 - Detention Officer	25.15
27070 - Firefighter	25.85
27101 - Guard I	13.09
27102 - Guard II	16.64
27131 - Police Officer I	24.80
27132 - Police Officer II	27.55
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.81
28043 - Carnival Worker	13.47
28210 - Gate Attendant/Gate Tender	15.35
28310 - Lifeguard	12.43
28350 - Park Attendant (Aide)	17.17
28510 - Recreation Aide/Health Facility Attendant	12.53
28515 - Recreation Specialist	21.26
28630 - Sports Official	13.67
28690 - Swimming Pool Operator	20.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.73
29020 - Hatch Tender	24.73
29030 - Line Handler	24.73
29041 - Stevedore I	23.74
29042 - Stevedore II	25.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.21
30022 - Archeological Technician II		19.26
30023 - Archeological Technician III		23.85
30030 - Cartographic Technician		23.85
30040 - Civil Engineering Technician		27.21
30051 - Cryogenic Technician I		26.42
30052 - Cryogenic Technician II		29.18
30061 - Drafter/CAD Operator I		17.21
30062 - Drafter/CAD Operator II		19.26
30063 - Drafter/CAD Operator III		21.47
30064 - Drafter/CAD Operator IV		26.42
30081 - Engineering Technician I		15.07
30082 - Engineering Technician II		16.92
30083 - Engineering Technician III		19.40
30084 - Engineering Technician IV		23.45
30085 - Engineering Technician V		28.69
30086 - Engineering Technician VI		34.71
30090 - Environmental Technician		23.85
30095 - Evidence Control Specialist		23.85
30210 - Laboratory Technician		20.31
30221 - Latent Fingerprint Technician I		26.42
30222 - Latent Fingerprint Technician II		29.18
30240 - Mathematical Technician		23.85
30361 - Paralegal/Legal Assistant I		18.32
30362 - Paralegal/Legal Assistant II		22.32
30363 - Paralegal/Legal Assistant III		27.31
30364 - Paralegal/Legal Assistant IV		33.04
30375 - Petroleum Supply Specialist		29.18
30390 - Photo-Optics Technician		23.85
30395 - Radiation Control Technician		29.18
30461 - Technical Writer I		23.85
30462 - Technical Writer II		29.18
30463 - Technical Writer III		35.31
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.42
30502 - Weather Forecaster II		32.14
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.47
30621 - Weather Observer Senior	(see 2)	24.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		16.04
31030 - Bus Driver		21.09
31043 - Driver Courier		15.94
31260 - Parking and Lot Attendant		13.12
31290 - Shuttle Bus Driver		16.87

31310 - Taxi Driver	16.71
31361 - Truckdriver Light	16.87
31362 - Truckdriver Medium	17.81
31363 - Truckdriver Heavy	22.37
31364 - Truckdriver Tractor-Trailer	22.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.61
99050 - Desk Clerk	11.59
99095 - Embalmer	26.68
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.49
99252 - Laboratory Animal Caretaker II	14.40
99260 - Marketing Analyst	24.23
99310 - Mortician	26.68
99410 - Pest Controller	19.16
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.91
99711 - Recycling Specialist	23.03
99730 - Refuse Collector	18.37
99810 - Sales Clerk	11.78
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	20.91
99841 - Vending Machine Repairer	25.18
99842 - Vending Machine Repairer Helper	20.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4832
Revision No.: 14
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Cass

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.77
01012 - Accounting Clerk II		15.46
01013 - Accounting Clerk III		17.42
01020 - Administrative Assistant		25.91
01035 - Court Reporter		17.28
01041 - Customer Service Representative I		14.68
01042 - Customer Service Representative II		16.50
01043 - Customer Service Representative III		18.00
01051 - Data Entry Operator I		14.67
01052 - Data Entry Operator II		16.02
01060 - Dispatcher Motor Vehicle		19.61
01070 - Document Preparation Clerk		14.96

01090 - Duplicating Machine Operator	14.96
01111 - General Clerk I	13.81
01112 - General Clerk II	15.07
01113 - General Clerk III	16.91
01120 - Housing Referral Assistant	19.26
01141 - Messenger Courier	13.98
01191 - Order Clerk I	15.03
01192 - Order Clerk II	16.40
01261 - Personnel Assistant (Employment) I	15.86
01262 - Personnel Assistant (Employment) II	17.75
01263 - Personnel Assistant (Employment) III	19.79
01270 - Production Control Clerk	23.03
01290 - Rental Clerk	14.44
01300 - Scheduler Maintenance	15.44
01311 - Secretary I	15.44
01312 - Secretary II	17.28
01313 - Secretary III	19.26
01320 - Service Order Dispatcher	17.14
01410 - Supply Technician	25.91
01420 - Survey Worker	16.95
01460 - Switchboard Operator/Receptionist	14.07
01531 - Travel Clerk I	14.08
01532 - Travel Clerk II	15.22
01533 - Travel Clerk III	16.47
01611 - Word Processor I	14.13
01612 - Word Processor II	15.98
01613 - Word Processor III	18.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.06
05010 - Automotive Electrician	21.44
05040 - Automotive Glass Installer	20.21
05070 - Automotive Worker	20.21
05110 - Mobile Equipment Servicer	18.05
05130 - Motor Equipment Metal Mechanic	22.37
05160 - Motor Equipment Metal Worker	20.21
05190 - Motor Vehicle Mechanic	22.37
05220 - Motor Vehicle Mechanic Helper	17.04
05250 - Motor Vehicle Upholstery Worker	19.06
05280 - Motor Vehicle Wrecker	20.21
05310 - Painter Automotive	21.44
05340 - Radiator Repair Specialist	20.21
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	22.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67

07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.37
09040 - Furniture Handler	16.65
09080 - Furniture Refinisher	24.37
09090 - Furniture Refinisher Helper	19.17
09110 - Furniture Repairer Minor	21.65
09130 - Upholsterer	24.37
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.95
11060 - Elevator Operator	13.67
11090 - Gardener	18.08
11122 - Housekeeping Aide	13.67
11150 - Janitor	13.67
11210 - Laborer Grounds Maintenance	14.63
11240 - Maid or Houseman	12.02
11260 - Pruner	14.77
11270 - Tractor Operator	16.94
11330 - Trail Maintenance Worker	14.63
11360 - Window Cleaner	14.82
12000 - Health Occupations	
12010 - Ambulance Driver	20.58
12011 - Breath Alcohol Technician	20.58
12012 - Certified Occupational Therapist Assistant	28.23
12015 - Certified Physical Therapist Assistant	26.99
12020 - Dental Assistant	21.50
12025 - Dental Hygienist	36.85
12030 - EKG Technician	31.18
12035 - Electroneurodiagnostic Technologist	31.18
12040 - Emergency Medical Technician	20.58
12071 - Licensed Practical Nurse I	18.39
12072 - Licensed Practical Nurse II	20.58
12073 - Licensed Practical Nurse III	22.94
12100 - Medical Assistant	16.22
12130 - Medical Laboratory Technician	20.52
12160 - Medical Record Clerk	16.54
12190 - Medical Record Technician	20.36
12195 - Medical Transcriptionist	17.93
12210 - Nuclear Medicine Technologist	45.22
12221 - Nursing Assistant I	11.03
12222 - Nursing Assistant II	12.40
12223 - Nursing Assistant III	13.53
12224 - Nursing Assistant IV	15.20
12235 - Optical Dispenser	16.32
12236 - Optical Technician	18.62
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	15.73
12305 - Radiologic Technologist	27.25
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09

12313 - Registered Nurse II Specialist		30.09
12314 - Registered Nurse III		36.40
12315 - Registered Nurse III Anesthetist		36.40
12316 - Registered Nurse IV		43.34
12317 - Scheduler (Drug and Alcohol Testing)		25.49
12320 - Substance Abuse Treatment Counselor		22.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.89
13012 - Exhibits Specialist II		23.39
13013 - Exhibits Specialist III		28.61
13041 - Illustrator I		18.89
13042 - Illustrator II		23.39
13043 - Illustrator III		28.61
13047 - Librarian		25.90
13050 - Library Aide/Clerk		13.54
13054 - Library Information Technology Systems Administrator		23.39
13058 - Library Technician		16.26
13061 - Media Specialist I		16.88
13062 - Media Specialist II		18.89
13063 - Media Specialist III		21.05
13071 - Photographer I		16.10
13072 - Photographer II		18.66
13073 - Photographer III		21.79
13074 - Photographer IV		25.94
13075 - Photographer V		31.14
13090 - Technical Order Library Clerk		15.70
13110 - Video Teleconference Technician		18.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		27.23
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.44
15020 - Aircrew Training Devices Instructor (Rated)		35.62
15030 - Air Crew Training Devices Instructor (Pilot)		41.55
15050 - Computer Based Training Specialist / Instructor		29.44
15060 - Educational Technologist		30.63

15070 - Flight Instructor (Pilot) 41.55
15080 - Graphic Artist 21.04
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.58
15086 - Maintenance Test Pilot Rotary Wing 38.58
15088 - Non-Maintenance Test/Co-Pilot 38.58
15090 - Technical Instructor 24.30
15095 - Technical Instructor/Course Developer 29.73
15110 - Test Proctor 19.97
15120 - Tutor 19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.98
19040 - Tool And Die Maker 29.17
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.85
21030 - Material Coordinator 23.03
21040 - Material Expediter 23.03
21050 - Material Handling Laborer 14.29
21071 - Order Filler 15.65
21080 - Production Line Worker (Food Processing) 20.02
21110 - Shipping Packer 16.16
21130 - Shipping/Receiving Clerk 16.16
21140 - Store Worker I 15.26
21150 - Stock Clerk 19.50
21210 - Tools And Parts Attendant 17.80
21410 - Warehouse Specialist 19.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.40
23019 - Aircraft Logs and Records Technician 19.88
23021 - Aircraft Mechanic I 22.38
23022 - Aircraft Mechanic II 23.40
23023 - Aircraft Mechanic III 24.43
23040 - Aircraft Mechanic Helper 18.22
23050 - Aircraft Painter 21.77
23060 - Aircraft Servicer 19.88
23070 - Aircraft Survival Flight Equipment Technician 21.77
23080 - Aircraft Worker 20.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.70

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.38
23110 - Appliance Mechanic 24.37
23120 - Bicycle Repairer 20.36
23125 - Cable Splicer 26.31
23130 - Carpenter Maintenance 21.45
23140 - Carpet Layer 21.72
23160 - Electrician Maintenance 28.65
23181 - Electronics Technician Maintenance I 25.90
23182 - Electronics Technician Maintenance II 27.47
23183 - Electronics Technician Maintenance III 28.66
23260 - Fabric Worker 21.84
23290 - Fire Alarm System Mechanic 28.40
23310 - Fire Extinguisher Repairer 20.54
23311 - Fuel Distribution System Mechanic 24.15
23312 - Fuel Distribution System Operator 19.75
23370 - General Maintenance Worker 19.06
23380 - Ground Support Equipment Mechanic 22.38
23381 - Ground Support Equipment Servicer 19.88
23382 - Ground Support Equipment Worker 20.70
23391 - Gunsmith I 20.54
23392 - Gunsmith II 23.02
23393 - Gunsmith III 25.39
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.58
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.74
23430 - Heavy Equipment Mechanic 27.07
23440 - Heavy Equipment Operator 27.54
23460 - Instrument Mechanic 25.69
23465 - Laboratory/Shelter Mechanic 24.37
23470 - Laborer 13.52
23510 - Locksmith 23.06
23530 - Machinery Maintenance Mechanic 25.56
23550 - Machinist Maintenance 21.59
23580 - Maintenance Trades Helper 17.35
23591 - Metrology Technician I 25.69
23592 - Metrology Technician II 26.77
23593 - Metrology Technician III 27.85
23640 - Millwright 29.44
23710 - Office Appliance Repairer 20.96
23760 - Painter Maintenance 20.84
23790 - Pipefitter Maintenance 29.70
23810 - Plumber Maintenance 28.46
23820 - Pneudraulic Systems Mechanic 25.39
23850 - Rigger 25.39
23870 - Scale Mechanic 23.02
23890 - Sheet-Metal Worker Maintenance 27.51
23910 - Small Engine Mechanic 20.88
23931 - Telecommunications Mechanic I 27.38

23932 - Telecommunications Mechanic II 28.47
23950 - Telephone Lineman 25.56
23960 - Welder Combination Maintenance 21.46
23965 - Well Driller 25.21
23970 - Woodcraft Worker 25.39
23980 - Woodworker 20.54
24000 - Personal Needs Occupations
24550 - Case Manager 16.16
24570 - Child Care Attendant 11.59
24580 - Child Care Center Clerk 14.45
24610 - Chore Aide 12.62
24620 - Family Readiness And Support Services Coordinator 16.16
24630 - Homemaker 16.16
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.69
25040 - Sewage Plant Operator 23.08
25070 - Stationary Engineer 25.69
25190 - Ventilation Equipment Tender 19.77
25210 - Water Treatment Plant Operator 23.08
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.45
27007 - Baggage Inspector 13.09
27008 - Corrections Officer 25.15
27010 - Court Security Officer 25.33
27030 - Detection Dog Handler 16.64
27040 - Detention Officer 25.15
27070 - Firefighter 25.85
27101 - Guard I 13.09
27102 - Guard II 16.64
27131 - Police Officer I 24.80
27132 - Police Officer II 27.55
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.15
28042 - Carnival Equipment Repairer 15.81
28043 - Carnival Worker 13.47
28210 - Gate Attendant/Gate Tender 15.35
28310 - Lifeguard 12.43
28350 - Park Attendant (Aide) 17.17
28510 - Recreation Aide/Health Facility Attendant 12.53
28515 - Recreation Specialist 21.26
28630 - Sports Official 13.67
28690 - Swimming Pool Operator 20.18
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.73
29020 - Hatch Tender 24.73
29030 - Line Handler 24.73
29041 - Stevedore I 23.74
29042 - Stevedore II 25.96
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.21
30022 - Archeological Technician II 19.26
30023 - Archeological Technician III 23.85
30030 - Cartographic Technician 23.85
30040 - Civil Engineering Technician 27.21
30051 - Cryogenic Technician I 26.42
30052 - Cryogenic Technician II 29.18
30061 - Drafter/CAD Operator I 17.21
30062 - Drafter/CAD Operator II 19.26
30063 - Drafter/CAD Operator III 21.47
30064 - Drafter/CAD Operator IV 26.42
30081 - Engineering Technician I 15.07
30082 - Engineering Technician II 16.92
30083 - Engineering Technician III 19.40
30084 - Engineering Technician IV 23.45
30085 - Engineering Technician V 28.69
30086 - Engineering Technician VI 34.71
30090 - Environmental Technician 23.85
30095 - Evidence Control Specialist 23.85
30210 - Laboratory Technician 20.31
30221 - Latent Fingerprint Technician I 26.42
30222 - Latent Fingerprint Technician II 29.18
30240 - Mathematical Technician 23.85
30361 - Paralegal/Legal Assistant I 18.32
30362 - Paralegal/Legal Assistant II 22.32
30363 - Paralegal/Legal Assistant III 27.31
30364 - Paralegal/Legal Assistant IV 33.04
30375 - Petroleum Supply Specialist 29.18
30390 - Photo-Optics Technician 23.85
30395 - Radiation Control Technician 29.18
30461 - Technical Writer I 23.85
30462 - Technical Writer II 29.18
30463 - Technical Writer III 35.31
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.42
30502 - Weather Forecaster II 32.14
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.47
30621 - Weather Observer Senior (see 2) 24.08
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.04
31030 - Bus Driver 21.09

31043 - Driver Courier	15.94
31260 - Parking and Lot Attendant	13.12
31290 - Shuttle Bus Driver	16.87
31310 - Taxi Driver	16.71
31361 - Truckdriver Light	16.87
31362 - Truckdriver Medium	17.81
31363 - Truckdriver Heavy	22.37
31364 - Truckdriver Tractor-Trailer	22.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.61
99050 - Desk Clerk	11.59
99095 - Embalmer	26.68
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.49
99252 - Laboratory Animal Caretaker II	14.40
99260 - Marketing Analyst	24.23
99310 - Mortician	26.68
99410 - Pest Controller	19.16
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.91
99711 - Recycling Specialist	23.03
99730 - Refuse Collector	18.37
99810 - Sales Clerk	11.78
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	20.91
99841 - Vending Machine Repairer	25.18
99842 - Vending Machine Repairer Helper	20.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4833
Revision No.: 14
Date Of Last Revision: 04/28/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Washtenaw

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.72
01012 - Accounting Clerk II		18.78
01013 - Accounting Clerk III		21.00
01020 - Administrative Assistant		31.59
01035 - Court Reporter		21.09
01041 - Customer Service Representative I		15.94
01042 - Customer Service Representative II		17.91
01043 - Customer Service Representative III		19.55
01051 - Data Entry Operator I		15.09
01052 - Data Entry Operator II		16.47
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		17.41
01090 - Duplicating Machine Operator		17.41
01111 - General Clerk I		14.55
01112 - General Clerk II		15.87

01113 - General Clerk III 17.82
01120 - Housing Referral Assistant 22.04
01141 - Messenger Courier 12.86
01191 - Order Clerk I 16.96
01192 - Order Clerk II 18.51
01261 - Personnel Assistant (Employment) I 17.69
01262 - Personnel Assistant (Employment) II 19.80
01263 - Personnel Assistant (Employment) III 22.07
01270 - Production Control Clerk 23.99
01290 - Rental Clerk 16.92
01300 - Scheduler Maintenance 17.64
01311 - Secretary I 17.64
01312 - Secretary II 19.73
01313 - Secretary III 22.04
01320 - Service Order Dispatcher 19.04
01410 - Supply Technician 31.59
01420 - Survey Worker 20.10
01460 - Switchboard Operator/Receptionist 15.03
01531 - Travel Clerk I 18.28
01532 - Travel Clerk II 19.87
01533 - Travel Clerk III 21.49
01611 - Word Processor I 15.47
01612 - Word Processor II 17.37
01613 - Word Processor III 19.43
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 27.60
05010 - Automotive Electrician 28.42
05040 - Automotive Glass Installer 27.51
05070 - Automotive Worker 27.51
05110 - Mobile Equipment Servicer 25.54
05130 - Motor Equipment Metal Mechanic 29.60
05160 - Motor Equipment Metal Worker 27.51
05190 - Motor Vehicle Mechanic 29.60
05220 - Motor Vehicle Mechanic Helper 23.96
05250 - Motor Vehicle Upholstery Worker 26.50
05280 - Motor Vehicle Wrecker 27.51
05310 - Painter Automotive 28.42
05340 - Radiator Repair Specialist 27.51
05370 - Tire Repairer 22.14
05400 - Transmission Repair Specialist 29.60
07000 - Food Preparation And Service Occupations
07010 - Baker 15.07
07041 - Cook I 17.95
07042 - Cook II 19.34
07070 - Dishwasher 11.35
07130 - Food Service Worker 13.22
07210 - Meat Cutter 17.36
07260 - Waiter/Waitress 12.05
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.50

09040 - Furniture Handler 19.18
09080 - Furniture Refinisher 25.50
09090 - Furniture Refinisher Helper 22.13
09110 - Furniture Repairer Minor 23.77
09130 - Upholsterer 25.50
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.91
11060 - Elevator Operator 16.50
11090 - Gardener 20.29
11122 - Housekeeping Aide 16.50
11150 - Janitor 16.50
11210 - Laborer Grounds Maintenance 16.50
11240 - Maid or Houseman 12.55
11260 - Pruner 15.23
11270 - Tractor Operator 19.04
11330 - Trail Maintenance Worker 16.50
11360 - Window Cleaner 17.87
12000 - Health Occupations
12010 - Ambulance Driver 17.90
12011 - Breath Alcohol Technician 23.59
12012 - Certified Occupational Therapist Assistant 32.36
12015 - Certified Physical Therapist Assistant 27.05
12020 - Dental Assistant 21.88
12025 - Dental Hygienist 35.31
12030 - EKG Technician 31.99
12035 - Electroneurodiagnostic Technologist 31.99
12040 - Emergency Medical Technician 17.90
12071 - Licensed Practical Nurse I 21.09
12072 - Licensed Practical Nurse II 23.59
12073 - Licensed Practical Nurse III 26.30
12100 - Medical Assistant 17.51
12130 - Medical Laboratory Technician 26.97
12160 - Medical Record Clerk 21.84
12190 - Medical Record Technician 24.42
12195 - Medical Transcriptionist 20.31
12210 - Nuclear Medicine Technologist 40.81
12221 - Nursing Assistant I 13.18
12222 - Nursing Assistant II 14.83
12223 - Nursing Assistant III 16.18
12224 - Nursing Assistant IV 18.16
12235 - Optical Dispenser 19.36
12236 - Optical Technician 21.09
12250 - Pharmacy Technician 19.41
12280 - Phlebotomist 17.43
12305 - Radiologic Technologist 30.35
12311 - Registered Nurse I 29.83
12312 - Registered Nurse II 32.20
12313 - Registered Nurse II Specialist 32.20
12314 - Registered Nurse III 44.14
12315 - Registered Nurse III Anesthetist 44.14

12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		29.23
12320 - Substance Abuse Treatment Counselor		32.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.77
13012 - Exhibits Specialist II		30.69
13013 - Exhibits Specialist III		37.54
13041 - Illustrator I		24.77
13042 - Illustrator II		30.69
13043 - Illustrator III		37.54
13047 - Librarian		33.99
13050 - Library Aide/Clerk		14.84
13054 - Library Information Technology Systems Administrator		30.69
13058 - Library Technician		21.86
13061 - Media Specialist I		22.16
13062 - Media Specialist II		24.77
13063 - Media Specialist III		27.61
13071 - Photographer I		20.04
13072 - Photographer II		22.61
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		41.10
13090 - Technical Order Library Clerk		18.91
13110 - Video Teleconference Technician		21.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.74
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.16
14044 - Computer Operator IV		23.46
14045 - Computer Operator V		25.61
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.74
14160 - Personal Computer Support Technician		23.46
14170 - System Support Specialist		31.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.48
15020 - Aircrew Training Devices Instructor (Rated)		40.52
15030 - Air Crew Training Devices Instructor (Pilot)		48.56
15050 - Computer Based Training Specialist / Instructor		33.48
15060 - Educational Technologist		32.10
15070 - Flight Instructor (Pilot)		48.56
15080 - Graphic Artist		25.87
15085 - Maintenance Test Pilot Fixed Jet/Prop		48.56

15086 - Maintenance Test Pilot Rotary Wing 48.56
15088 - Non-Maintenance Test/Co-Pilot 48.56
15090 - Technical Instructor 24.59
15095 - Technical Instructor/Course Developer 32.69
15110 - Test Proctor 21.80
15120 - Tutor 21.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.44
16030 - Counter Attendant 11.44
16040 - Dry Cleaner 15.35
16070 - Finisher Flatwork Machine 11.44
16090 - Presser Hand 11.44
16110 - Presser Machine Drycleaning 11.44
16130 - Presser Machine Shirts 11.44
16160 - Presser Machine Wearing Apparel Laundry 11.44
16190 - Sewing Machine Operator 16.71
16220 - Tailor 18.01
16250 - Washer Machine 12.73
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.32
19040 - Tool And Die Maker 31.33
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.65
21030 - Material Coordinator 24.54
21040 - Material Expediter 24.54
21050 - Material Handling Laborer 15.24
21071 - Order Filler 15.25
21080 - Production Line Worker (Food Processing) 20.65
21110 - Shipping Packer 18.76
21130 - Shipping/Receiving Clerk 18.76
21140 - Store Worker I 19.40
21150 - Stock Clerk 24.66
21210 - Tools And Parts Attendant 20.65
21410 - Warehouse Specialist 20.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.23
23019 - Aircraft Logs and Records Technician 24.50
23021 - Aircraft Mechanic I 28.27
23022 - Aircraft Mechanic II 29.23
23023 - Aircraft Mechanic III 30.16
23040 - Aircraft Mechanic Helper 21.67
23050 - Aircraft Painter 27.15
23060 - Aircraft Servicer 24.50
23070 - Aircraft Survival Flight Equipment Technician 27.15
23080 - Aircraft Worker 25.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.27
23110 - Appliance Mechanic 25.50

23120 - Bicycle Repairer 25.89
23125 - Cable Splicer 37.15
23130 - Carpenter Maintenance 32.63
23140 - Carpet Layer 27.89
23160 - Electrician Maintenance 35.51
23181 - Electronics Technician Maintenance I 29.80
23182 - Electronics Technician Maintenance II 30.78
23183 - Electronics Technician Maintenance III 32.06
23260 - Fabric Worker 26.86
23290 - Fire Alarm System Mechanic 29.91
23310 - Fire Extinguisher Repairer 25.89
23311 - Fuel Distribution System Mechanic 37.32
23312 - Fuel Distribution System Operator 32.20
23370 - General Maintenance Worker 23.96
23380 - Ground Support Equipment Mechanic 28.27
23381 - Ground Support Equipment Servicer 24.50
23382 - Ground Support Equipment Worker 25.72
23391 - Gunsmith I 25.89
23392 - Gunsmith II 27.89
23393 - Gunsmith III 30.01
23410 - Heating Ventilation And Air-Conditioning Mechanic 33.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 34.60
23430 - Heavy Equipment Mechanic 30.01
23440 - Heavy Equipment Operator 29.71
23460 - Instrument Mechanic 30.01
23465 - Laboratory/Shelter Mechanic 28.81
23470 - Laborer 16.69
23510 - Locksmith 28.81
23530 - Machinery Maintenance Mechanic 28.66
23550 - Machinist Maintenance 27.99
23580 - Maintenance Trades Helper 19.99
23591 - Metrology Technician I 30.01
23592 - Metrology Technician II 31.02
23593 - Metrology Technician III 32.08
23640 - Millwright 34.10
23710 - Office Appliance Repairer 27.24
23760 - Painter Maintenance 26.60
23790 - Pipefitter Maintenance 37.06
23810 - Plumber Maintenance 35.58
23820 - Pneudraulic Systems Mechanic 30.01
23850 - Rigger 30.01
23870 - Scale Mechanic 27.89
23890 - Sheet-Metal Worker Maintenance 30.01
23910 - Small Engine Mechanic 27.89
23931 - Telecommunications Mechanic I 30.01
23932 - Telecommunications Mechanic II 31.02
23950 - Telephone Lineman 29.06
23960 - Welder Combination Maintenance 26.46

23965 - Well Driller 30.01
23970 - Woodcraft Worker 30.01
23980 - Woodworker 25.89
24000 - Personal Needs Occupations
24550 - Case Manager 19.15
24570 - Child Care Attendant 13.85
24580 - Child Care Center Clerk 18.10
24610 - Chore Aide 11.70
24620 - Family Readiness And Support Services Coordinator 19.15
24630 - Homemaker 19.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 34.55
25040 - Sewage Plant Operator 27.56
25070 - Stationary Engineer 34.55
25190 - Ventilation Equipment Tender 27.96
25210 - Water Treatment Plant Operator 27.56
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.52
27007 - Baggage Inspector 15.48
27008 - Corrections Officer 27.51
27010 - Court Security Officer 27.27
27030 - Detection Dog Handler 20.31
27040 - Detention Officer 27.51
27070 - Firefighter 25.74
27101 - Guard I 15.48
27102 - Guard II 20.31
27131 - Police Officer I 29.45
27132 - Police Officer II 32.73
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.05
28042 - Carnival Equipment Repairer 16.04
28043 - Carnival Worker 12.22
28210 - Gate Attendant/Gate Tender 15.65
28310 - Lifeguard 13.94
28350 - Park Attendant (Aide) 17.51
28510 - Recreation Aide/Health Facility Attendant 12.28
28515 - Recreation Specialist 19.60
28630 - Sports Official 13.94
28690 - Swimming Pool Operator 20.87
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.89
29020 - Hatch Tender 27.89
29030 - Line Handler 27.89
29041 - Stevedore I 26.86
29042 - Stevedore II 28.81
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.24
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.59

30021 - Archeological Technician I		20.08
30022 - Archeological Technician II		22.47
30023 - Archeological Technician III		27.83
30030 - Cartographic Technician		27.83
30040 - Civil Engineering Technician		28.51
30051 - Cryogenic Technician I		28.56
30052 - Cryogenic Technician II		31.52
30061 - Drafter/CAD Operator I		20.08
30062 - Drafter/CAD Operator II		22.47
30063 - Drafter/CAD Operator III		25.05
30064 - Drafter/CAD Operator IV		30.82
30081 - Engineering Technician I		18.36
30082 - Engineering Technician II		21.64
30083 - Engineering Technician III		24.21
30084 - Engineering Technician IV		30.00
30085 - Engineering Technician V		36.70
30086 - Engineering Technician VI		44.38
30090 - Environmental Technician		28.63
30095 - Evidence Control Specialist		23.83
30210 - Laboratory Technician		22.21
30221 - Latent Fingerprint Technician I		28.56
30222 - Latent Fingerprint Technician II		31.52
30240 - Mathematical Technician		30.61
30361 - Paralegal/Legal Assistant I		20.88
30362 - Paralegal/Legal Assistant II		25.86
30363 - Paralegal/Legal Assistant III		31.63
30364 - Paralegal/Legal Assistant IV		38.28
30375 - Petroleum Supply Specialist		29.15
30390 - Photo-Optics Technician		28.08
30395 - Radiation Control Technician		29.15
30461 - Technical Writer I		27.70
30462 - Technical Writer II		33.89
30463 - Technical Writer III		41.01
30491 - Unexploded Ordnance (UXO) Technician I		28.11
30492 - Unexploded Ordnance (UXO) Technician II		34.01
30493 - Unexploded Ordnance (UXO) Technician III		40.77
30494 - Unexploded (UXO) Safety Escort		28.11
30495 - Unexploded (UXO) Sweep Personnel		28.11
30501 - Weather Forecaster I		30.82
30502 - Weather Forecaster II		37.49
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.05
30621 - Weather Observer Senior	(see 2)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.01
31020 - Bus Aide		16.57
31030 - Bus Driver		21.15
31043 - Driver Courier		18.34
31260 - Parking and Lot Attendant		14.67
31290 - Shuttle Bus Driver		18.55

31310 - Taxi Driver	16.46
31361 - Truckdriver Light	19.55
31362 - Truckdriver Medium	20.29
31363 - Truckdriver Heavy	21.96
31364 - Truckdriver Tractor-Trailer	21.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	11.59
99050 - Desk Clerk	11.89
99095 - Embalmer	28.35
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	15.15
99252 - Laboratory Animal Caretaker II	16.50
99260 - Marketing Analyst	31.93
99310 - Mortician	28.35
99410 - Pest Controller	28.35
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	21.23
99711 - Recycling Specialist	24.28
99730 - Refuse Collector	19.60
99810 - Sales Clerk	12.87
99820 - School Crossing Guard	14.42
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	26.41
99841 - Vending Machine Repairer	30.33
99842 - Vending Machine Repairer Helper	26.41

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4834
Revision No.: 13
Date Of Last Revision: 06/19/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Washtenaw

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.64
01012 - Accounting Clerk II		17.55
01013 - Accounting Clerk III		19.64
01020 - Administrative Assistant		31.35
01035 - Court Reporter		21.09
01041 - Customer Service Representative I		15.94
01042 - Customer Service Representative II		17.91
01043 - Customer Service Representative III		19.55
01051 - Data Entry Operator I		14.89
01052 - Data Entry Operator II		16.24
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		17.41

01090 - Duplicating Machine Operator	17.41
01111 - General Clerk I	14.55
01112 - General Clerk II	15.87
01113 - General Clerk III	17.82
01120 - Housing Referral Assistant	22.04
01141 - Messenger Courier	12.69
01191 - Order Clerk I	15.58
01192 - Order Clerk II	17.41
01261 - Personnel Assistant (Employment) I	17.69
01262 - Personnel Assistant (Employment) II	19.80
01263 - Personnel Assistant (Employment) III	22.07
01270 - Production Control Clerk	23.85
01290 - Rental Clerk	15.38
01300 - Scheduler Maintenance	17.30
01311 - Secretary I	17.30
01312 - Secretary II	19.35
01313 - Secretary III	22.04
01320 - Service Order Dispatcher	19.04
01410 - Supply Technician	31.35
01420 - Survey Worker	20.10
01460 - Switchboard Operator/Receptionist	14.88
01531 - Travel Clerk I	16.62
01532 - Travel Clerk II	18.06
01533 - Travel Clerk III	19.54
01611 - Word Processor I	15.47
01612 - Word Processor II	17.37
01613 - Word Processor III	19.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	27.60
05010 - Automotive Electrician	27.42
05040 - Automotive Glass Installer	26.55
05070 - Automotive Worker	26.55
05110 - Mobile Equipment Servicer	24.64
05130 - Motor Equipment Metal Mechanic	28.56
05160 - Motor Equipment Metal Worker	26.55
05190 - Motor Vehicle Mechanic	28.56
05220 - Motor Vehicle Mechanic Helper	23.12
05250 - Motor Vehicle Upholstery Worker	25.57
05280 - Motor Vehicle Wrecker	26.55
05310 - Painter Automotive	27.42
05340 - Radiator Repair Specialist	26.55
05370 - Tire Repairer	22.14
05400 - Transmission Repair Specialist	28.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.07
07041 - Cook I	17.00
07042 - Cook II	18.32
07070 - Dishwasher	11.35
07130 - Food Service Worker	12.96
07210 - Meat Cutter	17.36

07260 - Waiter/Waitress	12.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.50
09040 - Furniture Handler	19.18
09080 - Furniture Refinisher	25.50
09090 - Furniture Refinisher Helper	22.13
09110 - Furniture Repairer Minor	23.77
09130 - Upholsterer	25.50
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.91
11060 - Elevator Operator	16.39
11090 - Gardener	18.95
11122 - Housekeeping Aide	16.39
11150 - Janitor	16.39
11210 - Laborer Grounds Maintenance	15.41
11240 - Maid or Houseman	12.07
11260 - Pruner	14.23
11270 - Tractor Operator	17.47
11330 - Trail Maintenance Worker	15.41
11360 - Window Cleaner	17.76
12000 - Health Occupations	
12010 - Ambulance Driver	17.90
12011 - Breath Alcohol Technician	23.59
12012 - Certified Occupational Therapist Assistant	32.36
12015 - Certified Physical Therapist Assistant	26.50
12020 - Dental Assistant	21.52
12025 - Dental Hygienist	35.31
12030 - EKG Technician	31.99
12035 - Electroneurodiagnostic Technologist	31.99
12040 - Emergency Medical Technician	17.90
12071 - Licensed Practical Nurse I	21.09
12072 - Licensed Practical Nurse II	23.59
12073 - Licensed Practical Nurse III	26.30
12100 - Medical Assistant	16.97
12130 - Medical Laboratory Technician	24.52
12160 - Medical Record Clerk	21.31
12190 - Medical Record Technician	23.84
12195 - Medical Transcriptionist	20.31
12210 - Nuclear Medicine Technologist	40.81
12221 - Nursing Assistant I	13.18
12222 - Nursing Assistant II	14.83
12223 - Nursing Assistant III	16.18
12224 - Nursing Assistant IV	18.16
12235 - Optical Dispenser	19.36
12236 - Optical Technician	21.09
12250 - Pharmacy Technician	18.63
12280 - Phlebotomist	16.78
12305 - Radiologic Technologist	29.28
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20

12313 - Registered Nurse II Specialist		32.20
12314 - Registered Nurse III		44.14
12315 - Registered Nurse III Anesthetist		44.14
12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		29.23
12320 - Substance Abuse Treatment Counselor		32.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.43
13012 - Exhibits Specialist II		30.26
13013 - Exhibits Specialist III		37.02
13041 - Illustrator I		23.37
13042 - Illustrator II		28.95
13043 - Illustrator III		35.42
13047 - Librarian		33.51
13050 - Library Aide/Clerk		14.84
13054 - Library Information Technology Systems Administrator		30.26
13058 - Library Technician		20.72
13061 - Media Specialist I		21.83
13062 - Media Specialist II		24.43
13063 - Media Specialist III		27.23
13071 - Photographer I		20.04
13072 - Photographer II		22.61
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		41.10
13090 - Technical Order Library Clerk		18.91
13110 - Video Teleconference Technician		21.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.74
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.16
14044 - Computer Operator IV		23.46
14045 - Computer Operator V		25.58
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.74
14160 - Personal Computer Support Technician		23.46
14170 - System Support Specialist		31.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		46.35
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		32.10

15070 - Flight Instructor (Pilot) 46.35
15080 - Graphic Artist 25.87
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.35
15086 - Maintenance Test Pilot Rotary Wing 46.35
15088 - Non-Maintenance Test/Co-Pilot 46.35
15090 - Technical Instructor 24.59
15095 - Technical Instructor/Course Developer 32.69
15110 - Test Proctor 21.80
15120 - Tutor 21.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.08
16030 - Counter Attendant 11.08
16040 - Dry Cleaner 14.90
16070 - Finisher Flatwork Machine 11.08
16090 - Presser Hand 11.08
16110 - Presser Machine Drycleaning 11.08
16130 - Presser Machine Shirts 11.08
16160 - Presser Machine Wearing Apparel Laundry 11.08
16190 - Sewing Machine Operator 16.22
16220 - Tailor 17.48
16250 - Washer Machine 12.35
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.95
19040 - Tool And Die Maker 30.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.65
21030 - Material Coordinator 24.54
21040 - Material Expediter 24.54
21050 - Material Handling Laborer 15.24
21071 - Order Filler 15.25
21080 - Production Line Worker (Food Processing) 20.65
21110 - Shipping Packer 18.02
21130 - Shipping/Receiving Clerk 18.02
21140 - Store Worker I 19.40
21150 - Stock Clerk 24.66
21210 - Tools And Parts Attendant 20.65
21410 - Warehouse Specialist 20.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.23
23019 - Aircraft Logs and Records Technician 24.50
23021 - Aircraft Mechanic I 28.27
23022 - Aircraft Mechanic II 29.23
23023 - Aircraft Mechanic III 30.16
23040 - Aircraft Mechanic Helper 21.67
23050 - Aircraft Painter 27.15
23060 - Aircraft Servicer 24.50
23070 - Aircraft Survival Flight Equipment Technician 27.15
23080 - Aircraft Worker 25.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.72

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.27
23110 - Appliance Mechanic 25.50
23120 - Bicycle Repairer 25.07
23125 - Cable Splicer 33.77
23130 - Carpenter Maintenance 32.63
23140 - Carpet Layer 25.42
23160 - Electrician Maintenance 35.51
23181 - Electronics Technician Maintenance I 29.80
23182 - Electronics Technician Maintenance II 30.78
23183 - Electronics Technician Maintenance III 32.06
23260 - Fabric Worker 26.01
23290 - Fire Alarm System Mechanic 29.91
23310 - Fire Extinguisher Repairer 25.07
23311 - Fuel Distribution System Mechanic 33.93
23312 - Fuel Distribution System Operator 29.27
23370 - General Maintenance Worker 23.96
23380 - Ground Support Equipment Mechanic 28.27
23381 - Ground Support Equipment Servicer 24.50
23382 - Ground Support Equipment Worker 25.72
23391 - Gunsmith I 25.07
23392 - Gunsmith II 27.01
23393 - Gunsmith III 29.06
23410 - Heating Ventilation And Air-Conditioning Mechanic 33.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 34.56
23430 - Heavy Equipment Mechanic 29.63
23440 - Heavy Equipment Operator 27.21
23460 - Instrument Mechanic 28.93
23465 - Laboratory/Shelter Mechanic 27.90
23470 - Laborer 16.69
23510 - Locksmith 27.90
23530 - Machinery Maintenance Mechanic 28.66
23550 - Machinist Maintenance 27.99
23580 - Maintenance Trades Helper 19.99
23591 - Metrology Technician I 28.93
23592 - Metrology Technician II 29.91
23593 - Metrology Technician III 30.92
23640 - Millwright 34.10
23710 - Office Appliance Repairer 24.76
23760 - Painter Maintenance 26.60
23790 - Pipefitter Maintenance 36.31
23810 - Plumber Maintenance 34.87
23820 - Pneudraulic Systems Mechanic 29.06
23850 - Rigger 29.06
23870 - Scale Mechanic 27.01
23890 - Sheet-Metal Worker Maintenance 29.24
23910 - Small Engine Mechanic 27.01
23931 - Telecommunications Mechanic I 29.06

23932 - Telecommunications Mechanic II 30.04
23950 - Telephone Lineman 29.06
23960 - Welder Combination Maintenance 26.46
23965 - Well Driller 29.06
23970 - Woodcraft Worker 29.06
23980 - Woodworker 25.07
24000 - Personal Needs Occupations
24550 - Case Manager 19.15
24570 - Child Care Attendant 13.85
24580 - Child Care Center Clerk 18.10
24610 - Chore Aide 11.51
24620 - Family Readiness And Support Services Coordinator 19.15
24630 - Homemaker 19.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 33.88
25040 - Sewage Plant Operator 27.56
25070 - Stationary Engineer 33.88
25190 - Ventilation Equipment Tender 26.77
25210 - Water Treatment Plant Operator 27.56
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.78
27007 - Baggage Inspector 14.07
27008 - Corrections Officer 27.12
27010 - Court Security Officer 26.62
27030 - Detection Dog Handler 18.96
27040 - Detention Officer 27.12
27070 - Firefighter 23.40
27101 - Guard I 14.07
27102 - Guard II 18.96
27131 - Police Officer I 28.10
27132 - Police Officer II 31.23
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.14
28042 - Carnival Equipment Repairer 14.65
28043 - Carnival Worker 12.22
28210 - Gate Attendant/Gate Tender 15.65
28310 - Lifeguard 13.94
28350 - Park Attendant (Aide) 17.51
28510 - Recreation Aide/Health Facility Attendant 12.28
28515 - Recreation Specialist 19.48
28630 - Sports Official 13.94
28690 - Swimming Pool Operator 20.87
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.01
29020 - Hatch Tender 27.01
29030 - Line Handler 27.01
29041 - Stevedore I 26.01
29042 - Stevedore II 27.90
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.80
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.26
30021 - Archeological Technician I 20.08
30022 - Archeological Technician II 22.47
30023 - Archeological Technician III 27.83
30030 - Cartographic Technician 27.83
30040 - Civil Engineering Technician 28.51
30051 - Cryogenic Technician I 28.56
30052 - Cryogenic Technician II 31.52
30061 - Drafter/CAD Operator I 20.08
30062 - Drafter/CAD Operator II 22.47
30063 - Drafter/CAD Operator III 25.05
30064 - Drafter/CAD Operator IV 30.82
30081 - Engineering Technician I 18.36
30082 - Engineering Technician II 21.64
30083 - Engineering Technician III 24.21
30084 - Engineering Technician IV 30.00
30085 - Engineering Technician V 36.70
30086 - Engineering Technician VI 44.38
30090 - Environmental Technician 28.63
30095 - Evidence Control Specialist 23.83
30210 - Laboratory Technician 22.21
30221 - Latent Fingerprint Technician I 28.56
30222 - Latent Fingerprint Technician II 31.52
30240 - Mathematical Technician 27.83
30361 - Paralegal/Legal Assistant I 20.88
30362 - Paralegal/Legal Assistant II 25.86
30363 - Paralegal/Legal Assistant III 31.63
30364 - Paralegal/Legal Assistant IV 38.28
30375 - Petroleum Supply Specialist 29.15
30390 - Photo-Optics Technician 28.08
30395 - Radiation Control Technician 29.15
30461 - Technical Writer I 25.95
30462 - Technical Writer II 31.74
30463 - Technical Writer III 38.40
30491 - Unexploded Ordnance (UXO) Technician I 27.84
30492 - Unexploded Ordnance (UXO) Technician II 33.68
30493 - Unexploded Ordnance (UXO) Technician III 40.37
30494 - Unexploded (UXO) Safety Escort 27.84
30495 - Unexploded (UXO) Sweep Personnel 27.84
30501 - Weather Forecaster I 30.82
30502 - Weather Forecaster II 37.49
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.05
30621 - Weather Observer Senior (see 2) 27.55
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.68
31020 - Bus Aide 16.57
31030 - Bus Driver 21.15

31043 - Driver Courier	17.03
31260 - Parking and Lot Attendant	13.41
31290 - Shuttle Bus Driver	18.55
31310 - Taxi Driver	14.96
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	19.61
31363 - Truckdriver Heavy	21.96
31364 - Truckdriver Tractor-Trailer	21.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	11.17
99050 - Desk Clerk	11.31
99095 - Embalmer	28.35
99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker I	15.15
99252 - Laboratory Animal Caretaker II	16.50
99260 - Marketing Analyst	31.93
99310 - Mortician	28.35
99410 - Pest Controller	28.35
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	21.23
99711 - Recycling Specialist	24.28
99730 - Refuse Collector	19.60
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	14.42
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	26.41
99841 - Vending Machine Repairer	30.33
99842 - Vending Machine Repairer Helper	26.41

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4835
Revision No.: 15
Date Of Last Revision: 04/28/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Calhoun

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.68
01012 - Accounting Clerk II		17.61
01013 - Accounting Clerk III		19.69
01020 - Administrative Assistant		26.45
01035 - Court Reporter		18.68
01041 - Customer Service Representative I		13.83
01042 - Customer Service Representative II		15.56
01043 - Customer Service Representative III		16.97
01051 - Data Entry Operator I		14.62
01052 - Data Entry Operator II		15.95
01060 - Dispatcher Motor Vehicle		18.68
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		14.77
01112 - General Clerk II		16.11

01113 - General Clerk III 18.10
01120 - Housing Referral Assistant 20.82
01141 - Messenger Courier 12.42
01191 - Order Clerk I 14.99
01192 - Order Clerk II 16.36
01261 - Personnel Assistant (Employment) I 16.00
01262 - Personnel Assistant (Employment) II 17.90
01263 - Personnel Assistant (Employment) III 19.95
01270 - Production Control Clerk 21.09
01290 - Rental Clerk 15.64
01300 - Scheduler Maintenance 16.69
01311 - Secretary I 16.69
01312 - Secretary II 18.68
01313 - Secretary III 20.82
01320 - Service Order Dispatcher 16.69
01410 - Supply Technician 26.45
01420 - Survey Worker 17.43
01460 - Switchboard Operator/Receptionist 13.36
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.82
01533 - Travel Clerk III 15.91
01611 - Word Processor I 14.87
01612 - Word Processor II 16.69
01613 - Word Processor III 18.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.06
05010 - Automotive Electrician 21.95
05040 - Automotive Glass Installer 20.80
05070 - Automotive Worker 20.80
05110 - Mobile Equipment Servicer 18.56
05130 - Motor Equipment Metal Mechanic 23.07
05160 - Motor Equipment Metal Worker 20.80
05190 - Motor Vehicle Mechanic 23.07
05220 - Motor Vehicle Mechanic Helper 17.54
05250 - Motor Vehicle Upholstery Worker 19.61
05280 - Motor Vehicle Wrecker 20.80
05310 - Painter Automotive 21.95
05340 - Radiator Repair Specialist 20.80
05370 - Tire Repairer 17.62
05400 - Transmission Repair Specialist 23.07
07000 - Food Preparation And Service Occupations
07010 - Baker 17.67
07041 - Cook I 16.28
07042 - Cook II 17.67
07070 - Dishwasher 13.43
07130 - Food Service Worker 13.43
07210 - Meat Cutter 17.67
07260 - Waiter/Waitress 14.12
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.96

09040 - Furniture Handler 18.46
09080 - Furniture Refinisher 24.96
09090 - Furniture Refinisher Helper 20.94
09110 - Furniture Repairer Minor 23.07
09130 - Upholsterer 24.96
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.24
11060 - Elevator Operator 15.66
11090 - Gardener 16.35
11122 - Housekeeping Aide 15.66
11150 - Janitor 15.66
11210 - Laborer Grounds Maintenance 13.86
11240 - Maid or Houseman 12.12
11260 - Pruner 14.77
11270 - Tractor Operator 15.57
11330 - Trail Maintenance Worker 13.86
11360 - Window Cleaner 16.75
12000 - Health Occupations
12010 - Ambulance Driver 21.87
12011 - Breath Alcohol Technician 22.47
12012 - Certified Occupational Therapist Assistant 30.83
12015 - Certified Physical Therapist Assistant 28.63
12020 - Dental Assistant 18.64
12025 - Dental Hygienist 29.66
12030 - EKG Technician 34.06
12035 - Electroneurodiagnostic Technologist 34.06
12040 - Emergency Medical Technician 21.87
12071 - Licensed Practical Nurse I 20.10
12072 - Licensed Practical Nurse II 22.47
12073 - Licensed Practical Nurse III 25.05
12100 - Medical Assistant 16.85
12130 - Medical Laboratory Technician 25.37
12160 - Medical Record Clerk 17.09
12190 - Medical Record Technician 19.13
12195 - Medical Transcriptionist 20.10
12210 - Nuclear Medicine Technologist 49.39
12221 - Nursing Assistant I 12.14
12222 - Nursing Assistant II 13.64
12223 - Nursing Assistant III 14.89
12224 - Nursing Assistant IV 16.73
12235 - Optical Dispenser 21.73
12236 - Optical Technician 20.10
12250 - Pharmacy Technician 16.28
12280 - Phlebotomist 20.10
12305 - Radiologic Technologist 29.79
12311 - Registered Nurse I 24.60
12312 - Registered Nurse II 30.09
12313 - Registered Nurse II Specialist 30.09
12314 - Registered Nurse III 36.40
12315 - Registered Nurse III Anesthetist 36.40

12316 - Registered Nurse IV		43.34
12317 - Scheduler (Drug and Alcohol Testing)		27.83
12320 - Substance Abuse Treatment Counselor		26.79
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.92
13012 - Exhibits Specialist II		25.91
13013 - Exhibits Specialist III		31.70
13041 - Illustrator I		20.92
13042 - Illustrator II		25.91
13043 - Illustrator III		31.70
13047 - Librarian		28.70
13050 - Library Aide/Clerk		16.38
13054 - Library Information Technology Systems Administrator		25.91
13058 - Library Technician		15.27
13061 - Media Specialist I		18.70
13062 - Media Specialist II		20.92
13063 - Media Specialist III		23.32
13071 - Photographer I		18.70
13072 - Photographer II		20.92
13073 - Photographer III		25.91
13074 - Photographer IV		31.38
13075 - Photographer V		37.68
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		18.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		26.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.44
15020 - Aircrew Training Devices Instructor (Rated)		35.62
15030 - Air Crew Training Devices Instructor (Pilot)		41.88
15050 - Computer Based Training Specialist / Instructor		29.44
15060 - Educational Technologist		37.12
15070 - Flight Instructor (Pilot)		41.88
15080 - Graphic Artist		22.53
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.88

15086 - Maintenance Test Pilot Rotary Wing 41.88
15088 - Non-Maintenance Test/Co-Pilot 41.88
15090 - Technical Instructor 24.30
15095 - Technical Instructor/Course Developer 29.73
15110 - Test Proctor 19.97
15120 - Tutor 19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.37
16030 - Counter Attendant 11.37
16040 - Dry Cleaner 14.94
16070 - Finisher Flatwork Machine 11.37
16090 - Presser Hand 11.37
16110 - Presser Machine Drycleaning 11.37
16130 - Presser Machine Shirts 11.37
16160 - Presser Machine Wearing Apparel Laundry 11.37
16190 - Sewing Machine Operator 16.20
16220 - Tailor 17.42
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.32
19040 - Tool And Die Maker 32.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.07
21030 - Material Coordinator 23.20
21040 - Material Expediter 23.20
21050 - Material Handling Laborer 16.60
21071 - Order Filler 15.26
21080 - Production Line Worker (Food Processing) 21.07
21110 - Shipping Packer 18.87
21130 - Shipping/Receiving Clerk 18.87
21140 - Store Worker I 16.08
21150 - Stock Clerk 19.77
21210 - Tools And Parts Attendant 21.07
21410 - Warehouse Specialist 21.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.89
23019 - Aircraft Logs and Records Technician 23.40
23021 - Aircraft Mechanic I 27.53
23022 - Aircraft Mechanic II 28.89
23023 - Aircraft Mechanic III 30.16
23040 - Aircraft Mechanic Helper 20.94
23050 - Aircraft Painter 26.20
23060 - Aircraft Servicer 23.40
23070 - Aircraft Survival Flight Equipment Technician 26.20
23080 - Aircraft Worker 24.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.53
23110 - Appliance Mechanic 26.20

23120 - Bicycle Repairer	22.15
23125 - Cable Splicer	27.53
23130 - Carpenter Maintenance	23.01
23140 - Carpet Layer	24.82
23160 - Electrician Maintenance	33.22
23181 - Electronics Technician Maintenance I	24.82
23182 - Electronics Technician Maintenance II	26.20
23183 - Electronics Technician Maintenance III	27.53
23260 - Fabric Worker	23.40
23290 - Fire Alarm System Mechanic	27.53
23310 - Fire Extinguisher Repairer	22.15
23311 - Fuel Distribution System Mechanic	27.34
23312 - Fuel Distribution System Operator	21.99
23370 - General Maintenance Worker	20.26
23380 - Ground Support Equipment Mechanic	27.53
23381 - Ground Support Equipment Servicer	23.40
23382 - Ground Support Equipment Worker	24.82
23391 - Gunsmith I	22.15
23392 - Gunsmith II	24.82
23393 - Gunsmith III	27.53
23410 - Heating Ventilation And Air-Conditioning Mechanic	30.75
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.27
23430 - Heavy Equipment Mechanic	27.53
23440 - Heavy Equipment Operator	27.53
23460 - Instrument Mechanic	27.53
23465 - Laboratory/Shelter Mechanic	26.20
23470 - Laborer	16.60
23510 - Locksmith	26.20
23530 - Machinery Maintenance Mechanic	29.05
23550 - Machinist Maintenance	26.13
23580 - Maintenance Trades Helper	20.94
23591 - Metrology Technician I	27.53
23592 - Metrology Technician II	28.89
23593 - Metrology Technician III	30.16
23640 - Millwright	29.94
23710 - Office Appliance Repairer	26.20
23760 - Painter Maintenance	26.20
23790 - Pipefitter Maintenance	28.24
23810 - Plumber Maintenance	26.87
23820 - Pneudraulic Systems Mechanic	27.53
23850 - Rigger	27.53
23870 - Scale Mechanic	24.82
23890 - Sheet-Metal Worker Maintenance	32.30
23910 - Small Engine Mechanic	24.82
23931 - Telecommunications Mechanic I	27.53
23932 - Telecommunications Mechanic II	28.89
23950 - Telephone Lineman	27.53
23960 - Welder Combination Maintenance	21.46

23965 - Well Driller	27.53
23970 - Woodcraft Worker	27.53
23980 - Woodworker	22.15
24000 - Personal Needs Occupations	
24550 - Case Manager	17.11
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	12.62
24620 - Family Readiness And Support Services Coordinator	17.11
24630 - Homemaker	17.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.53
25040 - Sewage Plant Operator	23.17
25070 - Stationary Engineer	27.53
25190 - Ventilation Equipment Tender	20.80
25210 - Water Treatment Plant Operator	23.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.28
27007 - Baggage Inspector	14.83
27008 - Corrections Officer	25.56
27010 - Court Security Officer	25.56
27030 - Detection Dog Handler	16.64
27040 - Detention Officer	25.56
27070 - Firefighter	25.85
27101 - Guard I	14.83
27102 - Guard II	16.64
27131 - Police Officer I	27.41
27132 - Police Officer II	30.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.81
28043 - Carnival Worker	13.47
28210 - Gate Attendant/Gate Tender	15.92
28310 - Lifeguard	14.18
28350 - Park Attendant (Aide)	17.80
28510 - Recreation Aide/Health Facility Attendant	12.99
28515 - Recreation Specialist	22.06
28630 - Sports Official	14.18
28690 - Swimming Pool Operator	24.42
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.82
29020 - Hatch Tender	24.82
29030 - Line Handler	24.82
29041 - Stevedore I	23.74
29042 - Stevedore II	26.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		16.55
30022 - Archeological Technician II		18.51
30023 - Archeological Technician III		22.94
30030 - Cartographic Technician		22.94
30040 - Civil Engineering Technician		22.74
30051 - Cryogenic Technician I		25.18
30052 - Cryogenic Technician II		27.81
30061 - Drafter/CAD Operator I		16.55
30062 - Drafter/CAD Operator II		18.51
30063 - Drafter/CAD Operator III		20.65
30064 - Drafter/CAD Operator IV		25.40
30081 - Engineering Technician I		14.89
30082 - Engineering Technician II		16.55
30083 - Engineering Technician III		19.40
30084 - Engineering Technician IV		22.73
30085 - Engineering Technician V		27.81
30086 - Engineering Technician VI		33.65
30090 - Environmental Technician		22.73
30095 - Evidence Control Specialist		22.73
30210 - Laboratory Technician		20.46
30221 - Latent Fingerprint Technician I		25.18
30222 - Latent Fingerprint Technician II		27.81
30240 - Mathematical Technician		22.94
30361 - Paralegal/Legal Assistant I		18.32
30362 - Paralegal/Legal Assistant II		21.59
30363 - Paralegal/Legal Assistant III		26.41
30364 - Paralegal/Legal Assistant IV		31.96
30375 - Petroleum Supply Specialist		27.81
30390 - Photo-Optics Technician		22.94
30395 - Radiation Control Technician		27.81
30461 - Technical Writer I		22.94
30462 - Technical Writer II		28.07
30463 - Technical Writer III		33.65
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		25.40
30502 - Weather Forecaster II		30.89
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.65
30621 - Weather Observer Senior	(see 2)	24.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		16.07
31030 - Bus Driver		20.37
31043 - Driver Courier		16.95
31260 - Parking and Lot Attendant		15.22
31290 - Shuttle Bus Driver		17.94

31310 - Taxi Driver	15.19
31361 - Truckdriver Light	17.94
31362 - Truckdriver Medium	18.95
31363 - Truckdriver Heavy	21.92
31364 - Truckdriver Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.25
99050 - Desk Clerk	14.03
99095 - Embalmer	26.68
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	15.00
99252 - Laboratory Animal Caretaker II	15.87
99260 - Marketing Analyst	41.23
99310 - Mortician	26.68
99410 - Pest Controller	23.49
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.53
99711 - Recycling Specialist	21.02
99730 - Refuse Collector	17.32
99810 - Sales Clerk	13.08
99820 - School Crossing Guard	17.32
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	21.02
99841 - Vending Machine Repairer	24.92
99842 - Vending Machine Repairer Helper	21.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4836
Revision No.: 14
Date Of Last Revision: 06/19/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Calhoun

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.81
01012 - Accounting Clerk II		16.62
01013 - Accounting Clerk III		18.60
01020 - Administrative Assistant		26.45
01035 - Court Reporter		18.68
01041 - Customer Service Representative I		13.83
01042 - Customer Service Representative II		15.56
01043 - Customer Service Representative III		16.97
01051 - Data Entry Operator I		14.62
01052 - Data Entry Operator II		15.95
01060 - Dispatcher Motor Vehicle		18.68
01070 - Document Preparation Clerk		14.96

01090 - Duplicating Machine Operator 14.96
01111 - General Clerk I 14.32
01112 - General Clerk II 15.62
01113 - General Clerk III 17.53
01120 - Housing Referral Assistant 20.82
01141 - Messenger Courier 12.42
01191 - Order Clerk I 13.63
01192 - Order Clerk II 14.87
01261 - Personnel Assistant (Employment) I 16.00
01262 - Personnel Assistant (Employment) II 17.90
01263 - Personnel Assistant (Employment) III 19.95
01270 - Production Control Clerk 21.09
01290 - Rental Clerk 14.44
01300 - Scheduler Maintenance 16.69
01311 - Secretary I 16.69
01312 - Secretary II 18.68
01313 - Secretary III 20.82
01320 - Service Order Dispatcher 16.69
01410 - Supply Technician 26.45
01420 - Survey Worker 17.43
01460 - Switchboard Operator/Receptionist 13.24
01531 - Travel Clerk I 13.59
01532 - Travel Clerk II 14.74
01533 - Travel Clerk III 15.91
01611 - Word Processor I 14.87
01612 - Word Processor II 16.69
01613 - Word Processor III 18.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.06
05010 - Automotive Electrician 21.05
05040 - Automotive Glass Installer 20.05
05070 - Automotive Worker 20.05
05110 - Mobile Equipment Servicer 18.05
05130 - Motor Equipment Metal Mechanic 22.06
05160 - Motor Equipment Metal Worker 20.05
05190 - Motor Vehicle Mechanic 22.06
05220 - Motor Vehicle Mechanic Helper 17.04
05250 - Motor Vehicle Upholstery Worker 19.05
05280 - Motor Vehicle Wrecker 20.05
05310 - Painter Automotive 21.05
05340 - Radiator Repair Specialist 20.05
05370 - Tire Repairer 16.02
05400 - Transmission Repair Specialist 22.06
07000 - Food Preparation And Service Occupations
07010 - Baker 17.67
07041 - Cook I 16.28
07042 - Cook II 17.67
07070 - Dishwasher 13.43
07130 - Food Service Worker 13.43
07210 - Meat Cutter 17.67

07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.69
09040 - Furniture Handler	16.90
09080 - Furniture Refinisher	22.69
09090 - Furniture Refinisher Helper	19.17
09110 - Furniture Repairer Minor	20.97
09130 - Upholsterer	22.69
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.95
11060 - Elevator Operator	15.35
11090 - Gardener	15.98
11122 - Housekeeping Aide	15.35
11150 - Janitor	15.35
11210 - Laborer Grounds Maintenance	13.86
11240 - Maid or Houseman	12.02
11260 - Pruner	14.77
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.86
11360 - Window Cleaner	16.42
12000 - Health Occupations	
12010 - Ambulance Driver	19.88
12011 - Breath Alcohol Technician	21.62
12012 - Certified Occupational Therapist Assistant	29.66
12015 - Certified Physical Therapist Assistant	27.98
12020 - Dental Assistant	18.45
12025 - Dental Hygienist	28.99
12030 - EKG Technician	32.76
12035 - Electroneurodiagnostic Technologist	32.76
12040 - Emergency Medical Technician	19.88
12071 - Licensed Practical Nurse I	19.32
12072 - Licensed Practical Nurse II	21.62
12073 - Licensed Practical Nurse III	24.10
12100 - Medical Assistant	15.87
12130 - Medical Laboratory Technician	23.06
12160 - Medical Record Clerk	17.09
12190 - Medical Record Technician	19.13
12195 - Medical Transcriptionist	19.32
12210 - Nuclear Medicine Technologist	47.50
12221 - Nursing Assistant I	11.88
12222 - Nursing Assistant II	13.36
12223 - Nursing Assistant III	14.57
12224 - Nursing Assistant IV	16.35
12235 - Optical Dispenser	19.75
12236 - Optical Technician	19.32
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	19.32
12305 - Radiologic Technologist	29.61
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09

12313 - Registered Nurse II Specialist		30.09
12314 - Registered Nurse III		36.40
12315 - Registered Nurse III Anesthetist		36.40
12316 - Registered Nurse IV		43.34
12317 - Scheduler (Drug and Alcohol Testing)		26.77
12320 - Substance Abuse Treatment Counselor		24.35
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.02
13012 - Exhibits Specialist II		23.55
13013 - Exhibits Specialist III		28.82
13041 - Illustrator I		19.02
13042 - Illustrator II		23.55
13043 - Illustrator III		28.82
13047 - Librarian		26.09
13050 - Library Aide/Clerk		14.89
13054 - Library Information Technology Systems Administrator		23.55
13058 - Library Technician		13.88
13061 - Media Specialist I		17.00
13062 - Media Specialist II		19.02
13063 - Media Specialist III		21.20
13071 - Photographer I		17.00
13072 - Photographer II		19.02
13073 - Photographer III		23.55
13074 - Photographer IV		28.53
13075 - Photographer V		34.25
13090 - Technical Order Library Clerk		17.31
13110 - Video Teleconference Technician		17.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		26.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.44
15020 - Aircrew Training Devices Instructor (Rated)		35.62
15030 - Air Crew Training Devices Instructor (Pilot)		41.88
15050 - Computer Based Training Specialist / Instructor		29.44
15060 - Educational Technologist		34.19

15070 - Flight Instructor (Pilot) 41.88
15080 - Graphic Artist 20.48
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.88
15086 - Maintenance Test Pilot Rotary Wing 41.88
15088 - Non-Maintenance Test/Co-Pilot 41.88
15090 - Technical Instructor 24.30
15095 - Technical Instructor/Course Developer 29.73
15110 - Test Proctor 19.97
15120 - Tutor 19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.93
19040 - Tool And Die Maker 30.88
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.33
21030 - Material Coordinator 21.09
21040 - Material Expediter 21.09
21050 - Material Handling Laborer 15.09
21071 - Order Filler 15.26
21080 - Production Line Worker (Food Processing) 20.33
21110 - Shipping Packer 18.19
21130 - Shipping/Receiving Clerk 18.19
21140 - Store Worker I 15.92
21150 - Stock Clerk 19.57
21210 - Tools And Parts Attendant 20.33
21410 - Warehouse Specialist 20.33
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.70
23019 - Aircraft Logs and Records Technician 23.23
23021 - Aircraft Mechanic I 27.34
23022 - Aircraft Mechanic II 28.70
23023 - Aircraft Mechanic III 29.96
23040 - Aircraft Mechanic Helper 20.80
23050 - Aircraft Painter 26.01
23060 - Aircraft Servicer 23.23
23070 - Aircraft Survival Flight Equipment Technician 26.01
23080 - Aircraft Worker 24.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.65

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.34
23110 - Appliance Mechanic 26.01
23120 - Bicycle Repairer 21.64
23125 - Cable Splicer 27.34
23130 - Carpenter Maintenance 20.92
23140 - Carpet Layer 24.65
23160 - Electrician Maintenance 30.91
23181 - Electronics Technician Maintenance I 24.65
23182 - Electronics Technician Maintenance II 26.01
23183 - Electronics Technician Maintenance III 27.34
23260 - Fabric Worker 23.23
23290 - Fire Alarm System Mechanic 27.34
23310 - Fire Extinguisher Repairer 21.99
23311 - Fuel Distribution System Mechanic 27.34
23312 - Fuel Distribution System Operator 21.99
23370 - General Maintenance Worker 19.06
23380 - Ground Support Equipment Mechanic 27.34
23381 - Ground Support Equipment Servicer 23.23
23382 - Ground Support Equipment Worker 24.65
23391 - Gunsmith I 21.99
23392 - Gunsmith II 24.65
23393 - Gunsmith III 27.34
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.87
23430 - Heavy Equipment Mechanic 27.34
23440 - Heavy Equipment Operator 26.59
23460 - Instrument Mechanic 27.34
23465 - Laboratory/Shelter Mechanic 26.01
23470 - Laborer 15.09
23510 - Locksmith 26.01
23530 - Machinery Maintenance Mechanic 28.55
23550 - Machinist Maintenance 23.75
23580 - Maintenance Trades Helper 20.80
23591 - Metrology Technician I 27.34
23592 - Metrology Technician II 28.70
23593 - Metrology Technician III 29.96
23640 - Millwright 29.94
23710 - Office Appliance Repairer 26.01
23760 - Painter Maintenance 26.01
23790 - Pipefitter Maintenance 26.64
23810 - Plumber Maintenance 25.34
23820 - Pneudraulic Systems Mechanic 27.34
23850 - Rigger 27.34
23870 - Scale Mechanic 24.65
23890 - Sheet-Metal Worker Maintenance 32.30
23910 - Small Engine Mechanic 24.65
23931 - Telecommunications Mechanic I 27.43

23932 - Telecommunications Mechanic II 28.70
23950 - Telephone Lineman 27.34
23960 - Welder Combination Maintenance 21.46
23965 - Well Driller 27.34
23970 - Woodcraft Worker 27.34
23980 - Woodworker 21.99
24000 - Personal Needs Occupations
24550 - Case Manager 15.55
24570 - Child Care Attendant 11.59
24580 - Child Care Center Clerk 14.45
24610 - Chore Aide 12.62
24620 - Family Readiness And Support Services Coordinator 15.55
24630 - Homemaker 16.05
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.34
25040 - Sewage Plant Operator 23.17
25070 - Stationary Engineer 27.34
25190 - Ventilation Equipment Tender 20.80
25210 - Water Treatment Plant Operator 23.17
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.98
27007 - Baggage Inspector 14.83
27008 - Corrections Officer 25.56
27010 - Court Security Officer 25.56
27030 - Detection Dog Handler 16.64
27040 - Detention Officer 25.56
27070 - Firefighter 25.85
27101 - Guard I 14.83
27102 - Guard II 16.64
27131 - Police Officer I 26.26
27132 - Police Officer II 29.17
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.15
28042 - Carnival Equipment Repairer 15.81
28043 - Carnival Worker 13.47
28210 - Gate Attendant/Gate Tender 15.51
28310 - Lifeguard 13.82
28350 - Park Attendant (Aide) 17.36
28510 - Recreation Aide/Health Facility Attendant 12.67
28515 - Recreation Specialist 21.50
28630 - Sports Official 13.82
28690 - Swimming Pool Operator 24.42
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.73
29020 - Hatch Tender 24.73
29030 - Line Handler 24.73
29041 - Stevedore I 23.74
29042 - Stevedore II 26.01
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.55
30022 - Archeological Technician II 18.51
30023 - Archeological Technician III 22.94
30030 - Cartographic Technician 22.94
30040 - Civil Engineering Technician 22.74
30051 - Cryogenic Technician I 25.18
30052 - Cryogenic Technician II 27.81
30061 - Drafter/CAD Operator I 16.55
30062 - Drafter/CAD Operator II 18.51
30063 - Drafter/CAD Operator III 20.65
30064 - Drafter/CAD Operator IV 25.40
30081 - Engineering Technician I 14.89
30082 - Engineering Technician II 16.55
30083 - Engineering Technician III 19.40
30084 - Engineering Technician IV 22.73
30085 - Engineering Technician V 27.81
30086 - Engineering Technician VI 33.65
30090 - Environmental Technician 22.73
30095 - Evidence Control Specialist 22.73
30210 - Laboratory Technician 20.46
30221 - Latent Fingerprint Technician I 25.18
30222 - Latent Fingerprint Technician II 27.81
30240 - Mathematical Technician 22.94
30361 - Paralegal/Legal Assistant I 18.32
30362 - Paralegal/Legal Assistant II 21.59
30363 - Paralegal/Legal Assistant III 26.41
30364 - Paralegal/Legal Assistant IV 31.96
30375 - Petroleum Supply Specialist 27.81
30390 - Photo-Optics Technician 22.94
30395 - Radiation Control Technician 27.81
30461 - Technical Writer I 22.94
30462 - Technical Writer II 28.07
30463 - Technical Writer III 33.65
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.40
30502 - Weather Forecaster II 30.89
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.65
30621 - Weather Observer Senior (see 2) 24.08
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.07
31030 - Bus Driver 20.37

31043 - Driver Courier	16.95
31260 - Parking and Lot Attendant	15.22
31290 - Shuttle Bus Driver	17.94
31310 - Taxi Driver	15.19
31361 - Truckdriver Light	17.94
31362 - Truckdriver Medium	18.95
31363 - Truckdriver Heavy	21.92
31364 - Truckdriver Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.63
99050 - Desk Clerk	14.03
99095 - Embalmer	26.68
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.64
99252 - Laboratory Animal Caretaker II	14.43
99260 - Marketing Analyst	41.23
99310 - Mortician	26.68
99410 - Pest Controller	23.25
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.34
99711 - Recycling Specialist	20.81
99730 - Refuse Collector	17.14
99810 - Sales Clerk	11.93
99820 - School Crossing Guard	17.14
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	20.81
99841 - Vending Machine Repairer	24.67
99842 - Vending Machine Repairer Helper	20.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4837
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Bay

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.40
01012 - Accounting Clerk II		16.17
01013 - Accounting Clerk III		18.09
01020 - Administrative Assistant		25.49
01035 - Court Reporter		17.91
01041 - Customer Service Representative I		12.53
01042 - Customer Service Representative II		14.09
01043 - Customer Service Representative III		15.38
01051 - Data Entry Operator I		13.07
01052 - Data Entry Operator II		14.26
01060 - Dispatcher Motor Vehicle		19.70
01070 - Document Preparation Clerk		14.26
01090 - Duplicating Machine Operator		14.26
01111 - General Clerk I		13.48
01112 - General Clerk II		14.71

01113 - General Clerk III 16.51
01120 - Housing Referral Assistant 19.96
01141 - Messenger Courier 11.63
01191 - Order Clerk I 14.47
01192 - Order Clerk II 15.80
01261 - Personnel Assistant (Employment) I 16.72
01262 - Personnel Assistant (Employment) II 18.70
01263 - Personnel Assistant (Employment) III 20.86
01270 - Production Control Clerk 22.01
01290 - Rental Clerk 14.54
01300 - Scheduler Maintenance 16.01
01311 - Secretary I 16.01
01312 - Secretary II 17.91
01313 - Secretary III 19.96
01320 - Service Order Dispatcher 17.61
01410 - Supply Technician 25.49
01420 - Survey Worker 16.71
01460 - Switchboard Operator/Receptionist 13.84
01531 - Travel Clerk I 13.59
01532 - Travel Clerk II 14.74
01533 - Travel Clerk III 15.91
01611 - Word Processor I 14.26
01612 - Word Processor II 16.01
01613 - Word Processor III 17.91
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.12
05010 - Automotive Electrician 20.14
05040 - Automotive Glass Installer 19.51
05070 - Automotive Worker 19.51
05110 - Mobile Equipment Servicer 18.27
05130 - Motor Equipment Metal Mechanic 20.76
05160 - Motor Equipment Metal Worker 19.51
05190 - Motor Vehicle Mechanic 20.76
05220 - Motor Vehicle Mechanic Helper 17.65
05250 - Motor Vehicle Upholstery Worker 18.89
05280 - Motor Vehicle Wrecker 19.51
05310 - Painter Automotive 20.14
05340 - Radiator Repair Specialist 19.51
05370 - Tire Repairer 16.81
05400 - Transmission Repair Specialist 20.76
07000 - Food Preparation And Service Occupations
07010 - Baker 13.92
07041 - Cook I 12.51
07042 - Cook II 13.71
07070 - Dishwasher 10.69
07130 - Food Service Worker 10.60
07210 - Meat Cutter 15.15
07260 - Waiter/Waitress 10.61
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.85

09040 - Furniture Handler 16.08
09080 - Furniture Refinisher 21.85
09090 - Furniture Refinisher Helper 18.19
09110 - Furniture Repairer Minor 20.26
09130 - Upholsterer 21.85
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.65
11060 - Elevator Operator 12.65
11090 - Gardener 16.51
11122 - Housekeeping Aide 12.65
11150 - Janitor 12.65
11210 - Laborer Grounds Maintenance 13.43
11240 - Maid or Houseman 13.19
11260 - Pruner 12.39
11270 - Tractor Operator 15.49
11330 - Trail Maintenance Worker 13.43
11360 - Window Cleaner 13.42
12000 - Health Occupations
12010 - Ambulance Driver 20.31
12011 - Breath Alcohol Technician 20.31
12012 - Certified Occupational Therapist Assistant 27.86
12015 - Certified Physical Therapist Assistant 24.38
12020 - Dental Assistant 19.33
12025 - Dental Hygienist 33.02
12030 - EKG Technician 30.77
12035 - Electroneurodiagnostic Technologist 30.77
12040 - Emergency Medical Technician 20.31
12071 - Licensed Practical Nurse I 18.15
12072 - Licensed Practical Nurse II 20.31
12073 - Licensed Practical Nurse III 22.64
12100 - Medical Assistant 14.09
12130 - Medical Laboratory Technician 18.15
12160 - Medical Record Clerk 15.63
12190 - Medical Record Technician 24.61
12195 - Medical Transcriptionist 18.15
12210 - Nuclear Medicine Technologist 44.62
12221 - Nursing Assistant I 12.15
12222 - Nursing Assistant II 13.66
12223 - Nursing Assistant III 14.90
12224 - Nursing Assistant IV 16.72
12235 - Optical Dispenser 17.04
12236 - Optical Technician 18.15
12250 - Pharmacy Technician 15.52
12280 - Phlebotomist 18.15
12305 - Radiologic Technologist 29.60
12311 - Registered Nurse I 23.28
12312 - Registered Nurse II 29.25
12313 - Registered Nurse II Specialist 29.25
12314 - Registered Nurse III 34.84
12315 - Registered Nurse III Anesthetist 34.84

12316 - Registered Nurse IV		41.76
12317 - Scheduler (Drug and Alcohol Testing)		25.15
12320 - Substance Abuse Treatment Counselor		26.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.10
13012 - Exhibits Specialist II		25.28
13013 - Exhibits Specialist III		30.92
13041 - Illustrator I		18.61
13042 - Illustrator II		23.45
13043 - Illustrator III		30.92
13047 - Librarian		25.96
13050 - Library Aide/Clerk		13.43
13054 - Library Information Technology Systems Administrator		25.57
13058 - Library Technician		16.93
13061 - Media Specialist I		16.32
13062 - Media Specialist II		18.25
13063 - Media Specialist III		20.36
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		34.71
13090 - Technical Order Library Clerk		17.22
13110 - Video Teleconference Technician		16.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.48
14043 - Computer Operator III		19.49
14044 - Computer Operator IV		21.66
14045 - Computer Operator V		23.98
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.82
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.91
14160 - Personal Computer Support Technician		21.66
14170 - System Support Specialist		23.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.93
15020 - Aircrew Training Devices Instructor (Rated)		30.15
15030 - Air Crew Training Devices Instructor (Pilot)		34.38
15050 - Computer Based Training Specialist / Instructor		24.93
15060 - Educational Technologist		31.55
15070 - Flight Instructor (Pilot)		34.38
15080 - Graphic Artist		26.22
15085 - Maintenance Test Pilot Fixed Jet/Prop		34.38

15086 - Maintenance Test Pilot Rotary Wing 34.38
15088 - Non-Maintenance Test/Co-Pilot 34.38
15090 - Technical Instructor 23.57
15095 - Technical Instructor/Course Developer 28.84
15110 - Test Proctor 19.03
15120 - Tutor 19.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.59
19040 - Tool And Die Maker 30.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.74
21030 - Material Coordinator 22.01
21040 - Material Expediter 22.01
21050 - Material Handling Laborer 15.24
21071 - Order Filler 15.88
21080 - Production Line Worker (Food Processing) 20.74
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 18.74
21150 - Stock Clerk 23.83
21210 - Tools And Parts Attendant 20.74
21410 - Warehouse Specialist 20.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.97
23019 - Aircraft Logs and Records Technician 20.92
23021 - Aircraft Mechanic I 23.04
23022 - Aircraft Mechanic II 23.97
23023 - Aircraft Mechanic III 24.93
23040 - Aircraft Mechanic Helper 19.55
23050 - Aircraft Painter 25.66
23060 - Aircraft Servicer 20.92
23070 - Aircraft Survival Flight Equipment Technician 25.66
23080 - Aircraft Worker 21.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.04
23110 - Appliance Mechanic 21.85

23120 - Bicycle Repairer 19.28
23125 - Cable Splicer 24.14
23130 - Carpenter Maintenance 23.21
23140 - Carpet Layer 21.13
23160 - Electrician Maintenance 29.53
23181 - Electronics Technician Maintenance I 21.16
23182 - Electronics Technician Maintenance II 22.10
23183 - Electronics Technician Maintenance III 23.04
23260 - Fabric Worker 20.26
23290 - Fire Alarm System Mechanic 23.00
23310 - Fire Extinguisher Repairer 19.28
23311 - Fuel Distribution System Mechanic 25.02
23312 - Fuel Distribution System Operator 20.81
23370 - General Maintenance Worker 18.59
23380 - Ground Support Equipment Mechanic 23.04
23381 - Ground Support Equipment Servicer 20.92
23382 - Ground Support Equipment Worker 21.61
23391 - Gunsmith I 19.28
23392 - Gunsmith II 21.16
23393 - Gunsmith III 23.04
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.14
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.88
23430 - Heavy Equipment Mechanic 23.00
23440 - Heavy Equipment Operator 26.52
23460 - Instrument Mechanic 23.04
23465 - Laboratory/Shelter Mechanic 22.10
23470 - Laborer 15.09
23510 - Locksmith 21.85
23530 - Machinery Maintenance Mechanic 25.13
23550 - Machinist Maintenance 23.04
23580 - Maintenance Trades Helper 18.08
23591 - Metrology Technician I 23.04
23592 - Metrology Technician II 23.97
23593 - Metrology Technician III 24.93
23640 - Millwright 32.40
23710 - Office Appliance Repairer 21.85
23760 - Painter Maintenance 21.85
23790 - Pipefitter Maintenance 30.14
23810 - Plumber Maintenance 28.64
23820 - Pneudraulic Systems Mechanic 23.04
23850 - Rigger 23.04
23870 - Scale Mechanic 21.16
23890 - Sheet-Metal Worker Maintenance 24.41
23910 - Small Engine Mechanic 21.16
23931 - Telecommunications Mechanic I 23.04
23932 - Telecommunications Mechanic II 23.97
23950 - Telephone Lineman 23.04
23960 - Welder Combination Maintenance 22.10

23965 - Well Driller	23.04
23970 - Woodcraft Worker	23.04
23980 - Woodworker	19.28
24000 - Personal Needs Occupations	
24550 - Case Manager	13.64
24570 - Child Care Attendant	9.84
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	11.31
24620 - Family Readiness And Support Services Coordinator	13.64
24630 - Homemaker	13.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.76
25040 - Sewage Plant Operator	21.89
25070 - Stationary Engineer	24.76
25190 - Ventilation Equipment Tender	18.49
25210 - Water Treatment Plant Operator	21.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.23
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	22.48
27010 - Court Security Officer	22.84
27030 - Detection Dog Handler	17.54
27040 - Detention Officer	22.48
27070 - Firefighter	20.55
27101 - Guard I	14.34
27102 - Guard II	17.54
27131 - Police Officer I	26.53
27132 - Police Officer II	29.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.36
28042 - Carnival Equipment Repairer	14.24
28043 - Carnival Worker	10.69
28210 - Gate Attendant/Gate Tender	18.26
28310 - Lifeguard	13.78
28350 - Park Attendant (Aide)	20.43
28510 - Recreation Aide/Health Facility Attendant	14.91
28515 - Recreation Specialist	23.84
28630 - Sports Official	16.26
28690 - Swimming Pool Operator	19.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.91
29020 - Hatch Tender	22.91
29030 - Line Handler	22.91
29041 - Stevedore I	22.25
29042 - Stevedore II	23.94
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 17.25
30022 - Archeological Technician II 19.29
30023 - Archeological Technician III 23.43
30030 - Cartographic Technician 23.91
30040 - Civil Engineering Technician 22.19
30051 - Cryogenic Technician I 21.59
30052 - Cryogenic Technician II 23.85
30061 - Drafter/CAD Operator I 17.25
30062 - Drafter/CAD Operator II 19.29
30063 - Drafter/CAD Operator III 21.51
30064 - Drafter/CAD Operator IV 26.47
30081 - Engineering Technician I 16.36
30082 - Engineering Technician II 18.36
30083 - Engineering Technician III 20.53
30084 - Engineering Technician IV 25.45
30085 - Engineering Technician V 31.13
30086 - Engineering Technician VI 37.66
30090 - Environmental Technician 23.91
30095 - Evidence Control Specialist 19.49
30210 - Laboratory Technician 21.97
30221 - Latent Fingerprint Technician I 21.59
30222 - Latent Fingerprint Technician II 23.85
30240 - Mathematical Technician 23.91
30361 - Paralegal/Legal Assistant I 18.52
30362 - Paralegal/Legal Assistant II 22.93
30363 - Paralegal/Legal Assistant III 28.06
30364 - Paralegal/Legal Assistant IV 33.95
30375 - Petroleum Supply Specialist 23.85
30390 - Photo-Optics Technician 23.91
30395 - Radiation Control Technician 23.85
30461 - Technical Writer I 23.33
30462 - Technical Writer II 28.56
30463 - Technical Writer III 33.42
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.47
30502 - Weather Forecaster II 32.20
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.51
30621 - Weather Observer Senior (see 2) 23.42
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.90
31030 - Bus Driver 19.26
31043 - Driver Courier 14.35
31260 - Parking and Lot Attendant 13.75
31290 - Shuttle Bus Driver 14.99

31310 - Taxi Driver	17.18
31361 - Truckdriver Light	14.66
31362 - Truckdriver Medium	15.94
31363 - Truckdriver Heavy	20.08
31364 - Truckdriver Tractor-Trailer	20.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.74
99050 - Desk Clerk	11.69
99095 - Embalmer	31.98
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.48
99252 - Laboratory Animal Caretaker II	20.54
99260 - Marketing Analyst	24.60
99310 - Mortician	31.98
99410 - Pest Controller	28.60
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	22.13
99711 - Recycling Specialist	25.52
99730 - Refuse Collector	20.42
99810 - Sales Clerk	11.53
99820 - School Crossing Guard	17.71
99830 - Survey Party Chief	20.05
99831 - Surveying Aide	11.46
99832 - Surveying Technician	17.13
99840 - Vending Machine Attendant	25.52
99841 - Vending Machine Repairer	29.82
99842 - Vending Machine Repairer Helper	25.52

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4838
Revision No.: 12
Date Of Last Revision: 06/19/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Bay

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.40
01012 - Accounting Clerk II		16.17
01013 - Accounting Clerk III		18.09
01020 - Administrative Assistant		25.49
01035 - Court Reporter		17.91
01041 - Customer Service Representative I		12.53
01042 - Customer Service Representative II		14.09
01043 - Customer Service Representative III		15.38
01051 - Data Entry Operator I		13.07
01052 - Data Entry Operator II		14.26
01060 - Dispatcher Motor Vehicle		19.70
01070 - Document Preparation Clerk		14.26

01090 - Duplicating Machine Operator	14.26
01111 - General Clerk I	13.48
01112 - General Clerk II	14.71
01113 - General Clerk III	16.51
01120 - Housing Referral Assistant	19.96
01141 - Messenger Courier	11.63
01191 - Order Clerk I	14.47
01192 - Order Clerk II	15.80
01261 - Personnel Assistant (Employment) I	16.72
01262 - Personnel Assistant (Employment) II	18.70
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	22.01
01290 - Rental Clerk	14.54
01300 - Scheduler Maintenance	16.01
01311 - Secretary I	16.01
01312 - Secretary II	17.91
01313 - Secretary III	19.96
01320 - Service Order Dispatcher	17.61
01410 - Supply Technician	25.49
01420 - Survey Worker	16.71
01460 - Switchboard Operator/Receptionist	13.84
01531 - Travel Clerk I	13.59
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	15.91
01611 - Word Processor I	14.26
01612 - Word Processor II	16.01
01613 - Word Processor III	17.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.12
05010 - Automotive Electrician	20.14
05040 - Automotive Glass Installer	19.51
05070 - Automotive Worker	19.51
05110 - Mobile Equipment Servicer	18.27
05130 - Motor Equipment Metal Mechanic	20.76
05160 - Motor Equipment Metal Worker	19.51
05190 - Motor Vehicle Mechanic	20.76
05220 - Motor Vehicle Mechanic Helper	17.65
05250 - Motor Vehicle Upholstery Worker	18.89
05280 - Motor Vehicle Wrecker	19.51
05310 - Painter Automotive	20.14
05340 - Radiator Repair Specialist	19.51
05370 - Tire Repairer	16.81
05400 - Transmission Repair Specialist	20.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.92
07041 - Cook I	12.51
07042 - Cook II	13.71
07070 - Dishwasher	10.69
07130 - Food Service Worker	10.60
07210 - Meat Cutter	15.15

07260 - Waiter/Waitress	10.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.85
09040 - Furniture Handler	16.08
09080 - Furniture Refinisher	21.85
09090 - Furniture Refinisher Helper	18.19
09110 - Furniture Repairer Minor	20.26
09130 - Upholsterer	21.85
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.65
11060 - Elevator Operator	12.65
11090 - Gardener	16.51
11122 - Housekeeping Aide	12.65
11150 - Janitor	12.65
11210 - Laborer Grounds Maintenance	13.43
11240 - Maid or Houseman	13.19
11260 - Pruner	12.39
11270 - Tractor Operator	15.49
11330 - Trail Maintenance Worker	13.43
11360 - Window Cleaner	13.42
12000 - Health Occupations	
12010 - Ambulance Driver	20.31
12011 - Breath Alcohol Technician	20.31
12012 - Certified Occupational Therapist Assistant	27.86
12015 - Certified Physical Therapist Assistant	24.38
12020 - Dental Assistant	19.33
12025 - Dental Hygienist	33.02
12030 - EKG Technician	30.77
12035 - Electroneurodiagnostic Technologist	30.77
12040 - Emergency Medical Technician	20.31
12071 - Licensed Practical Nurse I	18.15
12072 - Licensed Practical Nurse II	20.31
12073 - Licensed Practical Nurse III	22.64
12100 - Medical Assistant	14.09
12130 - Medical Laboratory Technician	18.15
12160 - Medical Record Clerk	15.63
12190 - Medical Record Technician	24.61
12195 - Medical Transcriptionist	18.15
12210 - Nuclear Medicine Technologist	44.62
12221 - Nursing Assistant I	12.15
12222 - Nursing Assistant II	13.66
12223 - Nursing Assistant III	14.90
12224 - Nursing Assistant IV	16.72
12235 - Optical Dispenser	17.04
12236 - Optical Technician	18.15
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	18.15
12305 - Radiologic Technologist	29.60
12311 - Registered Nurse I	23.28
12312 - Registered Nurse II	29.25

12313 - Registered Nurse II Specialist		29.25
12314 - Registered Nurse III		34.84
12315 - Registered Nurse III Anesthetist		34.84
12316 - Registered Nurse IV		41.76
12317 - Scheduler (Drug and Alcohol Testing)		25.15
12320 - Substance Abuse Treatment Counselor		26.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.10
13012 - Exhibits Specialist II		25.28
13013 - Exhibits Specialist III		30.92
13041 - Illustrator I		18.61
13042 - Illustrator II		23.45
13043 - Illustrator III		30.92
13047 - Librarian		25.96
13050 - Library Aide/Clerk		13.43
13054 - Library Information Technology Systems Administrator		25.57
13058 - Library Technician		16.93
13061 - Media Specialist I		16.32
13062 - Media Specialist II		18.25
13063 - Media Specialist III		20.36
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		34.71
13090 - Technical Order Library Clerk		17.22
13110 - Video Teleconference Technician		16.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.48
14043 - Computer Operator III		19.49
14044 - Computer Operator IV		21.66
14045 - Computer Operator V		23.98
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.82
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.91
14160 - Personal Computer Support Technician		21.66
14170 - System Support Specialist		23.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.93
15020 - Aircrew Training Devices Instructor (Rated)		30.15
15030 - Air Crew Training Devices Instructor (Pilot)		34.38
15050 - Computer Based Training Specialist / Instructor		24.93
15060 - Educational Technologist		31.55

15070 - Flight Instructor (Pilot) 34.38
15080 - Graphic Artist 26.22
15085 - Maintenance Test Pilot Fixed Jet/Prop 34.38
15086 - Maintenance Test Pilot Rotary Wing 34.38
15088 - Non-Maintenance Test/Co-Pilot 34.38
15090 - Technical Instructor 23.57
15095 - Technical Instructor/Course Developer 28.84
15110 - Test Proctor 19.03
15120 - Tutor 19.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.59
19040 - Tool And Die Maker 30.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.74
21030 - Material Coordinator 22.01
21040 - Material Expediter 22.01
21050 - Material Handling Laborer 15.24
21071 - Order Filler 15.88
21080 - Production Line Worker (Food Processing) 20.74
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 18.74
21150 - Stock Clerk 23.83
21210 - Tools And Parts Attendant 20.74
21410 - Warehouse Specialist 20.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.97
23019 - Aircraft Logs and Records Technician 20.92
23021 - Aircraft Mechanic I 23.04
23022 - Aircraft Mechanic II 23.97
23023 - Aircraft Mechanic III 24.93
23040 - Aircraft Mechanic Helper 19.55
23050 - Aircraft Painter 25.66
23060 - Aircraft Servicer 20.92
23070 - Aircraft Survival Flight Equipment Technician 25.66
23080 - Aircraft Worker 21.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.61

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.04
23110 - Appliance Mechanic 21.85
23120 - Bicycle Repairer 19.28
23125 - Cable Splicer 24.14
23130 - Carpenter Maintenance 23.21
23140 - Carpet Layer 21.13
23160 - Electrician Maintenance 29.53
23181 - Electronics Technician Maintenance I 21.16
23182 - Electronics Technician Maintenance II 22.10
23183 - Electronics Technician Maintenance III 23.04
23260 - Fabric Worker 20.26
23290 - Fire Alarm System Mechanic 23.00
23310 - Fire Extinguisher Repairer 19.28
23311 - Fuel Distribution System Mechanic 25.02
23312 - Fuel Distribution System Operator 20.81
23370 - General Maintenance Worker 18.59
23380 - Ground Support Equipment Mechanic 23.04
23381 - Ground Support Equipment Servicer 20.92
23382 - Ground Support Equipment Worker 21.61
23391 - Gunsmith I 19.28
23392 - Gunsmith II 21.16
23393 - Gunsmith III 23.04
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.14
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.88
23430 - Heavy Equipment Mechanic 23.00
23440 - Heavy Equipment Operator 26.52
23460 - Instrument Mechanic 23.04
23465 - Laboratory/Shelter Mechanic 22.10
23470 - Laborer 15.09
23510 - Locksmith 21.85
23530 - Machinery Maintenance Mechanic 25.13
23550 - Machinist Maintenance 23.04
23580 - Maintenance Trades Helper 18.08
23591 - Metrology Technician I 23.04
23592 - Metrology Technician II 23.97
23593 - Metrology Technician III 24.93
23640 - Millwright 32.40
23710 - Office Appliance Repairer 21.85
23760 - Painter Maintenance 21.85
23790 - Pipefitter Maintenance 30.14
23810 - Plumber Maintenance 28.64
23820 - Pneudraulic Systems Mechanic 23.04
23850 - Rigger 23.04
23870 - Scale Mechanic 21.16
23890 - Sheet-Metal Worker Maintenance 24.41
23910 - Small Engine Mechanic 21.16
23931 - Telecommunications Mechanic I 23.04

23932 - Telecommunications Mechanic II 23.97
23950 - Telephone Lineman 23.04
23960 - Welder Combination Maintenance 22.10
23965 - Well Driller 23.04
23970 - Woodcraft Worker 23.04
23980 - Woodworker 19.28
24000 - Personal Needs Occupations
24550 - Case Manager 13.64
24570 - Child Care Attendant 9.84
24580 - Child Care Center Clerk 13.26
24610 - Chore Aide 11.31
24620 - Family Readiness And Support Services Coordinator 13.64
24630 - Homemaker 13.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.76
25040 - Sewage Plant Operator 21.89
25070 - Stationary Engineer 24.76
25190 - Ventilation Equipment Tender 18.49
25210 - Water Treatment Plant Operator 21.89
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.23
27007 - Baggage Inspector 14.34
27008 - Corrections Officer 22.48
27010 - Court Security Officer 22.84
27030 - Detection Dog Handler 17.54
27040 - Detention Officer 22.48
27070 - Firefighter 20.55
27101 - Guard I 14.34
27102 - Guard II 17.54
27131 - Police Officer I 26.53
27132 - Police Officer II 29.47
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.36
28042 - Carnival Equipment Repairer 14.24
28043 - Carnival Worker 10.69
28210 - Gate Attendant/Gate Tender 18.26
28310 - Lifeguard 13.78
28350 - Park Attendant (Aide) 20.43
28510 - Recreation Aide/Health Facility Attendant 14.91
28515 - Recreation Specialist 23.84
28630 - Sports Official 16.26
28690 - Swimming Pool Operator 19.46
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.91
29020 - Hatch Tender 22.91
29030 - Line Handler 22.91
29041 - Stevedore I 22.25
29042 - Stevedore II 23.94
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.25
30022 - Archeological Technician II 19.29
30023 - Archeological Technician III 23.43
30030 - Cartographic Technician 23.91
30040 - Civil Engineering Technician 22.19
30051 - Cryogenic Technician I 21.59
30052 - Cryogenic Technician II 23.85
30061 - Drafter/CAD Operator I 17.25
30062 - Drafter/CAD Operator II 19.29
30063 - Drafter/CAD Operator III 21.51
30064 - Drafter/CAD Operator IV 26.47
30081 - Engineering Technician I 16.36
30082 - Engineering Technician II 18.36
30083 - Engineering Technician III 20.53
30084 - Engineering Technician IV 25.45
30085 - Engineering Technician V 31.13
30086 - Engineering Technician VI 37.66
30090 - Environmental Technician 23.91
30095 - Evidence Control Specialist 19.49
30210 - Laboratory Technician 21.97
30221 - Latent Fingerprint Technician I 21.59
30222 - Latent Fingerprint Technician II 23.85
30240 - Mathematical Technician 23.91
30361 - Paralegal/Legal Assistant I 18.52
30362 - Paralegal/Legal Assistant II 22.93
30363 - Paralegal/Legal Assistant III 28.06
30364 - Paralegal/Legal Assistant IV 33.95
30375 - Petroleum Supply Specialist 23.85
30390 - Photo-Optics Technician 23.91
30395 - Radiation Control Technician 23.85
30461 - Technical Writer I 23.33
30462 - Technical Writer II 28.56
30463 - Technical Writer III 33.42
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.47
30502 - Weather Forecaster II 32.20
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.51
30621 - Weather Observer Senior (see 2) 23.42
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.90
31030 - Bus Driver 19.26

31043 - Driver Courier	14.35
31260 - Parking and Lot Attendant	13.75
31290 - Shuttle Bus Driver	14.99
31310 - Taxi Driver	17.18
31361 - Truckdriver Light	14.66
31362 - Truckdriver Medium	15.94
31363 - Truckdriver Heavy	20.08
31364 - Truckdriver Tractor-Trailer	20.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.74
99050 - Desk Clerk	11.69
99095 - Embalmer	31.98
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.48
99252 - Laboratory Animal Caretaker II	20.54
99260 - Marketing Analyst	24.60
99310 - Mortician	31.98
99410 - Pest Controller	28.60
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	22.13
99711 - Recycling Specialist	25.52
99730 - Refuse Collector	20.42
99810 - Sales Clerk	11.53
99820 - School Crossing Guard	17.71
99830 - Survey Party Chief	20.05
99831 - Surveying Aide	11.46
99832 - Surveying Technician	17.13
99840 - Vending Machine Attendant	25.52
99841 - Vending Machine Repairer	29.82
99842 - Vending Machine Repairer Helper	25.52

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4839
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.09
01013 - Accounting Clerk III		19.12
01020 - Administrative Assistant		28.79
01035 - Court Reporter		20.18
01041 - Customer Service Representative I		13.85
01042 - Customer Service Representative II		15.58
01043 - Customer Service Representative III		17.00
01051 - Data Entry Operator I		15.67
01052 - Data Entry Operator II		17.10
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		17.26
01090 - Duplicating Machine Operator		17.26
01111 - General Clerk I		13.82
01112 - General Clerk II		15.09

01113 - General Clerk III 16.93
01120 - Housing Referral Assistant 22.04
01141 - Messenger Courier 14.80
01191 - Order Clerk I 15.58
01192 - Order Clerk II 17.55
01261 - Personnel Assistant (Employment) I 18.01
01262 - Personnel Assistant (Employment) II 20.15
01263 - Personnel Assistant (Employment) III 22.46
01270 - Production Control Clerk 26.74
01290 - Rental Clerk 15.38
01300 - Scheduler Maintenance 17.50
01311 - Secretary I 17.50
01312 - Secretary II 19.58
01313 - Secretary III 22.04
01320 - Service Order Dispatcher 19.04
01410 - Supply Technician 28.79
01420 - Survey Worker 20.33
01460 - Switchboard Operator/Receptionist 14.63
01531 - Travel Clerk I 16.65
01532 - Travel Clerk II 18.11
01533 - Travel Clerk III 19.58
01611 - Word Processor I 16.29
01612 - Word Processor II 18.29
01613 - Word Processor III 20.46
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.78
05010 - Automotive Electrician 22.58
05040 - Automotive Glass Installer 21.84
05070 - Automotive Worker 21.84
05110 - Mobile Equipment Servicer 20.43
05130 - Motor Equipment Metal Mechanic 23.31
05160 - Motor Equipment Metal Worker 21.84
05190 - Motor Vehicle Mechanic 23.31
05220 - Motor Vehicle Mechanic Helper 19.71
05250 - Motor Vehicle Upholstery Worker 21.12
05280 - Motor Vehicle Wrecker 21.84
05310 - Painter Automotive 22.58
05340 - Radiator Repair Specialist 21.84
05370 - Tire Repairer 19.58
05400 - Transmission Repair Specialist 23.31
07000 - Food Preparation And Service Occupations
07010 - Baker 18.55
07041 - Cook I 13.99
07042 - Cook II 15.07
07070 - Dishwasher 11.64
07130 - Food Service Worker 11.76
07210 - Meat Cutter 16.26
07260 - Waiter/Waitress 12.36
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.44

09040 - Furniture Handler 18.10
09080 - Furniture Refinisher 23.44
09090 - Furniture Refinisher Helper 20.50
09110 - Furniture Repairer Minor 21.98
09130 - Upholsterer 23.44
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.97
11060 - Elevator Operator 14.97
11090 - Gardener 17.41
11122 - Housekeeping Aide 13.41
11150 - Janitor 13.41
11210 - Laborer Grounds Maintenance 14.78
11240 - Maid or Houseman 12.13
11260 - Pruner 13.63
11270 - Tractor Operator 16.34
11330 - Trail Maintenance Worker 14.78
11360 - Window Cleaner 14.24
12000 - Health Occupations
12010 - Ambulance Driver 19.69
12011 - Breath Alcohol Technician 23.38
12012 - Certified Occupational Therapist Assistant 26.48
12015 - Certified Physical Therapist Assistant 25.98
12020 - Dental Assistant 17.77
12025 - Dental Hygienist 35.60
12030 - EKG Technician 29.00
12035 - Electroneurodiagnostic Technologist 29.00
12040 - Emergency Medical Technician 19.69
12071 - Licensed Practical Nurse I 20.89
12072 - Licensed Practical Nurse II 23.38
12073 - Licensed Practical Nurse III 26.06
12100 - Medical Assistant 16.33
12130 - Medical Laboratory Technician 26.00
12160 - Medical Record Clerk 17.06
12190 - Medical Record Technician 21.42
12195 - Medical Transcriptionist 18.11
12210 - Nuclear Medicine Technologist 35.44
12221 - Nursing Assistant I 12.37
12222 - Nursing Assistant II 13.92
12223 - Nursing Assistant III 15.18
12224 - Nursing Assistant IV 17.05
12235 - Optical Dispenser 19.36
12236 - Optical Technician 21.31
12250 - Pharmacy Technician 17.78
12280 - Phlebotomist 16.15
12305 - Radiologic Technologist 28.41
12311 - Registered Nurse I 29.83
12312 - Registered Nurse II 32.20
12313 - Registered Nurse II Specialist 32.20
12314 - Registered Nurse III 44.14
12315 - Registered Nurse III Anesthetist 44.14

12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		28.96
12320 - Substance Abuse Treatment Counselor		21.80
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.47
13012 - Exhibits Specialist II		26.61
13013 - Exhibits Specialist III		32.54
13041 - Illustrator I		25.01
13042 - Illustrator II		30.40
13043 - Illustrator III		35.82
13047 - Librarian		30.28
13050 - Library Aide/Clerk		13.49
13054 - Library Information Technology Systems Administrator		27.34
13058 - Library Technician		18.56
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.75
13063 - Media Specialist III		23.13
13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13090 - Technical Order Library Clerk		17.19
13110 - Video Teleconference Technician		23.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.16
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.40
14044 - Computer Operator IV		23.77
14045 - Computer Operator V		26.33
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.16
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		30.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		50.79
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		33.33
15070 - Flight Instructor (Pilot)		50.79
15080 - Graphic Artist		30.61
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.42

15086 - Maintenance Test Pilot Rotary Wing 45.42
15088 - Non-Maintenance Test/Co-Pilot 45.42
15090 - Technical Instructor 26.84
15095 - Technical Instructor/Course Developer 32.69
15110 - Test Proctor 21.80
15120 - Tutor 21.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.08
16030 - Counter Attendant 11.08
16040 - Dry Cleaner 14.90
16070 - Finisher Flatwork Machine 11.08
16090 - Presser Hand 11.08
16110 - Presser Machine Drycleaning 11.08
16130 - Presser Machine Shirts 11.08
16160 - Presser Machine Wearing Apparel Laundry 11.08
16190 - Sewing Machine Operator 16.22
16220 - Tailor 17.48
16250 - Washer Machine 12.35
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.86
19040 - Tool And Die Maker 31.64
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.65
21030 - Material Coordinator 26.74
21040 - Material Expediter 26.74
21050 - Material Handling Laborer 18.05
21071 - Order Filler 16.69
21080 - Production Line Worker (Food Processing) 20.65
21110 - Shipping Packer 17.40
21130 - Shipping/Receiving Clerk 17.40
21140 - Store Worker I 19.40
21150 - Stock Clerk 24.66
21210 - Tools And Parts Attendant 20.65
21410 - Warehouse Specialist 20.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.43
23019 - Aircraft Logs and Records Technician 28.95
23021 - Aircraft Mechanic I 32.34
23022 - Aircraft Mechanic II 33.43
23023 - Aircraft Mechanic III 34.57
23040 - Aircraft Mechanic Helper 26.18
23050 - Aircraft Painter 31.05
23060 - Aircraft Servicer 28.95
23070 - Aircraft Survival Flight Equipment Technician 31.05
23080 - Aircraft Worker 30.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.34
23110 - Appliance Mechanic 23.44

23120 - Bicycle Repairer 22.58
23125 - Cable Splicer 38.62
23130 - Carpenter Maintenance 28.05
23140 - Carpet Layer 25.41
23160 - Electrician Maintenance 33.17
23181 - Electronics Technician Maintenance I 28.09
23182 - Electronics Technician Maintenance II 29.02
23183 - Electronics Technician Maintenance III 31.31
23260 - Fabric Worker 24.65
23290 - Fire Alarm System Mechanic 25.31
23310 - Fire Extinguisher Repairer 23.76
23311 - Fuel Distribution System Mechanic 34.47
23312 - Fuel Distribution System Operator 29.74
23370 - General Maintenance Worker 23.96
23380 - Ground Support Equipment Mechanic 32.34
23381 - Ground Support Equipment Servicer 28.95
23382 - Ground Support Equipment Worker 30.06
23391 - Gunsmith I 23.76
23392 - Gunsmith II 25.60
23393 - Gunsmith III 27.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.71
23430 - Heavy Equipment Mechanic 29.63
23440 - Heavy Equipment Operator 28.20
23460 - Instrument Mechanic 31.25
23465 - Laboratory/Shelter Mechanic 26.44
23470 - Laborer 16.69
23510 - Locksmith 26.44
23530 - Machinery Maintenance Mechanic 28.66
23550 - Machinist Maintenance 27.99
23580 - Maintenance Trades Helper 19.60
23591 - Metrology Technician I 31.25
23592 - Metrology Technician II 32.31
23593 - Metrology Technician III 33.40
23640 - Millwright 34.55
23710 - Office Appliance Repairer 24.76
23760 - Painter Maintenance 26.60
23790 - Pipefitter Maintenance 34.97
23810 - Plumber Maintenance 33.58
23820 - Pneudraulic Systems Mechanic 27.48
23850 - Rigger 31.00
23870 - Scale Mechanic 25.60
23890 - Sheet-Metal Worker Maintenance 29.24
23910 - Small Engine Mechanic 25.41
23931 - Telecommunications Mechanic I 31.93
23932 - Telecommunications Mechanic II 32.95
23950 - Telephone Lineman 27.48
23960 - Welder Combination Maintenance 26.46

23965 - Well Driller	27.48
23970 - Woodcraft Worker	27.48
23980 - Woodworker	23.76
24000 - Personal Needs Occupations	
24550 - Case Manager	16.29
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.92
24620 - Family Readiness And Support Services Coordinator	16.29
24630 - Homemaker	19.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.28
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	33.28
25190 - Ventilation Equipment Tender	26.93
25210 - Water Treatment Plant Operator	25.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.85
27007 - Baggage Inspector	12.93
27008 - Corrections Officer	27.71
27010 - Court Security Officer	26.39
27030 - Detection Dog Handler	19.75
27040 - Detention Officer	27.71
27070 - Firefighter	25.06
27101 - Guard I	12.93
27102 - Guard II	19.75
27131 - Police Officer I	28.25
27132 - Police Officer II	31.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	14.65
28043 - Carnival Worker	12.22
28210 - Gate Attendant/Gate Tender	14.82
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	16.58
28510 - Recreation Aide/Health Facility Attendant	12.10
28515 - Recreation Specialist	20.54
28630 - Sports Official	13.20
28690 - Swimming Pool Operator	20.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.55
29020 - Hatch Tender	26.55
29030 - Line Handler	26.55
29041 - Stevedore I	25.57
29042 - Stevedore II	27.42
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.80
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.26

30021 - Archeological Technician I		20.08
30022 - Archeological Technician II		22.47
30023 - Archeological Technician III		27.83
30030 - Cartographic Technician		27.83
30040 - Civil Engineering Technician		27.83
30051 - Cryogenic Technician I		29.22
30052 - Cryogenic Technician II		32.29
30061 - Drafter/CAD Operator I		20.08
30062 - Drafter/CAD Operator II		22.47
30063 - Drafter/CAD Operator III		25.05
30064 - Drafter/CAD Operator IV		30.82
30081 - Engineering Technician I		18.36
30082 - Engineering Technician II		21.64
30083 - Engineering Technician III		25.16
30084 - Engineering Technician IV		31.16
30085 - Engineering Technician V		36.70
30086 - Engineering Technician VI		44.38
30090 - Environmental Technician		26.39
30095 - Evidence Control Specialist		26.39
30210 - Laboratory Technician		25.60
30221 - Latent Fingerprint Technician I		30.32
30222 - Latent Fingerprint Technician II		33.48
30240 - Mathematical Technician		27.83
30361 - Paralegal/Legal Assistant I		20.88
30362 - Paralegal/Legal Assistant II		25.86
30363 - Paralegal/Legal Assistant III		31.63
30364 - Paralegal/Legal Assistant IV		38.28
30375 - Petroleum Supply Specialist		32.29
30390 - Photo-Optics Technician		27.83
30395 - Radiation Control Technician		32.29
30461 - Technical Writer I		25.25
30462 - Technical Writer II		30.90
30463 - Technical Writer III		36.08
30491 - Unexploded Ordnance (UXO) Technician I		27.84
30492 - Unexploded Ordnance (UXO) Technician II		33.68
30493 - Unexploded Ordnance (UXO) Technician III		40.37
30494 - Unexploded (UXO) Safety Escort		27.84
30495 - Unexploded (UXO) Sweep Personnel		27.84
30501 - Weather Forecaster I		29.22
30502 - Weather Forecaster II		35.54
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.05
30621 - Weather Observer Senior	(see 2)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.68
31020 - Bus Aide		15.19
31030 - Bus Driver		19.38
31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		12.47
31290 - Shuttle Bus Driver		18.08

31310 - Taxi Driver	15.03
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	19.61
31363 - Truckdriver Heavy	21.82
31364 - Truckdriver Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	10.96
99050 - Desk Clerk	11.62
99095 - Embalmer	33.88
99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker I	13.63
99252 - Laboratory Animal Caretaker II	15.18
99260 - Marketing Analyst	42.10
99310 - Mortician	33.88
99410 - Pest Controller	21.33
99510 - Photofinishing Worker	18.74
99710 - Recycling Laborer	23.70
99711 - Recycling Specialist	27.35
99730 - Refuse Collector	21.88
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	12.22
99830 - Survey Party Chief	24.92
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	20.74
99841 - Vending Machine Repairer	26.06
99842 - Vending Machine Repairer Helper	20.74

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4840
Revision No.: 12
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.09
01013 - Accounting Clerk III		19.12
01020 - Administrative Assistant		28.79
01035 - Court Reporter		20.18
01041 - Customer Service Representative I		13.85
01042 - Customer Service Representative II		15.58
01043 - Customer Service Representative III		17.00
01051 - Data Entry Operator I		15.67
01052 - Data Entry Operator II		17.10
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		17.26

01090 - Duplicating Machine Operator	17.26
01111 - General Clerk I	13.82
01112 - General Clerk II	15.09
01113 - General Clerk III	16.93
01120 - Housing Referral Assistant	22.04
01141 - Messenger Courier	14.80
01191 - Order Clerk I	15.58
01192 - Order Clerk II	17.55
01261 - Personnel Assistant (Employment) I	18.01
01262 - Personnel Assistant (Employment) II	20.15
01263 - Personnel Assistant (Employment) III	22.46
01270 - Production Control Clerk	26.74
01290 - Rental Clerk	15.38
01300 - Scheduler Maintenance	17.50
01311 - Secretary I	17.50
01312 - Secretary II	19.58
01313 - Secretary III	22.04
01320 - Service Order Dispatcher	19.04
01410 - Supply Technician	28.79
01420 - Survey Worker	20.33
01460 - Switchboard Operator/Receptionist	14.63
01531 - Travel Clerk I	16.65
01532 - Travel Clerk II	18.11
01533 - Travel Clerk III	19.58
01611 - Word Processor I	16.29
01612 - Word Processor II	18.29
01613 - Word Processor III	20.46
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.78
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.84
05070 - Automotive Worker	21.84
05110 - Mobile Equipment Servicer	20.43
05130 - Motor Equipment Metal Mechanic	23.31
05160 - Motor Equipment Metal Worker	21.84
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	19.71
05250 - Motor Vehicle Upholstery Worker	21.12
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	13.99
07042 - Cook II	15.07
07070 - Dishwasher	11.64
07130 - Food Service Worker	11.76
07210 - Meat Cutter	16.26

07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.97
11060 - Elevator Operator	14.97
11090 - Gardener	17.41
11122 - Housekeeping Aide	13.41
11150 - Janitor	13.41
11210 - Laborer Grounds Maintenance	14.78
11240 - Maid or Houseman	12.13
11260 - Pruner	13.63
11270 - Tractor Operator	16.34
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	19.69
12011 - Breath Alcohol Technician	23.38
12012 - Certified Occupational Therapist Assistant	26.48
12015 - Certified Physical Therapist Assistant	25.98
12020 - Dental Assistant	17.77
12025 - Dental Hygienist	35.60
12030 - EKG Technician	29.00
12035 - Electroneurodiagnostic Technologist	29.00
12040 - Emergency Medical Technician	19.69
12071 - Licensed Practical Nurse I	20.89
12072 - Licensed Practical Nurse II	23.38
12073 - Licensed Practical Nurse III	26.06
12100 - Medical Assistant	16.33
12130 - Medical Laboratory Technician	26.00
12160 - Medical Record Clerk	17.06
12190 - Medical Record Technician	21.42
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	35.44
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.92
12223 - Nursing Assistant III	15.18
12224 - Nursing Assistant IV	17.05
12235 - Optical Dispenser	19.36
12236 - Optical Technician	21.31
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	16.15
12305 - Radiologic Technologist	28.41
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20

12313 - Registered Nurse II Specialist		32.20
12314 - Registered Nurse III		44.14
12315 - Registered Nurse III Anesthetist		44.14
12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		28.96
12320 - Substance Abuse Treatment Counselor		21.80
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.47
13012 - Exhibits Specialist II		26.61
13013 - Exhibits Specialist III		32.54
13041 - Illustrator I		25.01
13042 - Illustrator II		30.40
13043 - Illustrator III		35.82
13047 - Librarian		30.28
13050 - Library Aide/Clerk		13.49
13054 - Library Information Technology Systems Administrator		27.34
13058 - Library Technician		18.56
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.75
13063 - Media Specialist III		23.13
13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13090 - Technical Order Library Clerk		17.19
13110 - Video Teleconference Technician		23.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.16
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.40
14044 - Computer Operator IV		23.77
14045 - Computer Operator V		26.33
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.16
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		30.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		50.79
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		33.33

15070 - Flight Instructor (Pilot) 50.79
15080 - Graphic Artist 30.61
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.42
15086 - Maintenance Test Pilot Rotary Wing 45.42
15088 - Non-Maintenance Test/Co-Pilot 45.42
15090 - Technical Instructor 26.84
15095 - Technical Instructor/Course Developer 32.69
15110 - Test Proctor 21.80
15120 - Tutor 21.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.08
16030 - Counter Attendant 11.08
16040 - Dry Cleaner 14.90
16070 - Finisher Flatwork Machine 11.08
16090 - Presser Hand 11.08
16110 - Presser Machine Drycleaning 11.08
16130 - Presser Machine Shirts 11.08
16160 - Presser Machine Wearing Apparel Laundry 11.08
16190 - Sewing Machine Operator 16.22
16220 - Tailor 17.48
16250 - Washer Machine 12.35
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.86
19040 - Tool And Die Maker 31.64
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.65
21030 - Material Coordinator 26.74
21040 - Material Expediter 26.74
21050 - Material Handling Laborer 18.05
21071 - Order Filler 16.69
21080 - Production Line Worker (Food Processing) 20.65
21110 - Shipping Packer 17.40
21130 - Shipping/Receiving Clerk 17.40
21140 - Store Worker I 19.40
21150 - Stock Clerk 24.66
21210 - Tools And Parts Attendant 20.65
21410 - Warehouse Specialist 20.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.43
23019 - Aircraft Logs and Records Technician 28.95
23021 - Aircraft Mechanic I 32.34
23022 - Aircraft Mechanic II 33.43
23023 - Aircraft Mechanic III 34.57
23040 - Aircraft Mechanic Helper 26.18
23050 - Aircraft Painter 31.05
23060 - Aircraft Servicer 28.95
23070 - Aircraft Survival Flight Equipment Technician 31.05
23080 - Aircraft Worker 30.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.06

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.34
23110 - Appliance Mechanic 23.44
23120 - Bicycle Repairer 22.58
23125 - Cable Splicer 38.62
23130 - Carpenter Maintenance 28.05
23140 - Carpet Layer 25.41
23160 - Electrician Maintenance 33.17
23181 - Electronics Technician Maintenance I 28.09
23182 - Electronics Technician Maintenance II 29.02
23183 - Electronics Technician Maintenance III 31.31
23260 - Fabric Worker 24.65
23290 - Fire Alarm System Mechanic 25.31
23310 - Fire Extinguisher Repairer 23.76
23311 - Fuel Distribution System Mechanic 34.47
23312 - Fuel Distribution System Operator 29.74
23370 - General Maintenance Worker 23.96
23380 - Ground Support Equipment Mechanic 32.34
23381 - Ground Support Equipment Servicer 28.95
23382 - Ground Support Equipment Worker 30.06
23391 - Gunsmith I 23.76
23392 - Gunsmith II 25.60
23393 - Gunsmith III 27.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.71
23430 - Heavy Equipment Mechanic 29.63
23440 - Heavy Equipment Operator 28.20
23460 - Instrument Mechanic 31.25
23465 - Laboratory/Shelter Mechanic 26.44
23470 - Laborer 16.69
23510 - Locksmith 26.44
23530 - Machinery Maintenance Mechanic 28.66
23550 - Machinist Maintenance 27.99
23580 - Maintenance Trades Helper 19.60
23591 - Metrology Technician I 31.25
23592 - Metrology Technician II 32.31
23593 - Metrology Technician III 33.40
23640 - Millwright 34.55
23710 - Office Appliance Repairer 24.76
23760 - Painter Maintenance 26.60
23790 - Pipefitter Maintenance 34.97
23810 - Plumber Maintenance 33.58
23820 - Pneudraulic Systems Mechanic 27.48
23850 - Rigger 31.00
23870 - Scale Mechanic 25.60
23890 - Sheet-Metal Worker Maintenance 29.24
23910 - Small Engine Mechanic 25.41
23931 - Telecommunications Mechanic I 31.93

23932 - Telecommunications Mechanic II 32.95
23950 - Telephone Lineman 27.48
23960 - Welder Combination Maintenance 26.46
23965 - Well Driller 27.48
23970 - Woodcraft Worker 27.48
23980 - Woodworker 23.76
24000 - Personal Needs Occupations
24550 - Case Manager 16.29
24570 - Child Care Attendant 13.85
24580 - Child Care Center Clerk 18.10
24610 - Chore Aide 11.92
24620 - Family Readiness And Support Services Coordinator 16.29
24630 - Homemaker 19.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 33.28
25040 - Sewage Plant Operator 25.78
25070 - Stationary Engineer 33.28
25190 - Ventilation Equipment Tender 26.93
25210 - Water Treatment Plant Operator 25.78
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.85
27007 - Baggage Inspector 12.93
27008 - Corrections Officer 27.71
27010 - Court Security Officer 26.39
27030 - Detection Dog Handler 19.75
27040 - Detention Officer 27.71
27070 - Firefighter 25.06
27101 - Guard I 12.93
27102 - Guard II 19.75
27131 - Police Officer I 28.25
27132 - Police Officer II 31.39
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.14
28042 - Carnival Equipment Repairer 14.65
28043 - Carnival Worker 12.22
28210 - Gate Attendant/Gate Tender 14.82
28310 - Lifeguard 13.00
28350 - Park Attendant (Aide) 16.58
28510 - Recreation Aide/Health Facility Attendant 12.10
28515 - Recreation Specialist 20.54
28630 - Sports Official 13.20
28690 - Swimming Pool Operator 20.87
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.55
29020 - Hatch Tender 26.55
29030 - Line Handler 26.55
29041 - Stevedore I 25.57
29042 - Stevedore II 27.42
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.80
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.26
30021 - Archeological Technician I 20.08
30022 - Archeological Technician II 22.47
30023 - Archeological Technician III 27.83
30030 - Cartographic Technician 27.83
30040 - Civil Engineering Technician 27.83
30051 - Cryogenic Technician I 29.22
30052 - Cryogenic Technician II 32.29
30061 - Drafter/CAD Operator I 20.08
30062 - Drafter/CAD Operator II 22.47
30063 - Drafter/CAD Operator III 25.05
30064 - Drafter/CAD Operator IV 30.82
30081 - Engineering Technician I 18.36
30082 - Engineering Technician II 21.64
30083 - Engineering Technician III 25.16
30084 - Engineering Technician IV 31.16
30085 - Engineering Technician V 36.70
30086 - Engineering Technician VI 44.38
30090 - Environmental Technician 26.39
30095 - Evidence Control Specialist 26.39
30210 - Laboratory Technician 25.60
30221 - Latent Fingerprint Technician I 30.32
30222 - Latent Fingerprint Technician II 33.48
30240 - Mathematical Technician 27.83
30361 - Paralegal/Legal Assistant I 20.88
30362 - Paralegal/Legal Assistant II 25.86
30363 - Paralegal/Legal Assistant III 31.63
30364 - Paralegal/Legal Assistant IV 38.28
30375 - Petroleum Supply Specialist 32.29
30390 - Photo-Optics Technician 27.83
30395 - Radiation Control Technician 32.29
30461 - Technical Writer I 25.25
30462 - Technical Writer II 30.90
30463 - Technical Writer III 36.08
30491 - Unexploded Ordnance (UXO) Technician I 27.84
30492 - Unexploded Ordnance (UXO) Technician II 33.68
30493 - Unexploded Ordnance (UXO) Technician III 40.37
30494 - Unexploded (UXO) Safety Escort 27.84
30495 - Unexploded (UXO) Sweep Personnel 27.84
30501 - Weather Forecaster I 29.22
30502 - Weather Forecaster II 35.54
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.05
30621 - Weather Observer Senior (see 2) 27.55
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.68
31020 - Bus Aide 15.19
31030 - Bus Driver 19.38

31043 - Driver Courier	17.03
31260 - Parking and Lot Attendant	12.47
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	15.03
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	19.61
31363 - Truckdriver Heavy	21.82
31364 - Truckdriver Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	10.96
99050 - Desk Clerk	11.62
99095 - Embalmer	33.88
99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker I	13.63
99252 - Laboratory Animal Caretaker II	15.18
99260 - Marketing Analyst	42.10
99310 - Mortician	33.88
99410 - Pest Controller	21.33
99510 - Photofinishing Worker	18.74
99710 - Recycling Laborer	23.70
99711 - Recycling Specialist	27.35
99730 - Refuse Collector	21.88
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	12.22
99830 - Survey Party Chief	24.92
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	20.74
99841 - Vending Machine Repairer	26.06
99842 - Vending Machine Repairer Helper	20.74

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4841
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Genesee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.50
01012 - Accounting Clerk II		17.40
01013 - Accounting Clerk III		19.47
01020 - Administrative Assistant		26.95
01035 - Court Reporter		19.80
01041 - Customer Service Representative I		12.62
01042 - Customer Service Representative II		14.19
01043 - Customer Service Representative III		15.49
01051 - Data Entry Operator I		15.50
01052 - Data Entry Operator II		16.91
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.38
01090 - Duplicating Machine Operator		15.38
01111 - General Clerk I		14.58
01112 - General Clerk II		15.91

01113 - General Clerk III 17.85
01120 - Housing Referral Assistant 22.04
01141 - Messenger Courier 12.20
01191 - Order Clerk I 14.80
01192 - Order Clerk II 16.15
01261 - Personnel Assistant (Employment) I 17.30
01262 - Personnel Assistant (Employment) II 19.35
01263 - Personnel Assistant (Employment) III 21.57
01270 - Production Control Clerk 26.24
01290 - Rental Clerk 15.38
01300 - Scheduler Maintenance 17.30
01311 - Secretary I 17.30
01312 - Secretary II 19.35
01313 - Secretary III 22.04
01320 - Service Order Dispatcher 19.04
01410 - Supply Technician 26.95
01420 - Survey Worker 22.34
01460 - Switchboard Operator/Receptionist 13.67
01531 - Travel Clerk I 13.63
01532 - Travel Clerk II 14.77
01533 - Travel Clerk III 15.94
01611 - Word Processor I 16.13
01612 - Word Processor II 18.10
01613 - Word Processor III 20.25
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.66
05010 - Automotive Electrician 22.58
05040 - Automotive Glass Installer 21.84
05070 - Automotive Worker 21.84
05110 - Mobile Equipment Servicer 20.43
05130 - Motor Equipment Metal Mechanic 23.31
05160 - Motor Equipment Metal Worker 21.84
05190 - Motor Vehicle Mechanic 23.31
05220 - Motor Vehicle Mechanic Helper 19.71
05250 - Motor Vehicle Upholstery Worker 21.12
05280 - Motor Vehicle Wrecker 21.84
05310 - Painter Automotive 22.58
05340 - Radiator Repair Specialist 21.84
05370 - Tire Repairer 19.58
05400 - Transmission Repair Specialist 23.31
07000 - Food Preparation And Service Occupations
07010 - Baker 18.55
07041 - Cook I 13.99
07042 - Cook II 15.07
07070 - Dishwasher 11.64
07130 - Food Service Worker 12.01
07210 - Meat Cutter 17.81
07260 - Waiter/Waitress 12.36
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.28

09040 - Furniture Handler 18.10
09080 - Furniture Refinisher 24.28
09090 - Furniture Refinisher Helper 20.50
09110 - Furniture Repairer Minor 22.64
09130 - Upholsterer 24.28
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.97
11060 - Elevator Operator 14.97
11090 - Gardener 19.12
11122 - Housekeeping Aide 13.41
11150 - Janitor 13.41
11210 - Laborer Grounds Maintenance 15.84
11240 - Maid or Houseman 12.58
11260 - Pruner 14.62
11270 - Tractor Operator 17.47
11330 - Trail Maintenance Worker 15.84
11360 - Window Cleaner 14.24
12000 - Health Occupations
12010 - Ambulance Driver 17.90
12011 - Breath Alcohol Technician 22.55
12012 - Certified Occupational Therapist Assistant 30.87
12015 - Certified Physical Therapist Assistant 27.30
12020 - Dental Assistant 17.43
12025 - Dental Hygienist 30.37
12030 - EKG Technician 31.33
12035 - Electroneurodiagnostic Technologist 31.33
12040 - Emergency Medical Technician 17.90
12071 - Licensed Practical Nurse I 20.16
12072 - Licensed Practical Nurse II 22.55
12073 - Licensed Practical Nurse III 25.14
12100 - Medical Assistant 14.58
12130 - Medical Laboratory Technician 25.28
12160 - Medical Record Clerk 18.46
12190 - Medical Record Technician 20.89
12195 - Medical Transcriptionist 18.11
12210 - Nuclear Medicine Technologist 44.67
12221 - Nursing Assistant I 12.36
12222 - Nursing Assistant II 13.90
12223 - Nursing Assistant III 15.17
12224 - Nursing Assistant IV 17.03
12235 - Optical Dispenser 19.36
12236 - Optical Technician 19.10
12250 - Pharmacy Technician 17.78
12280 - Phlebotomist 16.94
12305 - Radiologic Technologist 28.05
12311 - Registered Nurse I 29.83
12312 - Registered Nurse II 32.20
12313 - Registered Nurse II Specialist 32.20
12314 - Registered Nurse III 44.14
12315 - Registered Nurse III Anesthetist 44.14

12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		27.93
12320 - Substance Abuse Treatment Counselor		26.98
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.47
13012 - Exhibits Specialist II		26.61
13013 - Exhibits Specialist III		32.54
13041 - Illustrator I		25.01
13042 - Illustrator II		30.40
13043 - Illustrator III		35.82
13047 - Librarian		30.28
13050 - Library Aide/Clerk		14.84
13054 - Library Information Technology Systems Administrator		27.34
13058 - Library Technician		21.27
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.75
13063 - Media Specialist III		23.13
13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13090 - Technical Order Library Clerk		20.42
13110 - Video Teleconference Technician		23.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.20
14042 - Computer Operator II		19.24
14043 - Computer Operator III		21.45
14044 - Computer Operator IV		23.84
14045 - Computer Operator V		26.40
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.20
14160 - Personal Computer Support Technician		23.84
14170 - System Support Specialist		23.39
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		50.79
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		35.02
15070 - Flight Instructor (Pilot)		50.79
15080 - Graphic Artist		30.61
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.66

15086 - Maintenance Test Pilot Rotary Wing 44.66
15088 - Non-Maintenance Test/Co-Pilot 44.66
15090 - Technical Instructor 26.84
15095 - Technical Instructor/Course Developer 32.69
15110 - Test Proctor 21.80
15120 - Tutor 21.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.08
16030 - Counter Attendant 11.08
16040 - Dry Cleaner 14.90
16070 - Finisher Flatwork Machine 11.08
16090 - Presser Hand 11.08
16110 - Presser Machine Drycleaning 11.08
16130 - Presser Machine Shirts 11.08
16160 - Presser Machine Wearing Apparel Laundry 11.08
16190 - Sewing Machine Operator 16.22
16220 - Tailor 17.48
16250 - Washer Machine 12.35
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.18
19040 - Tool And Die Maker 29.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 25.90
21030 - Material Coordinator 26.24
21040 - Material Expediter 26.24
21050 - Material Handling Laborer 18.05
21071 - Order Filler 15.92
21080 - Production Line Worker (Food Processing) 25.90
21110 - Shipping Packer 17.34
21130 - Shipping/Receiving Clerk 17.34
21140 - Store Worker I 19.40
21150 - Stock Clerk 24.66
21210 - Tools And Parts Attendant 25.90
21410 - Warehouse Specialist 25.90
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.30
23019 - Aircraft Logs and Records Technician 22.27
23021 - Aircraft Mechanic I 27.91
23022 - Aircraft Mechanic II 29.30
23023 - Aircraft Mechanic III 30.84
23040 - Aircraft Mechanic Helper 20.13
23050 - Aircraft Painter 25.78
23060 - Aircraft Servicer 22.27
23070 - Aircraft Survival Flight Equipment Technician 25.78
23080 - Aircraft Worker 23.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.91
23110 - Appliance Mechanic 23.44

23120 - Bicycle Repairer	21.82
23125 - Cable Splicer	27.79
23130 - Carpenter Maintenance	25.15
23140 - Carpet Layer	24.10
23160 - Electrician Maintenance	32.95
23181 - Electronics Technician Maintenance I	26.20
23182 - Electronics Technician Maintenance II	27.07
23183 - Electronics Technician Maintenance III	31.31
23260 - Fabric Worker	23.20
23290 - Fire Alarm System Mechanic	24.83
23310 - Fire Extinguisher Repairer	22.37
23311 - Fuel Distribution System Mechanic	25.62
23312 - Fuel Distribution System Operator	22.26
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	27.91
23381 - Ground Support Equipment Servicer	22.27
23382 - Ground Support Equipment Worker	23.38
23391 - Gunsmith I	22.37
23392 - Gunsmith II	24.10
23393 - Gunsmith III	25.75
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.71
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	27.67
23460 - Instrument Mechanic	29.03
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborer	16.69
23510 - Locksmith	24.28
23530 - Machinery Maintenance Mechanic	30.34
23550 - Machinist Maintenance	27.99
23580 - Maintenance Trades Helper	20.47
23591 - Metrology Technician I	29.03
23592 - Metrology Technician II	29.96
23593 - Metrology Technician III	30.88
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter Maintenance	26.60
23790 - Pipefitter Maintenance	35.47
23810 - Plumber Maintenance	34.06
23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.62
23870 - Scale Mechanic	24.10
23890 - Sheet-Metal Worker Maintenance	32.16
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic I	26.29
23932 - Telecommunications Mechanic II	27.07
23950 - Telephone Lineman	26.29
23960 - Welder Combination Maintenance	26.46

23965 - Well Driller 25.34
23970 - Woodcraft Worker 25.75
23980 - Woodworker 22.37
24000 - Personal Needs Occupations
24550 - Case Manager 16.29
24570 - Child Care Attendant 13.85
24580 - Child Care Center Clerk 18.10
24610 - Chore Aide 11.33
24620 - Family Readiness And Support Services Coordinator 16.29
24630 - Homemaker 19.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.00
25040 - Sewage Plant Operator 25.78
25070 - Stationary Engineer 28.00
25190 - Ventilation Equipment Tender 21.57
25210 - Water Treatment Plant Operator 25.78
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.59
27007 - Baggage Inspector 12.93
27008 - Corrections Officer 23.65
27010 - Court Security Officer 23.72
27030 - Detection Dog Handler 19.75
27040 - Detention Officer 23.65
27070 - Firefighter 21.92
27101 - Guard I 12.93
27102 - Guard II 19.75
27131 - Police Officer I 27.65
27132 - Police Officer II 30.72
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.14
28042 - Carnival Equipment Repairer 14.65
28043 - Carnival Worker 12.22
28210 - Gate Attendant/Gate Tender 14.59
28310 - Lifeguard 13.00
28350 - Park Attendant (Aide) 16.32
28510 - Recreation Aide/Health Facility Attendant 11.42
28515 - Recreation Specialist 19.38
28630 - Sports Official 13.00
28690 - Swimming Pool Operator 20.87
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.51
29020 - Hatch Tender 23.51
29030 - Line Handler 23.51
29041 - Stevedore I 22.64
29042 - Stevedore II 24.28
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.80
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.26

30021 - Archeological Technician I		21.64
30022 - Archeological Technician II		24.72
30023 - Archeological Technician III		30.61
30030 - Cartographic Technician		30.61
30040 - Civil Engineering Technician		27.99
30051 - Cryogenic Technician I		28.29
30052 - Cryogenic Technician II		31.25
30061 - Drafter/CAD Operator I		20.08
30062 - Drafter/CAD Operator II		22.47
30063 - Drafter/CAD Operator III		25.05
30064 - Drafter/CAD Operator IV		30.82
30081 - Engineering Technician I		18.36
30082 - Engineering Technician II		21.64
30083 - Engineering Technician III		25.16
30084 - Engineering Technician IV		31.16
30085 - Engineering Technician V		36.70
30086 - Engineering Technician VI		44.38
30090 - Environmental Technician		26.48
30095 - Evidence Control Specialist		31.16
30210 - Laboratory Technician		22.19
30221 - Latent Fingerprint Technician I		28.29
30222 - Latent Fingerprint Technician II		31.25
30240 - Mathematical Technician		30.61
30361 - Paralegal/Legal Assistant I		22.42
30362 - Paralegal/Legal Assistant II		27.78
30363 - Paralegal/Legal Assistant III		33.98
30364 - Paralegal/Legal Assistant IV		41.11
30375 - Petroleum Supply Specialist		31.25
30390 - Photo-Optics Technician		30.61
30395 - Radiation Control Technician		31.25
30461 - Technical Writer I		27.78
30462 - Technical Writer II		30.90
30463 - Technical Writer III		36.19
30491 - Unexploded Ordnance (UXO) Technician I		27.84
30492 - Unexploded Ordnance (UXO) Technician II		33.68
30493 - Unexploded Ordnance (UXO) Technician III		40.37
30494 - Unexploded (UXO) Safety Escort		27.84
30495 - Unexploded (UXO) Sweep Personnel		27.84
30501 - Weather Forecaster I		30.82
30502 - Weather Forecaster II		34.42
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.16
30621 - Weather Observer Senior	(see 2)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.68
31020 - Bus Aide		14.65
31030 - Bus Driver		18.70
31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		12.47
31290 - Shuttle Bus Driver		18.08

31310 - Taxi Driver	13.66
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	19.61
31363 - Truckdriver Heavy	21.82
31364 - Truckdriver Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	10.90
99050 - Desk Clerk	11.40
99095 - Embalmer	34.73
99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker I	13.63
99252 - Laboratory Animal Caretaker II	15.18
99260 - Marketing Analyst	28.95
99310 - Mortician	34.73
99410 - Pest Controller	28.23
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	19.14
99711 - Recycling Specialist	21.24
99730 - Refuse Collector	17.00
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	13.44
99830 - Survey Party Chief	24.92
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	26.41
99841 - Vending Machine Repairer	30.33
99842 - Vending Machine Repairer Helper	26.41

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4842
Revision No.: 15
Date Of Last Revision: 06/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Genesee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.50
01012 - Accounting Clerk II		17.40
01013 - Accounting Clerk III		19.47
01020 - Administrative Assistant		26.95
01035 - Court Reporter		19.80
01041 - Customer Service Representative I		12.62
01042 - Customer Service Representative II		14.19
01043 - Customer Service Representative III		15.49
01051 - Data Entry Operator I		15.50
01052 - Data Entry Operator II		16.91
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.38

01090 - Duplicating Machine Operator 15.38
01111 - General Clerk I 14.58
01112 - General Clerk II 15.91
01113 - General Clerk III 17.85
01120 - Housing Referral Assistant 22.04
01141 - Messenger Courier 12.20
01191 - Order Clerk I 14.80
01192 - Order Clerk II 16.15
01261 - Personnel Assistant (Employment) I 17.30
01262 - Personnel Assistant (Employment) II 19.35
01263 - Personnel Assistant (Employment) III 21.57
01270 - Production Control Clerk 26.24
01290 - Rental Clerk 15.38
01300 - Scheduler Maintenance 17.30
01311 - Secretary I 17.30
01312 - Secretary II 19.35
01313 - Secretary III 22.04
01320 - Service Order Dispatcher 19.04
01410 - Supply Technician 26.95
01420 - Survey Worker 22.34
01460 - Switchboard Operator/Receptionist 13.67
01531 - Travel Clerk I 13.63
01532 - Travel Clerk II 14.77
01533 - Travel Clerk III 15.94
01611 - Word Processor I 16.13
01612 - Word Processor II 18.10
01613 - Word Processor III 20.25
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.66
05010 - Automotive Electrician 22.58
05040 - Automotive Glass Installer 21.84
05070 - Automotive Worker 21.84
05110 - Mobile Equipment Servicer 20.43
05130 - Motor Equipment Metal Mechanic 23.31
05160 - Motor Equipment Metal Worker 21.84
05190 - Motor Vehicle Mechanic 23.31
05220 - Motor Vehicle Mechanic Helper 19.71
05250 - Motor Vehicle Upholstery Worker 21.12
05280 - Motor Vehicle Wrecker 21.84
05310 - Painter Automotive 22.58
05340 - Radiator Repair Specialist 21.84
05370 - Tire Repairer 19.58
05400 - Transmission Repair Specialist 23.31
07000 - Food Preparation And Service Occupations
07010 - Baker 18.55
07041 - Cook I 13.99
07042 - Cook II 15.07
07070 - Dishwasher 11.64
07130 - Food Service Worker 12.01
07210 - Meat Cutter 17.81

07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.28
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	24.28
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer Minor	22.64
09130 - Upholsterer	24.28
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.97
11060 - Elevator Operator	14.97
11090 - Gardener	19.12
11122 - Housekeeping Aide	13.41
11150 - Janitor	13.41
11210 - Laborer Grounds Maintenance	15.84
11240 - Maid or Houseman	12.58
11260 - Pruner	14.62
11270 - Tractor Operator	17.47
11330 - Trail Maintenance Worker	15.84
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.90
12011 - Breath Alcohol Technician	22.55
12012 - Certified Occupational Therapist Assistant	30.87
12015 - Certified Physical Therapist Assistant	27.30
12020 - Dental Assistant	17.43
12025 - Dental Hygienist	30.37
12030 - EKG Technician	31.33
12035 - Electroneurodiagnostic Technologist	31.33
12040 - Emergency Medical Technician	17.90
12071 - Licensed Practical Nurse I	20.16
12072 - Licensed Practical Nurse II	22.55
12073 - Licensed Practical Nurse III	25.14
12100 - Medical Assistant	14.58
12130 - Medical Laboratory Technician	25.28
12160 - Medical Record Clerk	18.46
12190 - Medical Record Technician	20.89
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	44.67
12221 - Nursing Assistant I	12.36
12222 - Nursing Assistant II	13.90
12223 - Nursing Assistant III	15.17
12224 - Nursing Assistant IV	17.03
12235 - Optical Dispenser	19.36
12236 - Optical Technician	19.10
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	16.94
12305 - Radiologic Technologist	28.05
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20

12313 - Registered Nurse II Specialist		32.20
12314 - Registered Nurse III		44.14
12315 - Registered Nurse III Anesthetist		44.14
12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		27.93
12320 - Substance Abuse Treatment Counselor		26.98
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.47
13012 - Exhibits Specialist II		26.61
13013 - Exhibits Specialist III		32.54
13041 - Illustrator I		25.01
13042 - Illustrator II		30.40
13043 - Illustrator III		35.82
13047 - Librarian		30.28
13050 - Library Aide/Clerk		14.84
13054 - Library Information Technology Systems Administrator		27.34
13058 - Library Technician		21.27
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.75
13063 - Media Specialist III		23.13
13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13090 - Technical Order Library Clerk		20.42
13110 - Video Teleconference Technician		23.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.20
14042 - Computer Operator II		19.24
14043 - Computer Operator III		21.45
14044 - Computer Operator IV		23.84
14045 - Computer Operator V		26.40
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.20
14160 - Personal Computer Support Technician		23.84
14170 - System Support Specialist		23.39
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		50.79
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		35.02

15070 - Flight Instructor (Pilot) 50.79
15080 - Graphic Artist 30.61
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.66
15086 - Maintenance Test Pilot Rotary Wing 44.66
15088 - Non-Maintenance Test/Co-Pilot 44.66
15090 - Technical Instructor 26.84
15095 - Technical Instructor/Course Developer 32.69
15110 - Test Proctor 21.80
15120 - Tutor 21.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.08
16030 - Counter Attendant 11.08
16040 - Dry Cleaner 14.90
16070 - Finisher Flatwork Machine 11.08
16090 - Presser Hand 11.08
16110 - Presser Machine Drycleaning 11.08
16130 - Presser Machine Shirts 11.08
16160 - Presser Machine Wearing Apparel Laundry 11.08
16190 - Sewing Machine Operator 16.22
16220 - Tailor 17.48
16250 - Washer Machine 12.35
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.18
19040 - Tool And Die Maker 29.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 25.90
21030 - Material Coordinator 26.24
21040 - Material Expediter 26.24
21050 - Material Handling Laborer 18.05
21071 - Order Filler 15.92
21080 - Production Line Worker (Food Processing) 25.90
21110 - Shipping Packer 17.34
21130 - Shipping/Receiving Clerk 17.34
21140 - Store Worker I 19.40
21150 - Stock Clerk 24.66
21210 - Tools And Parts Attendant 25.90
21410 - Warehouse Specialist 25.90
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.30
23019 - Aircraft Logs and Records Technician 22.27
23021 - Aircraft Mechanic I 27.91
23022 - Aircraft Mechanic II 29.30
23023 - Aircraft Mechanic III 30.84
23040 - Aircraft Mechanic Helper 20.13
23050 - Aircraft Painter 25.78
23060 - Aircraft Servicer 22.27
23070 - Aircraft Survival Flight Equipment Technician 25.78
23080 - Aircraft Worker 23.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.38

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.91
23110 - Appliance Mechanic 23.44
23120 - Bicycle Repairer 21.82
23125 - Cable Splicer 27.79
23130 - Carpenter Maintenance 25.15
23140 - Carpet Layer 24.10
23160 - Electrician Maintenance 32.95
23181 - Electronics Technician Maintenance I 26.20
23182 - Electronics Technician Maintenance II 27.07
23183 - Electronics Technician Maintenance III 31.31
23260 - Fabric Worker 23.20
23290 - Fire Alarm System Mechanic 24.83
23310 - Fire Extinguisher Repairer 22.37
23311 - Fuel Distribution System Mechanic 25.62
23312 - Fuel Distribution System Operator 22.26
23370 - General Maintenance Worker 23.96
23380 - Ground Support Equipment Mechanic 27.91
23381 - Ground Support Equipment Servicer 22.27
23382 - Ground Support Equipment Worker 23.38
23391 - Gunsmith I 22.37
23392 - Gunsmith II 24.10
23393 - Gunsmith III 25.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.71
23430 - Heavy Equipment Mechanic 29.63
23440 - Heavy Equipment Operator 27.67
23460 - Instrument Mechanic 29.03
23465 - Laboratory/Shelter Mechanic 24.89
23470 - Laborer 16.69
23510 - Locksmith 24.28
23530 - Machinery Maintenance Mechanic 30.34
23550 - Machinist Maintenance 27.99
23580 - Maintenance Trades Helper 20.47
23591 - Metrology Technician I 29.03
23592 - Metrology Technician II 29.96
23593 - Metrology Technician III 30.88
23640 - Millwright 34.10
23710 - Office Appliance Repairer 24.76
23760 - Painter Maintenance 26.60
23790 - Pipefitter Maintenance 35.47
23810 - Plumber Maintenance 34.06
23820 - Pneudraulic Systems Mechanic 25.75
23850 - Rigger 25.62
23870 - Scale Mechanic 24.10
23890 - Sheet-Metal Worker Maintenance 32.16
23910 - Small Engine Mechanic 23.98
23931 - Telecommunications Mechanic I 26.29

23932 - Telecommunications Mechanic II 27.07
23950 - Telephone Lineman 26.29
23960 - Welder Combination Maintenance 26.46
23965 - Well Driller 25.34
23970 - Woodcraft Worker 25.75
23980 - Woodworker 22.37
24000 - Personal Needs Occupations
24550 - Case Manager 16.29
24570 - Child Care Attendant 13.85
24580 - Child Care Center Clerk 18.10
24610 - Chore Aide 11.33
24620 - Family Readiness And Support Services Coordinator 16.29
24630 - Homemaker 19.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.00
25040 - Sewage Plant Operator 25.78
25070 - Stationary Engineer 28.00
25190 - Ventilation Equipment Tender 21.57
25210 - Water Treatment Plant Operator 25.78
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.59
27007 - Baggage Inspector 12.93
27008 - Corrections Officer 23.65
27010 - Court Security Officer 23.72
27030 - Detection Dog Handler 19.75
27040 - Detention Officer 23.65
27070 - Firefighter 21.92
27101 - Guard I 12.93
27102 - Guard II 19.75
27131 - Police Officer I 27.65
27132 - Police Officer II 30.72
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.14
28042 - Carnival Equipment Repairer 14.65
28043 - Carnival Worker 12.22
28210 - Gate Attendant/Gate Tender 14.59
28310 - Lifeguard 13.00
28350 - Park Attendant (Aide) 16.32
28510 - Recreation Aide/Health Facility Attendant 11.42
28515 - Recreation Specialist 19.38
28630 - Sports Official 13.00
28690 - Swimming Pool Operator 20.87
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.51
29020 - Hatch Tender 23.51
29030 - Line Handler 23.51
29041 - Stevedore I 22.64
29042 - Stevedore II 24.28
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.80
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.26
30021 - Archeological Technician I 21.64
30022 - Archeological Technician II 24.72
30023 - Archeological Technician III 30.61
30030 - Cartographic Technician 30.61
30040 - Civil Engineering Technician 27.99
30051 - Cryogenic Technician I 28.29
30052 - Cryogenic Technician II 31.25
30061 - Drafter/CAD Operator I 20.08
30062 - Drafter/CAD Operator II 22.47
30063 - Drafter/CAD Operator III 25.05
30064 - Drafter/CAD Operator IV 30.82
30081 - Engineering Technician I 18.36
30082 - Engineering Technician II 21.64
30083 - Engineering Technician III 25.16
30084 - Engineering Technician IV 31.16
30085 - Engineering Technician V 36.70
30086 - Engineering Technician VI 44.38
30090 - Environmental Technician 26.48
30095 - Evidence Control Specialist 31.16
30210 - Laboratory Technician 22.19
30221 - Latent Fingerprint Technician I 28.29
30222 - Latent Fingerprint Technician II 31.25
30240 - Mathematical Technician 30.61
30361 - Paralegal/Legal Assistant I 22.42
30362 - Paralegal/Legal Assistant II 27.78
30363 - Paralegal/Legal Assistant III 33.98
30364 - Paralegal/Legal Assistant IV 41.11
30375 - Petroleum Supply Specialist 31.25
30390 - Photo-Optics Technician 30.61
30395 - Radiation Control Technician 31.25
30461 - Technical Writer I 27.78
30462 - Technical Writer II 30.90
30463 - Technical Writer III 36.19
30491 - Unexploded Ordnance (UXO) Technician I 27.84
30492 - Unexploded Ordnance (UXO) Technician II 33.68
30493 - Unexploded Ordnance (UXO) Technician III 40.37
30494 - Unexploded (UXO) Safety Escort 27.84
30495 - Unexploded (UXO) Sweep Personnel 27.84
30501 - Weather Forecaster I 30.82
30502 - Weather Forecaster II 34.42
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.16
30621 - Weather Observer Senior (see 2) 27.55
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.68
31020 - Bus Aide 14.65
31030 - Bus Driver 18.70

31043 - Driver Courier	17.03
31260 - Parking and Lot Attendant	12.47
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	13.66
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	19.61
31363 - Truckdriver Heavy	21.82
31364 - Truckdriver Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	10.90
99050 - Desk Clerk	11.40
99095 - Embalmer	34.73
99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker I	13.63
99252 - Laboratory Animal Caretaker II	15.18
99260 - Marketing Analyst	28.95
99310 - Mortician	34.73
99410 - Pest Controller	28.23
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	19.14
99711 - Recycling Specialist	21.24
99730 - Refuse Collector	17.00
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	13.44
99830 - Survey Party Chief	24.92
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	26.41
99841 - Vending Machine Repairer	30.33
99842 - Vending Machine Repairer Helper	26.41

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4843
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Montcalm

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.39
01012 - Accounting Clerk II		16.16
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		26.74
01035 - Court Reporter		18.69
01041 - Customer Service Representative I		13.94
01042 - Customer Service Representative II		15.68
01043 - Customer Service Representative III		17.10
01051 - Data Entry Operator I		16.17
01052 - Data Entry Operator II		17.64
01060 - Dispatcher Motor Vehicle		22.69
01070 - Document Preparation Clerk		17.22
01090 - Duplicating Machine Operator		17.22
01111 - General Clerk I		13.86
01112 - General Clerk II		15.12

01113 - General Clerk III 16.97
01120 - Housing Referral Assistant 19.65
01141 - Messenger Courier 14.19
01191 - Order Clerk I 17.51
01192 - Order Clerk II 19.12
01261 - Personnel Assistant (Employment) I 16.72
01262 - Personnel Assistant (Employment) II 18.70
01263 - Personnel Assistant (Employment) III 20.86
01270 - Production Control Clerk 23.06
01290 - Rental Clerk 14.54
01300 - Scheduler Maintenance 15.75
01311 - Secretary I 15.75
01312 - Secretary II 17.63
01313 - Secretary III 19.65
01320 - Service Order Dispatcher 20.28
01410 - Supply Technician 26.74
01420 - Survey Worker 14.48
01460 - Switchboard Operator/Receptionist 14.55
01531 - Travel Clerk I 15.99
01532 - Travel Clerk II 17.38
01533 - Travel Clerk III 18.82
01611 - Word Processor I 16.81
01612 - Word Processor II 18.86
01613 - Word Processor III 21.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.12
05010 - Automotive Electrician 20.14
05040 - Automotive Glass Installer 19.51
05070 - Automotive Worker 19.51
05110 - Mobile Equipment Servicer 18.27
05130 - Motor Equipment Metal Mechanic 20.76
05160 - Motor Equipment Metal Worker 19.51
05190 - Motor Vehicle Mechanic 20.76
05220 - Motor Vehicle Mechanic Helper 17.65
05250 - Motor Vehicle Upholstery Worker 18.89
05280 - Motor Vehicle Wrecker 19.51
05310 - Painter Automotive 20.14
05340 - Radiator Repair Specialist 19.51
05370 - Tire Repairer 16.81
05400 - Transmission Repair Specialist 20.76
07000 - Food Preparation And Service Occupations
07010 - Baker 12.90
07041 - Cook I 13.63
07042 - Cook II 15.28
07070 - Dishwasher 10.47
07130 - Food Service Worker 12.22
07210 - Meat Cutter 14.15
07260 - Waiter/Waitress 12.59
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.10

09040 - Furniture Handler 16.08
09080 - Furniture Refinisher 21.10
09090 - Furniture Refinisher Helper 18.19
09110 - Furniture Repairer Minor 19.79
09130 - Upholsterer 21.10
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.02
11060 - Elevator Operator 12.65
11090 - Gardener 18.39
11122 - Housekeeping Aide 12.65
11150 - Janitor 12.65
11210 - Laborer Grounds Maintenance 15.32
11240 - Maid or Houseman 12.36
11260 - Pruner 14.32
11270 - Tractor Operator 17.38
11330 - Trail Maintenance Worker 15.32
11360 - Window Cleaner 13.42
12000 - Health Occupations
12010 - Ambulance Driver 19.40
12011 - Breath Alcohol Technician 20.11
12012 - Certified Occupational Therapist Assistant 24.47
12015 - Certified Physical Therapist Assistant 25.64
12020 - Dental Assistant 21.23
12025 - Dental Hygienist 35.05
12030 - EKG Technician 28.96
12035 - Electroneurodiagnostic Technologist 28.96
12040 - Emergency Medical Technician 19.40
12071 - Licensed Practical Nurse I 17.97
12072 - Licensed Practical Nurse II 20.11
12073 - Licensed Practical Nurse III 22.42
12100 - Medical Assistant 16.77
12130 - Medical Laboratory Technician 20.66
12160 - Medical Record Clerk 15.63
12190 - Medical Record Technician 19.23
12195 - Medical Transcriptionist 17.01
12210 - Nuclear Medicine Technologist 34.57
12221 - Nursing Assistant I 11.43
12222 - Nursing Assistant II 12.85
12223 - Nursing Assistant III 14.02
12224 - Nursing Assistant IV 15.74
12235 - Optical Dispenser 17.36
12236 - Optical Technician 17.75
12250 - Pharmacy Technician 15.31
12280 - Phlebotomist 17.18
12305 - Radiologic Technologist 25.31
12311 - Registered Nurse I 23.28
12312 - Registered Nurse II 29.25
12313 - Registered Nurse II Specialist 29.25
12314 - Registered Nurse III 34.84
12315 - Registered Nurse III Anesthetist 34.84

12316 - Registered Nurse IV		41.76
12317 - Scheduler (Drug and Alcohol Testing)		24.91
12320 - Substance Abuse Treatment Counselor		24.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.79
13012 - Exhibits Specialist II		25.75
13013 - Exhibits Specialist III		31.50
13041 - Illustrator I		20.79
13042 - Illustrator II		25.75
13043 - Illustrator III		31.50
13047 - Librarian		28.52
13050 - Library Aide/Clerk		12.95
13054 - Library Information Technology Systems Administrator		25.75
13058 - Library Technician		17.30
13061 - Media Specialist I		18.58
13062 - Media Specialist II		20.79
13063 - Media Specialist III		23.18
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		34.71
13090 - Technical Order Library Clerk		16.27
13110 - Video Teleconference Technician		19.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.19
14042 - Computer Operator II		18.11
14043 - Computer Operator III		20.19
14044 - Computer Operator IV		22.43
14045 - Computer Operator V		24.85
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.88
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.19
14160 - Personal Computer Support Technician		22.43
14170 - System Support Specialist		26.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.88
15020 - Aircrew Training Devices Instructor (Rated)		32.51
15030 - Air Crew Training Devices Instructor (Pilot)		38.97
15050 - Computer Based Training Specialist / Instructor		26.88
15060 - Educational Technologist		32.49
15070 - Flight Instructor (Pilot)		38.97
15080 - Graphic Artist		23.77
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.97

15086 - Maintenance Test Pilot Rotary Wing 38.97
15088 - Non-Maintenance Test/Co-Pilot 38.97
15090 - Technical Instructor 21.14
15095 - Technical Instructor/Course Developer 25.86
15110 - Test Proctor 17.07
15120 - Tutor 17.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.11
19040 - Tool And Die Maker 26.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.74
21030 - Material Coordinator 23.06
21040 - Material Expediter 23.06
21050 - Material Handling Laborer 15.24
21071 - Order Filler 15.88
21080 - Production Line Worker (Food Processing) 20.74
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 15.92
21150 - Stock Clerk 19.57
21210 - Tools And Parts Attendant 20.74
21410 - Warehouse Specialist 20.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.66
23019 - Aircraft Logs and Records Technician 20.92
23021 - Aircraft Mechanic I 24.45
23022 - Aircraft Mechanic II 25.66
23023 - Aircraft Mechanic III 26.79
23040 - Aircraft Mechanic Helper 19.55
23050 - Aircraft Painter 25.66
23060 - Aircraft Servicer 20.92
23070 - Aircraft Survival Flight Equipment Technician 25.66
23080 - Aircraft Worker 22.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.45
23110 - Appliance Mechanic 21.10

23120 - Bicycle Repairer 19.18
23125 - Cable Splicer 38.87
23130 - Carpenter Maintenance 23.21
23140 - Carpet Layer 20.44
23160 - Electrician Maintenance 29.53
23181 - Electronics Technician Maintenance I 25.25
23182 - Electronics Technician Maintenance II 26.64
23183 - Electronics Technician Maintenance III 28.01
23260 - Fabric Worker 20.77
23290 - Fire Alarm System Mechanic 23.85
23310 - Fire Extinguisher Repairer 19.67
23311 - Fuel Distribution System Mechanic 30.27
23312 - Fuel Distribution System Operator 25.18
23370 - General Maintenance Worker 18.58
23380 - Ground Support Equipment Mechanic 24.45
23381 - Ground Support Equipment Servicer 20.92
23382 - Ground Support Equipment Worker 22.04
23391 - Gunsmith I 19.67
23392 - Gunsmith II 22.04
23393 - Gunsmith III 24.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.30
23430 - Heavy Equipment Mechanic 22.94
23440 - Heavy Equipment Operator 21.88
23460 - Instrument Mechanic 24.45
23465 - Laboratory/Shelter Mechanic 23.26
23470 - Laborer 15.09
23510 - Locksmith 22.02
23530 - Machinery Maintenance Mechanic 25.13
23550 - Machinist Maintenance 23.04
23580 - Maintenance Trades Helper 17.01
23591 - Metrology Technician I 24.45
23592 - Metrology Technician II 25.66
23593 - Metrology Technician III 26.79
23640 - Millwright 32.62
23710 - Office Appliance Repairer 19.95
23760 - Painter Maintenance 21.10
23790 - Pipefitter Maintenance 28.95
23810 - Plumber Maintenance 25.41
23820 - Pneudraulic Systems Mechanic 24.45
23850 - Rigger 24.45
23870 - Scale Mechanic 22.04
23890 - Sheet-Metal Worker Maintenance 24.41
23910 - Small Engine Mechanic 21.16
23931 - Telecommunications Mechanic I 25.26
23932 - Telecommunications Mechanic II 26.42
23950 - Telephone Lineman 23.04
23960 - Welder Combination Maintenance 22.10

23965 - Well Driller	24.45
23970 - Woodcraft Worker	24.45
23980 - Woodworker	19.67
24000 - Personal Needs Occupations	
24550 - Case Manager	13.97
24570 - Child Care Attendant	11.30
24580 - Child Care Center Clerk	14.10
24610 - Chore Aide	11.37
24620 - Family Readiness And Support Services Coordinator	13.97
24630 - Homemaker	13.97
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.71
25040 - Sewage Plant Operator	23.85
25070 - Stationary Engineer	28.71
25190 - Ventilation Equipment Tender	21.90
25210 - Water Treatment Plant Operator	23.85
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.07
27007 - Baggage Inspector	12.87
27008 - Corrections Officer	27.71
27010 - Court Security Officer	24.75
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	27.71
27070 - Firefighter	22.04
27101 - Guard I	12.87
27102 - Guard II	17.04
27131 - Police Officer I	29.12
27132 - Police Officer II	32.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.87
28042 - Carnival Equipment Repairer	13.61
28043 - Carnival Worker	10.60
28210 - Gate Attendant/Gate Tender	16.11
28310 - Lifeguard	11.56
28350 - Park Attendant (Aide)	18.03
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	22.33
28630 - Sports Official	14.36
28690 - Swimming Pool Operator	19.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.69
29020 - Hatch Tender	23.69
29030 - Line Handler	23.69
29041 - Stevedore I	22.33
29042 - Stevedore II	25.00
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	30.29

30021 - Archeological Technician I 18.98
30022 - Archeological Technician II 21.22
30023 - Archeological Technician III 25.77
30030 - Cartographic Technician 26.30
30040 - Civil Engineering Technician 26.63
30051 - Cryogenic Technician I 26.71
30052 - Cryogenic Technician II 29.49
30061 - Drafter/CAD Operator I 18.98
30062 - Drafter/CAD Operator II 21.22
30063 - Drafter/CAD Operator III 23.66
30064 - Drafter/CAD Operator IV 29.12
30081 - Engineering Technician I 16.36
30082 - Engineering Technician II 18.36
30083 - Engineering Technician III 20.53
30084 - Engineering Technician IV 25.45
30085 - Engineering Technician V 31.13
30086 - Engineering Technician VI 37.66
30090 - Environmental Technician 23.91
30095 - Evidence Control Specialist 24.11
30210 - Laboratory Technician 21.97
30221 - Latent Fingerprint Technician I 33.83
30222 - Latent Fingerprint Technician II 37.37
30240 - Mathematical Technician 26.30
30361 - Paralegal/Legal Assistant I 19.53
30362 - Paralegal/Legal Assistant II 24.19
30363 - Paralegal/Legal Assistant III 29.58
30364 - Paralegal/Legal Assistant IV 35.80
30375 - Petroleum Supply Specialist 29.49
30390 - Photo-Optics Technician 26.30
30395 - Radiation Control Technician 29.49
30461 - Technical Writer I 24.22
30462 - Technical Writer II 29.63
30463 - Technical Writer III 35.85
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 29.12
30502 - Weather Forecaster II 35.42
30620 - Weather Observer Combined Upper Air Or Surface Programs 23.66
30621 - Weather Observer Senior 25.76
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.09
31030 - Bus Driver 20.40
31043 - Driver Courier 16.34
31260 - Parking and Lot Attendant 11.66
31290 - Shuttle Bus Driver 17.28

31310 - Taxi Driver	15.54
31361 - Truckdriver Light	17.28
31362 - Truckdriver Medium	18.25
31363 - Truckdriver Heavy	21.65
31364 - Truckdriver Tractor-Trailer	21.65
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.07
99050 - Desk Clerk	11.65
99095 - Embalmer	34.25
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.49
99252 - Laboratory Animal Caretaker II	13.21
99260 - Marketing Analyst	27.58
99310 - Mortician	34.25
99410 - Pest Controller	20.50
99510 - Photofinishing Worker	14.47
99710 - Recycling Laborer	23.78
99711 - Recycling Specialist	26.98
99730 - Refuse Collector	22.22
99810 - Sales Clerk	11.79
99820 - School Crossing Guard	13.52
99830 - Survey Party Chief	20.77
99831 - Surveying Aide	11.87
99832 - Surveying Technician	17.74
99840 - Vending Machine Attendant	17.70
99841 - Vending Machine Repairer	19.46
99842 - Vending Machine Repairer Helper	17.70

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4844
Revision No.: 14
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Montcalm

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.39
01012 - Accounting Clerk II		16.16
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		26.74
01035 - Court Reporter		18.69
01041 - Customer Service Representative I		13.94
01042 - Customer Service Representative II		15.68
01043 - Customer Service Representative III		17.10
01051 - Data Entry Operator I		16.17
01052 - Data Entry Operator II		17.64
01060 - Dispatcher Motor Vehicle		22.69
01070 - Document Preparation Clerk		17.22

01090 - Duplicating Machine Operator	17.22
01111 - General Clerk I	13.86
01112 - General Clerk II	15.12
01113 - General Clerk III	16.97
01120 - Housing Referral Assistant	19.65
01141 - Messenger Courier	14.19
01191 - Order Clerk I	17.51
01192 - Order Clerk II	19.12
01261 - Personnel Assistant (Employment) I	16.72
01262 - Personnel Assistant (Employment) II	18.70
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	23.06
01290 - Rental Clerk	14.54
01300 - Scheduler Maintenance	15.75
01311 - Secretary I	15.75
01312 - Secretary II	17.63
01313 - Secretary III	19.65
01320 - Service Order Dispatcher	20.28
01410 - Supply Technician	26.74
01420 - Survey Worker	14.48
01460 - Switchboard Operator/Receptionist	14.55
01531 - Travel Clerk I	15.99
01532 - Travel Clerk II	17.38
01533 - Travel Clerk III	18.82
01611 - Word Processor I	16.81
01612 - Word Processor II	18.86
01613 - Word Processor III	21.11
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.12
05010 - Automotive Electrician	20.14
05040 - Automotive Glass Installer	19.51
05070 - Automotive Worker	19.51
05110 - Mobile Equipment Servicer	18.27
05130 - Motor Equipment Metal Mechanic	20.76
05160 - Motor Equipment Metal Worker	19.51
05190 - Motor Vehicle Mechanic	20.76
05220 - Motor Vehicle Mechanic Helper	17.65
05250 - Motor Vehicle Upholstery Worker	18.89
05280 - Motor Vehicle Wrecker	19.51
05310 - Painter Automotive	20.14
05340 - Radiator Repair Specialist	19.51
05370 - Tire Repairer	16.81
05400 - Transmission Repair Specialist	20.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.90
07041 - Cook I	13.63
07042 - Cook II	15.28
07070 - Dishwasher	10.47
07130 - Food Service Worker	12.22
07210 - Meat Cutter	14.15

07260 - Waiter/Waitress	12.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.10
09040 - Furniture Handler	16.08
09080 - Furniture Refinisher	21.10
09090 - Furniture Refinisher Helper	18.19
09110 - Furniture Repairer Minor	19.79
09130 - Upholsterer	21.10
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.02
11060 - Elevator Operator	12.65
11090 - Gardener	18.39
11122 - Housekeeping Aide	12.65
11150 - Janitor	12.65
11210 - Laborer Grounds Maintenance	15.32
11240 - Maid or Houseman	12.36
11260 - Pruner	14.32
11270 - Tractor Operator	17.38
11330 - Trail Maintenance Worker	15.32
11360 - Window Cleaner	13.42
12000 - Health Occupations	
12010 - Ambulance Driver	19.40
12011 - Breath Alcohol Technician	20.11
12012 - Certified Occupational Therapist Assistant	24.47
12015 - Certified Physical Therapist Assistant	25.64
12020 - Dental Assistant	21.23
12025 - Dental Hygienist	35.05
12030 - EKG Technician	28.96
12035 - Electroneurodiagnostic Technologist	28.96
12040 - Emergency Medical Technician	19.40
12071 - Licensed Practical Nurse I	17.97
12072 - Licensed Practical Nurse II	20.11
12073 - Licensed Practical Nurse III	22.42
12100 - Medical Assistant	16.77
12130 - Medical Laboratory Technician	20.66
12160 - Medical Record Clerk	15.63
12190 - Medical Record Technician	19.23
12195 - Medical Transcriptionist	17.01
12210 - Nuclear Medicine Technologist	34.57
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	17.36
12236 - Optical Technician	17.75
12250 - Pharmacy Technician	15.31
12280 - Phlebotomist	17.18
12305 - Radiologic Technologist	25.31
12311 - Registered Nurse I	23.28
12312 - Registered Nurse II	29.25

12313 - Registered Nurse II Specialist		29.25
12314 - Registered Nurse III		34.84
12315 - Registered Nurse III Anesthetist		34.84
12316 - Registered Nurse IV		41.76
12317 - Scheduler (Drug and Alcohol Testing)		24.91
12320 - Substance Abuse Treatment Counselor		24.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.79
13012 - Exhibits Specialist II		25.75
13013 - Exhibits Specialist III		31.50
13041 - Illustrator I		20.79
13042 - Illustrator II		25.75
13043 - Illustrator III		31.50
13047 - Librarian		28.52
13050 - Library Aide/Clerk		12.95
13054 - Library Information Technology Systems Administrator		25.75
13058 - Library Technician		17.30
13061 - Media Specialist I		18.58
13062 - Media Specialist II		20.79
13063 - Media Specialist III		23.18
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		34.71
13090 - Technical Order Library Clerk		16.27
13110 - Video Teleconference Technician		19.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.19
14042 - Computer Operator II		18.11
14043 - Computer Operator III		20.19
14044 - Computer Operator IV		22.43
14045 - Computer Operator V		24.85
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.88
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.19
14160 - Personal Computer Support Technician		22.43
14170 - System Support Specialist		26.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.88
15020 - Aircrew Training Devices Instructor (Rated)		32.51
15030 - Air Crew Training Devices Instructor (Pilot)		38.97
15050 - Computer Based Training Specialist / Instructor		26.88
15060 - Educational Technologist		32.49

15070 - Flight Instructor (Pilot) 38.97
15080 - Graphic Artist 23.77
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.97
15086 - Maintenance Test Pilot Rotary Wing 38.97
15088 - Non-Maintenance Test/Co-Pilot 38.97
15090 - Technical Instructor 21.14
15095 - Technical Instructor/Course Developer 25.86
15110 - Test Proctor 17.07
15120 - Tutor 17.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.11
19040 - Tool And Die Maker 26.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.74
21030 - Material Coordinator 23.06
21040 - Material Expediter 23.06
21050 - Material Handling Laborer 15.24
21071 - Order Filler 15.88
21080 - Production Line Worker (Food Processing) 20.74
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 15.92
21150 - Stock Clerk 19.57
21210 - Tools And Parts Attendant 20.74
21410 - Warehouse Specialist 20.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.66
23019 - Aircraft Logs and Records Technician 20.92
23021 - Aircraft Mechanic I 24.45
23022 - Aircraft Mechanic II 25.66
23023 - Aircraft Mechanic III 26.79
23040 - Aircraft Mechanic Helper 19.55
23050 - Aircraft Painter 25.66
23060 - Aircraft Servicer 20.92
23070 - Aircraft Survival Flight Equipment Technician 25.66
23080 - Aircraft Worker 22.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.04

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.45
23110 - Appliance Mechanic 21.10
23120 - Bicycle Repairer 19.18
23125 - Cable Splicer 38.87
23130 - Carpenter Maintenance 23.21
23140 - Carpet Layer 20.44
23160 - Electrician Maintenance 29.53
23181 - Electronics Technician Maintenance I 25.25
23182 - Electronics Technician Maintenance II 26.64
23183 - Electronics Technician Maintenance III 28.01
23260 - Fabric Worker 20.77
23290 - Fire Alarm System Mechanic 23.85
23310 - Fire Extinguisher Repairer 19.67
23311 - Fuel Distribution System Mechanic 30.27
23312 - Fuel Distribution System Operator 25.18
23370 - General Maintenance Worker 18.58
23380 - Ground Support Equipment Mechanic 24.45
23381 - Ground Support Equipment Servicer 20.92
23382 - Ground Support Equipment Worker 22.04
23391 - Gunsmith I 19.67
23392 - Gunsmith II 22.04
23393 - Gunsmith III 24.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.30
23430 - Heavy Equipment Mechanic 22.94
23440 - Heavy Equipment Operator 21.88
23460 - Instrument Mechanic 24.45
23465 - Laboratory/Shelter Mechanic 23.26
23470 - Laborer 15.09
23510 - Locksmith 22.02
23530 - Machinery Maintenance Mechanic 25.13
23550 - Machinist Maintenance 23.04
23580 - Maintenance Trades Helper 17.01
23591 - Metrology Technician I 24.45
23592 - Metrology Technician II 25.66
23593 - Metrology Technician III 26.79
23640 - Millwright 32.62
23710 - Office Appliance Repairer 19.95
23760 - Painter Maintenance 21.10
23790 - Pipefitter Maintenance 28.95
23810 - Plumber Maintenance 25.41
23820 - Pneudraulic Systems Mechanic 24.45
23850 - Rigger 24.45
23870 - Scale Mechanic 22.04
23890 - Sheet-Metal Worker Maintenance 24.41
23910 - Small Engine Mechanic 21.16
23931 - Telecommunications Mechanic I 25.26

23932 - Telecommunications Mechanic II 26.42
23950 - Telephone Lineman 23.04
23960 - Welder Combination Maintenance 22.10
23965 - Well Driller 24.45
23970 - Woodcraft Worker 24.45
23980 - Woodworker 19.67
24000 - Personal Needs Occupations
24550 - Case Manager 13.97
24570 - Child Care Attendant 11.30
24580 - Child Care Center Clerk 14.10
24610 - Chore Aide 11.37
24620 - Family Readiness And Support Services Coordinator 13.97
24630 - Homemaker 13.97
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.71
25040 - Sewage Plant Operator 23.85
25070 - Stationary Engineer 28.71
25190 - Ventilation Equipment Tender 21.90
25210 - Water Treatment Plant Operator 23.85
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.07
27007 - Baggage Inspector 12.87
27008 - Corrections Officer 27.71
27010 - Court Security Officer 24.75
27030 - Detection Dog Handler 17.04
27040 - Detention Officer 27.71
27070 - Firefighter 22.04
27101 - Guard I 12.87
27102 - Guard II 17.04
27131 - Police Officer I 29.12
27132 - Police Officer II 32.36
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.87
28042 - Carnival Equipment Repairer 13.61
28043 - Carnival Worker 10.60
28210 - Gate Attendant/Gate Tender 16.11
28310 - Lifeguard 11.56
28350 - Park Attendant (Aide) 18.03
28510 - Recreation Aide/Health Facility Attendant 13.43
28515 - Recreation Specialist 22.33
28630 - Sports Official 14.36
28690 - Swimming Pool Operator 19.46
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.69
29020 - Hatch Tender 23.69
29030 - Line Handler 23.69
29041 - Stevedore I 22.33
29042 - Stevedore II 25.00
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.98
30022 - Archeological Technician II 21.22
30023 - Archeological Technician III 25.77
30030 - Cartographic Technician 26.30
30040 - Civil Engineering Technician 26.63
30051 - Cryogenic Technician I 26.71
30052 - Cryogenic Technician II 29.49
30061 - Drafter/CAD Operator I 18.98
30062 - Drafter/CAD Operator II 21.22
30063 - Drafter/CAD Operator III 23.66
30064 - Drafter/CAD Operator IV 29.12
30081 - Engineering Technician I 16.36
30082 - Engineering Technician II 18.36
30083 - Engineering Technician III 20.53
30084 - Engineering Technician IV 25.45
30085 - Engineering Technician V 31.13
30086 - Engineering Technician VI 37.66
30090 - Environmental Technician 23.91
30095 - Evidence Control Specialist 24.11
30210 - Laboratory Technician 21.97
30221 - Latent Fingerprint Technician I 33.83
30222 - Latent Fingerprint Technician II 37.37
30240 - Mathematical Technician 26.30
30361 - Paralegal/Legal Assistant I 19.53
30362 - Paralegal/Legal Assistant II 24.19
30363 - Paralegal/Legal Assistant III 29.58
30364 - Paralegal/Legal Assistant IV 35.80
30375 - Petroleum Supply Specialist 29.49
30390 - Photo-Optics Technician 26.30
30395 - Radiation Control Technician 29.49
30461 - Technical Writer I 24.22
30462 - Technical Writer II 29.63
30463 - Technical Writer III 35.85
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 29.12
30502 - Weather Forecaster II 35.42
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.66
30621 - Weather Observer Senior (see 2) 25.76
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.09
31030 - Bus Driver 20.40

31043 - Driver Courier	16.34
31260 - Parking and Lot Attendant	11.66
31290 - Shuttle Bus Driver	17.28
31310 - Taxi Driver	15.54
31361 - Truckdriver Light	17.28
31362 - Truckdriver Medium	18.25
31363 - Truckdriver Heavy	21.65
31364 - Truckdriver Tractor-Trailer	21.65
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.07
99050 - Desk Clerk	11.65
99095 - Embalmer	34.25
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.49
99252 - Laboratory Animal Caretaker II	13.21
99260 - Marketing Analyst	27.58
99310 - Mortician	34.25
99410 - Pest Controller	20.50
99510 - Photofinishing Worker	14.47
99710 - Recycling Laborer	23.78
99711 - Recycling Specialist	26.98
99730 - Refuse Collector	22.22
99810 - Sales Clerk	11.79
99820 - School Crossing Guard	13.52
99830 - Survey Party Chief	20.77
99831 - Surveying Aide	11.87
99832 - Surveying Technician	17.74
99840 - Vending Machine Attendant	17.70
99841 - Vending Machine Repairer	19.46
99842 - Vending Machine Repairer Helper	17.70

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reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4845
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Barry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.39
01012 - Accounting Clerk II		16.16
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		26.74
01035 - Court Reporter		18.65
01041 - Customer Service Representative I		13.94
01042 - Customer Service Representative II		15.68
01043 - Customer Service Representative III		17.10
01051 - Data Entry Operator I		16.17
01052 - Data Entry Operator II		17.64
01060 - Dispatcher Motor Vehicle		22.69
01070 - Document Preparation Clerk		17.90
01090 - Duplicating Machine Operator		17.90
01111 - General Clerk I		13.86
01112 - General Clerk II		15.12

01113 - General Clerk III 16.97
01120 - Housing Referral Assistant 19.65
01141 - Messenger Courier 14.19
01191 - Order Clerk I 16.49
01192 - Order Clerk II 18.00
01261 - Personnel Assistant (Employment) I 15.86
01262 - Personnel Assistant (Employment) II 17.74
01263 - Personnel Assistant (Employment) III 19.78
01270 - Production Control Clerk 23.06
01290 - Rental Clerk 14.44
01300 - Scheduler Maintenance 15.75
01311 - Secretary I 15.75
01312 - Secretary II 17.63
01313 - Secretary III 19.65
01320 - Service Order Dispatcher 20.28
01410 - Supply Technician 26.74
01420 - Survey Worker 16.95
01460 - Switchboard Operator/Receptionist 14.55
01531 - Travel Clerk I 15.99
01532 - Travel Clerk II 17.38
01533 - Travel Clerk III 18.82
01611 - Word Processor I 16.81
01612 - Word Processor II 18.86
01613 - Word Processor III 21.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.06
05010 - Automotive Electrician 21.05
05040 - Automotive Glass Installer 20.05
05070 - Automotive Worker 20.05
05110 - Mobile Equipment Servicer 18.05
05130 - Motor Equipment Metal Mechanic 22.06
05160 - Motor Equipment Metal Worker 20.05
05190 - Motor Vehicle Mechanic 22.06
05220 - Motor Vehicle Mechanic Helper 17.04
05250 - Motor Vehicle Upholstery Worker 19.05
05280 - Motor Vehicle Wrecker 20.05
05310 - Painter Automotive 21.05
05340 - Radiator Repair Specialist 20.05
05370 - Tire Repairer 16.02
05400 - Transmission Repair Specialist 22.06
07000 - Food Preparation And Service Occupations
07010 - Baker 17.67
07041 - Cook I 16.28
07042 - Cook II 17.67
07070 - Dishwasher 13.43
07130 - Food Service Worker 13.43
07210 - Meat Cutter 17.67
07260 - Waiter/Waitress 14.12
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.63

09040 - Furniture Handler 15.88
09080 - Furniture Refinisher 20.63
09090 - Furniture Refinisher Helper 17.43
09110 - Furniture Repairer Minor 19.06
09130 - Upholsterer 20.63
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.95
11060 - Elevator Operator 12.95
11090 - Gardener 18.39
11122 - Housekeeping Aide 12.95
11150 - Janitor 12.95
11210 - Laborer Grounds Maintenance 15.32
11240 - Maid or Houseman 12.36
11260 - Pruner 14.77
11270 - Tractor Operator 17.38
11330 - Trail Maintenance Worker 15.32
11360 - Window Cleaner 13.86
12000 - Health Occupations
12010 - Ambulance Driver 19.26
12011 - Breath Alcohol Technician 20.11
12012 - Certified Occupational Therapist Assistant 24.47
12015 - Certified Physical Therapist Assistant 25.64
12020 - Dental Assistant 21.23
12025 - Dental Hygienist 35.05
12030 - EKG Technician 28.96
12035 - Electroneurodiagnostic Technologist 28.96
12040 - Emergency Medical Technician 19.26
12071 - Licensed Practical Nurse I 17.97
12072 - Licensed Practical Nurse II 20.11
12073 - Licensed Practical Nurse III 22.42
12100 - Medical Assistant 16.77
12130 - Medical Laboratory Technician 20.66
12160 - Medical Record Clerk 15.50
12190 - Medical Record Technician 19.07
12195 - Medical Transcriptionist 17.01
12210 - Nuclear Medicine Technologist 34.57
12221 - Nursing Assistant I 11.19
12222 - Nursing Assistant II 12.59
12223 - Nursing Assistant III 13.73
12224 - Nursing Assistant IV 15.41
12235 - Optical Dispenser 17.36
12236 - Optical Technician 17.75
12250 - Pharmacy Technician 16.28
12280 - Phlebotomist 17.18
12305 - Radiologic Technologist 25.31
12311 - Registered Nurse I 24.60
12312 - Registered Nurse II 30.09
12313 - Registered Nurse II Specialist 30.09
12314 - Registered Nurse III 36.40
12315 - Registered Nurse III Anesthetist 36.40

12316 - Registered Nurse IV		43.34
12317 - Scheduler (Drug and Alcohol Testing)		24.91
12320 - Substance Abuse Treatment Counselor		24.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.79
13012 - Exhibits Specialist II		25.75
13013 - Exhibits Specialist III		31.50
13041 - Illustrator I		20.79
13042 - Illustrator II		25.75
13043 - Illustrator III		31.50
13047 - Librarian		28.52
13050 - Library Aide/Clerk		13.54
13054 - Library Information Technology Systems Administrator		25.75
13058 - Library Technician		17.09
13061 - Media Specialist I		18.58
13062 - Media Specialist II		20.79
13063 - Media Specialist III		23.18
13071 - Photographer I		16.52
13072 - Photographer II		18.49
13073 - Photographer III		22.90
13074 - Photographer IV		28.01
13075 - Photographer V		33.89
13090 - Technical Order Library Clerk		16.27
13110 - Video Teleconference Technician		19.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		26.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.44
15020 - Aircrew Training Devices Instructor (Rated)		35.62
15030 - Air Crew Training Devices Instructor (Pilot)		39.18
15050 - Computer Based Training Specialist / Instructor		29.44
15060 - Educational Technologist		32.92
15070 - Flight Instructor (Pilot)		39.18
15080 - Graphic Artist		23.77
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.97

15086 - Maintenance Test Pilot Rotary Wing 38.97
15088 - Non-Maintenance Test/Co-Pilot 38.97
15090 - Technical Instructor 24.30
15095 - Technical Instructor/Course Developer 29.73
15110 - Test Proctor 19.97
15120 - Tutor 19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.70
19040 - Tool And Die Maker 26.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.97
21030 - Material Coordinator 23.06
21040 - Material Expediter 23.06
21050 - Material Handling Laborer 14.39
21071 - Order Filler 15.26
21080 - Production Line Worker (Food Processing) 20.02
21110 - Shipping Packer 15.98
21130 - Shipping/Receiving Clerk 15.98
21140 - Store Worker I 15.92
21150 - Stock Clerk 19.57
21210 - Tools And Parts Attendant 17.80
21410 - Warehouse Specialist 19.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.66
23019 - Aircraft Logs and Records Technician 20.77
23021 - Aircraft Mechanic I 24.45
23022 - Aircraft Mechanic II 25.66
23023 - Aircraft Mechanic III 26.79
23040 - Aircraft Mechanic Helper 18.59
23050 - Aircraft Painter 23.26
23060 - Aircraft Servicer 20.77
23070 - Aircraft Survival Flight Equipment Technician 23.26
23080 - Aircraft Worker 22.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.45
23110 - Appliance Mechanic 22.21

23120 - Bicycle Repairer 19.18
23125 - Cable Splicer 41.63
23130 - Carpenter Maintenance 20.92
23140 - Carpet Layer 21.72
23160 - Electrician Maintenance 24.76
23181 - Electronics Technician Maintenance I 25.25
23182 - Electronics Technician Maintenance II 26.64
23183 - Electronics Technician Maintenance III 28.01
23260 - Fabric Worker 20.77
23290 - Fire Alarm System Mechanic 23.85
23310 - Fire Extinguisher Repairer 19.67
23311 - Fuel Distribution System Mechanic 29.23
23312 - Fuel Distribution System Operator 23.90
23370 - General Maintenance Worker 19.06
23380 - Ground Support Equipment Mechanic 24.45
23381 - Ground Support Equipment Servicer 20.77
23382 - Ground Support Equipment Worker 22.04
23391 - Gunsmith I 19.67
23392 - Gunsmith II 22.04
23393 - Gunsmith III 24.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.11
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.46
23430 - Heavy Equipment Mechanic 22.94
23440 - Heavy Equipment Operator 21.97
23460 - Instrument Mechanic 24.45
23465 - Laboratory/Shelter Mechanic 23.26
23470 - Laborer 14.39
23510 - Locksmith 23.06
23530 - Machinery Maintenance Mechanic 23.17
23550 - Machinist Maintenance 21.59
23580 - Maintenance Trades Helper 17.35
23591 - Metrology Technician I 24.45
23592 - Metrology Technician II 25.66
23593 - Metrology Technician III 26.79
23640 - Millwright 32.62
23710 - Office Appliance Repairer 20.96
23760 - Painter Maintenance 20.63
23790 - Pipefitter Maintenance 26.41
23810 - Plumber Maintenance 24.71
23820 - Pneudraulic Systems Mechanic 24.45
23850 - Rigger 24.45
23870 - Scale Mechanic 22.04
23890 - Sheet-Metal Worker Maintenance 27.51
23910 - Small Engine Mechanic 19.84
23931 - Telecommunications Mechanic I 25.28
23932 - Telecommunications Mechanic II 26.15
23950 - Telephone Lineman 23.24
23960 - Welder Combination Maintenance 21.46

23965 - Well Driller		24.45
23970 - Woodcraft Worker		24.45
23980 - Woodworker		19.67
24000 - Personal Needs Occupations		
24550 - Case Manager		14.75
24570 - Child Care Attendant		11.59
24580 - Child Care Center Clerk		14.45
24610 - Chore Aide		12.62
24620 - Family Readiness And Support Services Coordinator		14.75
24630 - Homemaker		16.05
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.71
25040 - Sewage Plant Operator		23.85
25070 - Stationary Engineer		28.71
25190 - Ventilation Equipment Tender		21.90
25210 - Water Treatment Plant Operator		23.85
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.07
27007 - Baggage Inspector		12.61
27008 - Corrections Officer		27.71
27010 - Court Security Officer		24.75
27030 - Detection Dog Handler		16.64
27040 - Detention Officer		27.71
27070 - Firefighter		21.92
27101 - Guard I		12.61
27102 - Guard II		16.64
27131 - Police Officer I		29.12
27132 - Police Officer II		32.36
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.15
28042 - Carnival Equipment Repairer		15.81
28043 - Carnival Worker		13.47
28210 - Gate Attendant/Gate Tender		16.11
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		18.03
28510 - Recreation Aide/Health Facility Attendant		13.16
28515 - Recreation Specialist		22.33
28630 - Sports Official		14.36
28690 - Swimming Pool Operator		20.18
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.73
29020 - Hatch Tender		24.73
29030 - Line Handler		24.73
29041 - Stevedore I		23.74
29042 - Stevedore II		25.96
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I 18.21
30022 - Archeological Technician II 20.36
30023 - Archeological Technician III 25.23
30030 - Cartographic Technician 25.23
30040 - Civil Engineering Technician 26.63
30051 - Cryogenic Technician I 26.71
30052 - Cryogenic Technician II 29.49
30061 - Drafter/CAD Operator I 18.21
30062 - Drafter/CAD Operator II 20.36
30063 - Drafter/CAD Operator III 22.72
30064 - Drafter/CAD Operator IV 27.94
30081 - Engineering Technician I 14.89
30082 - Engineering Technician II 16.55
30083 - Engineering Technician III 19.40
30084 - Engineering Technician IV 21.81
30085 - Engineering Technician V 26.61
30086 - Engineering Technician VI 32.20
30090 - Environmental Technician 22.83
30095 - Evidence Control Specialist 24.11
30210 - Laboratory Technician 20.31
30221 - Latent Fingerprint Technician I 33.83
30222 - Latent Fingerprint Technician II 37.37
30240 - Mathematical Technician 25.23
30361 - Paralegal/Legal Assistant I 19.53
30362 - Paralegal/Legal Assistant II 24.19
30363 - Paralegal/Legal Assistant III 29.58
30364 - Paralegal/Legal Assistant IV 35.80
30375 - Petroleum Supply Specialist 29.49
30390 - Photo-Optics Technician 25.23
30395 - Radiation Control Technician 29.49
30461 - Technical Writer I 24.22
30462 - Technical Writer II 29.63
30463 - Technical Writer III 35.85
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 29.12
30502 - Weather Forecaster II 35.42
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.72
30621 - Weather Observer Senior (see 2) 26.49
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.95
31030 - Bus Driver 20.22
31043 - Driver Courier 16.34
31260 - Parking and Lot Attendant 13.12
31290 - Shuttle Bus Driver 17.28

31310 - Taxi Driver	16.71
31361 - Truckdriver Light	17.28
31362 - Truckdriver Medium	18.25
31363 - Truckdriver Heavy	21.92
31364 - Truckdriver Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.07
99050 - Desk Clerk	11.65
99095 - Embalmer	34.25
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.18
99260 - Marketing Analyst	27.58
99310 - Mortician	34.25
99410 - Pest Controller	17.42
99510 - Photofinishing Worker	14.47
99710 - Recycling Laborer	23.78
99711 - Recycling Specialist	26.98
99730 - Refuse Collector	22.22
99810 - Sales Clerk	11.79
99820 - School Crossing Guard	13.52
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	16.81
99841 - Vending Machine Repairer	21.13
99842 - Vending Machine Repairer Helper	16.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4846
Revision No.: 14
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Barry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.39
01012 - Accounting Clerk II		16.16
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		26.74
01035 - Court Reporter		18.65
01041 - Customer Service Representative I		13.94
01042 - Customer Service Representative II		15.68
01043 - Customer Service Representative III		17.10
01051 - Data Entry Operator I		16.17
01052 - Data Entry Operator II		17.64
01060 - Dispatcher Motor Vehicle		22.69
01070 - Document Preparation Clerk		17.90

01090 - Duplicating Machine Operator	17.90
01111 - General Clerk I	13.86
01112 - General Clerk II	15.12
01113 - General Clerk III	16.97
01120 - Housing Referral Assistant	19.65
01141 - Messenger Courier	14.19
01191 - Order Clerk I	16.49
01192 - Order Clerk II	18.00
01261 - Personnel Assistant (Employment) I	15.86
01262 - Personnel Assistant (Employment) II	17.74
01263 - Personnel Assistant (Employment) III	19.78
01270 - Production Control Clerk	23.06
01290 - Rental Clerk	14.44
01300 - Scheduler Maintenance	15.75
01311 - Secretary I	15.75
01312 - Secretary II	17.63
01313 - Secretary III	19.65
01320 - Service Order Dispatcher	20.28
01410 - Supply Technician	26.74
01420 - Survey Worker	16.95
01460 - Switchboard Operator/Receptionist	14.55
01531 - Travel Clerk I	15.99
01532 - Travel Clerk II	17.38
01533 - Travel Clerk III	18.82
01611 - Word Processor I	16.81
01612 - Word Processor II	18.86
01613 - Word Processor III	21.11
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.06
05010 - Automotive Electrician	21.05
05040 - Automotive Glass Installer	20.05
05070 - Automotive Worker	20.05
05110 - Mobile Equipment Servicer	18.05
05130 - Motor Equipment Metal Mechanic	22.06
05160 - Motor Equipment Metal Worker	20.05
05190 - Motor Vehicle Mechanic	22.06
05220 - Motor Vehicle Mechanic Helper	17.04
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter Automotive	21.05
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67

07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.63
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	20.63
09090 - Furniture Refinisher Helper	17.43
09110 - Furniture Repairer Minor	19.06
09130 - Upholsterer	20.63
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.95
11060 - Elevator Operator	12.95
11090 - Gardener	18.39
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer Grounds Maintenance	15.32
11240 - Maid or Houseman	12.36
11260 - Pruner	14.77
11270 - Tractor Operator	17.38
11330 - Trail Maintenance Worker	15.32
11360 - Window Cleaner	13.86
12000 - Health Occupations	
12010 - Ambulance Driver	19.26
12011 - Breath Alcohol Technician	20.11
12012 - Certified Occupational Therapist Assistant	24.47
12015 - Certified Physical Therapist Assistant	25.64
12020 - Dental Assistant	21.23
12025 - Dental Hygienist	35.05
12030 - EKG Technician	28.96
12035 - Electroneurodiagnostic Technologist	28.96
12040 - Emergency Medical Technician	19.26
12071 - Licensed Practical Nurse I	17.97
12072 - Licensed Practical Nurse II	20.11
12073 - Licensed Practical Nurse III	22.42
12100 - Medical Assistant	16.77
12130 - Medical Laboratory Technician	20.66
12160 - Medical Record Clerk	15.50
12190 - Medical Record Technician	19.07
12195 - Medical Transcriptionist	17.01
12210 - Nuclear Medicine Technologist	34.57
12221 - Nursing Assistant I	11.19
12222 - Nursing Assistant II	12.59
12223 - Nursing Assistant III	13.73
12224 - Nursing Assistant IV	15.41
12235 - Optical Dispenser	17.36
12236 - Optical Technician	17.75
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	17.18
12305 - Radiologic Technologist	25.31
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09

12313 - Registered Nurse II Specialist		30.09
12314 - Registered Nurse III		36.40
12315 - Registered Nurse III Anesthetist		36.40
12316 - Registered Nurse IV		43.34
12317 - Scheduler (Drug and Alcohol Testing)		24.91
12320 - Substance Abuse Treatment Counselor		24.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.79
13012 - Exhibits Specialist II		25.75
13013 - Exhibits Specialist III		31.50
13041 - Illustrator I		20.79
13042 - Illustrator II		25.75
13043 - Illustrator III		31.50
13047 - Librarian		28.52
13050 - Library Aide/Clerk		13.54
13054 - Library Information Technology Systems Administrator		25.75
13058 - Library Technician		17.09
13061 - Media Specialist I		18.58
13062 - Media Specialist II		20.79
13063 - Media Specialist III		23.18
13071 - Photographer I		16.52
13072 - Photographer II		18.49
13073 - Photographer III		22.90
13074 - Photographer IV		28.01
13075 - Photographer V		33.89
13090 - Technical Order Library Clerk		16.27
13110 - Video Teleconference Technician		19.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		26.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.44
15020 - Aircrew Training Devices Instructor (Rated)		35.62
15030 - Air Crew Training Devices Instructor (Pilot)		39.18
15050 - Computer Based Training Specialist / Instructor		29.44
15060 - Educational Technologist		32.92

15070 - Flight Instructor (Pilot) 39.18
15080 - Graphic Artist 23.77
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.97
15086 - Maintenance Test Pilot Rotary Wing 38.97
15088 - Non-Maintenance Test/Co-Pilot 38.97
15090 - Technical Instructor 24.30
15095 - Technical Instructor/Course Developer 29.73
15110 - Test Proctor 19.97
15120 - Tutor 19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.70
19040 - Tool And Die Maker 26.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.97
21030 - Material Coordinator 23.06
21040 - Material Expediter 23.06
21050 - Material Handling Laborer 14.39
21071 - Order Filler 15.26
21080 - Production Line Worker (Food Processing) 20.02
21110 - Shipping Packer 15.98
21130 - Shipping/Receiving Clerk 15.98
21140 - Store Worker I 15.92
21150 - Stock Clerk 19.57
21210 - Tools And Parts Attendant 17.80
21410 - Warehouse Specialist 19.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.66
23019 - Aircraft Logs and Records Technician 20.77
23021 - Aircraft Mechanic I 24.45
23022 - Aircraft Mechanic II 25.66
23023 - Aircraft Mechanic III 26.79
23040 - Aircraft Mechanic Helper 18.59
23050 - Aircraft Painter 23.26
23060 - Aircraft Servicer 20.77
23070 - Aircraft Survival Flight Equipment Technician 23.26
23080 - Aircraft Worker 22.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.04

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.45
23110 - Appliance Mechanic 22.21
23120 - Bicycle Repairer 19.18
23125 - Cable Splicer 41.63
23130 - Carpenter Maintenance 20.92
23140 - Carpet Layer 21.72
23160 - Electrician Maintenance 24.76
23181 - Electronics Technician Maintenance I 25.25
23182 - Electronics Technician Maintenance II 26.64
23183 - Electronics Technician Maintenance III 28.01
23260 - Fabric Worker 20.77
23290 - Fire Alarm System Mechanic 23.85
23310 - Fire Extinguisher Repairer 19.67
23311 - Fuel Distribution System Mechanic 29.23
23312 - Fuel Distribution System Operator 23.90
23370 - General Maintenance Worker 19.06
23380 - Ground Support Equipment Mechanic 24.45
23381 - Ground Support Equipment Servicer 20.77
23382 - Ground Support Equipment Worker 22.04
23391 - Gunsmith I 19.67
23392 - Gunsmith II 22.04
23393 - Gunsmith III 24.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.11
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.46
23430 - Heavy Equipment Mechanic 22.94
23440 - Heavy Equipment Operator 21.97
23460 - Instrument Mechanic 24.45
23465 - Laboratory/Shelter Mechanic 23.26
23470 - Laborer 14.39
23510 - Locksmith 23.06
23530 - Machinery Maintenance Mechanic 23.17
23550 - Machinist Maintenance 21.59
23580 - Maintenance Trades Helper 17.35
23591 - Metrology Technician I 24.45
23592 - Metrology Technician II 25.66
23593 - Metrology Technician III 26.79
23640 - Millwright 32.62
23710 - Office Appliance Repairer 20.96
23760 - Painter Maintenance 20.63
23790 - Pipefitter Maintenance 26.41
23810 - Plumber Maintenance 24.71
23820 - Pneudraulic Systems Mechanic 24.45
23850 - Rigger 24.45
23870 - Scale Mechanic 22.04
23890 - Sheet-Metal Worker Maintenance 27.51
23910 - Small Engine Mechanic 19.84
23931 - Telecommunications Mechanic I 25.28

23932 - Telecommunications Mechanic II	26.15
23950 - Telephone Lineman	23.24
23960 - Welder Combination Maintenance	21.46
23965 - Well Driller	24.45
23970 - Woodcraft Worker	24.45
23980 - Woodworker	19.67
24000 - Personal Needs Occupations	
24550 - Case Manager	14.75
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	12.62
24620 - Family Readiness And Support Services Coordinator	14.75
24630 - Homemaker	16.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.71
25040 - Sewage Plant Operator	23.85
25070 - Stationary Engineer	28.71
25190 - Ventilation Equipment Tender	21.90
25210 - Water Treatment Plant Operator	23.85
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.07
27007 - Baggage Inspector	12.61
27008 - Corrections Officer	27.71
27010 - Court Security Officer	24.75
27030 - Detection Dog Handler	16.64
27040 - Detention Officer	27.71
27070 - Firefighter	21.92
27101 - Guard I	12.61
27102 - Guard II	16.64
27131 - Police Officer I	29.12
27132 - Police Officer II	32.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.81
28043 - Carnival Worker	13.47
28210 - Gate Attendant/Gate Tender	16.11
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	18.03
28510 - Recreation Aide/Health Facility Attendant	13.16
28515 - Recreation Specialist	22.33
28630 - Sports Official	14.36
28690 - Swimming Pool Operator	20.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.73
29020 - Hatch Tender	24.73
29030 - Line Handler	24.73
29041 - Stevedore I	23.74
29042 - Stevedore II	25.96
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) 39.89
30011 - Air Traffic Control Specialist Station (HFO) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) 30.29
30021 - Archeological Technician I 18.21
30022 - Archeological Technician II 20.36
30023 - Archeological Technician III 25.23
30030 - Cartographic Technician 25.23
30040 - Civil Engineering Technician 26.63
30051 - Cryogenic Technician I 26.71
30052 - Cryogenic Technician II 29.49
30061 - Drafter/CAD Operator I 18.21
30062 - Drafter/CAD Operator II 20.36
30063 - Drafter/CAD Operator III 22.72
30064 - Drafter/CAD Operator IV 27.94
30081 - Engineering Technician I 14.89
30082 - Engineering Technician II 16.55
30083 - Engineering Technician III 19.40
30084 - Engineering Technician IV 21.81
30085 - Engineering Technician V 26.61
30086 - Engineering Technician VI 32.20
30090 - Environmental Technician 22.83
30095 - Evidence Control Specialist 24.11
30210 - Laboratory Technician 20.31
30221 - Latent Fingerprint Technician I 33.83
30222 - Latent Fingerprint Technician II 37.37
30240 - Mathematical Technician 25.23
30361 - Paralegal/Legal Assistant I 19.53
30362 - Paralegal/Legal Assistant II 24.19
30363 - Paralegal/Legal Assistant III 29.58
30364 - Paralegal/Legal Assistant IV 35.80
30375 - Petroleum Supply Specialist 29.49
30390 - Photo-Optics Technician 25.23
30395 - Radiation Control Technician 29.49
30461 - Technical Writer I 24.22
30462 - Technical Writer II 29.63
30463 - Technical Writer III 35.85
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 29.12
30502 - Weather Forecaster II 35.42
30620 - Weather Observer Combined Upper Air Or 22.72
Surface Programs
30621 - Weather Observer Senior 26.49
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.95
31030 - Bus Driver 20.22

31043 - Driver Courier	16.34
31260 - Parking and Lot Attendant	13.12
31290 - Shuttle Bus Driver	17.28
31310 - Taxi Driver	16.71
31361 - Truckdriver Light	17.28
31362 - Truckdriver Medium	18.25
31363 - Truckdriver Heavy	21.92
31364 - Truckdriver Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.07
99050 - Desk Clerk	11.65
99095 - Embalmer	34.25
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.18
99260 - Marketing Analyst	27.58
99310 - Mortician	34.25
99410 - Pest Controller	17.42
99510 - Photofinishing Worker	14.47
99710 - Recycling Laborer	23.78
99711 - Recycling Specialist	26.98
99730 - Refuse Collector	22.22
99810 - Sales Clerk	11.79
99820 - School Crossing Guard	13.52
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	16.81
99841 - Vending Machine Repairer	21.13
99842 - Vending Machine Repairer Helper	16.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4847
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Kent Ottawa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.39
01012 - Accounting Clerk II		16.16
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		26.74
01035 - Court Reporter		20.27
01041 - Customer Service Representative I		13.94
01042 - Customer Service Representative II		15.68
01043 - Customer Service Representative III		17.10
01051 - Data Entry Operator I		16.17
01052 - Data Entry Operator II		17.64
01060 - Dispatcher Motor Vehicle		22.69
01070 - Document Preparation Clerk		17.55
01090 - Duplicating Machine Operator		17.55
01111 - General Clerk I		13.86
01112 - General Clerk II		15.12

01113 - General Clerk III	16.97
01120 - Housing Referral Assistant	19.91
01141 - Messenger Courier	14.19
01191 - Order Clerk I	16.43
01192 - Order Clerk II	17.92
01261 - Personnel Assistant (Employment) I	15.86
01262 - Personnel Assistant (Employment) II	18.43
01263 - Personnel Assistant (Employment) III	20.25
01270 - Production Control Clerk	23.06
01290 - Rental Clerk	14.60
01300 - Scheduler Maintenance	15.97
01311 - Secretary I	15.97
01312 - Secretary II	17.85
01313 - Secretary III	19.91
01320 - Service Order Dispatcher	20.28
01410 - Supply Technician	26.74
01420 - Survey Worker	17.89
01460 - Switchboard Operator/Receptionist	14.55
01531 - Travel Clerk I	15.99
01532 - Travel Clerk II	17.38
01533 - Travel Clerk III	18.82
01611 - Word Processor I	16.81
01612 - Word Processor II	18.86
01613 - Word Processor III	21.11
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.64
05010 - Automotive Electrician	20.63
05040 - Automotive Glass Installer	19.84
05070 - Automotive Worker	19.84
05110 - Mobile Equipment Servicer	18.24
05130 - Motor Equipment Metal Mechanic	21.75
05160 - Motor Equipment Metal Worker	19.84
05190 - Motor Vehicle Mechanic	22.59
05220 - Motor Vehicle Mechanic Helper	17.48
05250 - Motor Vehicle Upholstery Worker	19.06
05280 - Motor Vehicle Wrecker	19.84
05310 - Painter Automotive	20.63
05340 - Radiator Repair Specialist	19.84
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	21.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.72
07041 - Cook I	15.04
07042 - Cook II	16.72
07070 - Dishwasher	12.21
07130 - Food Service Worker	12.22
07210 - Meat Cutter	16.72
07260 - Waiter/Waitress	12.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.43

09040 - Furniture Handler 14.44
09080 - Furniture Refinisher 19.43
09090 - Furniture Refinisher Helper 15.89
09110 - Furniture Repairer Minor 17.58
09130 - Upholsterer 19.43
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.21
11060 - Elevator Operator 14.00
11090 - Gardener 18.39
11122 - Housekeeping Aide 14.00
11150 - Janitor 14.00
11210 - Laborer Grounds Maintenance 15.32
11240 - Maid or Houseman 12.36
11260 - Pruner 14.32
11270 - Tractor Operator 17.38
11330 - Trail Maintenance Worker 15.32
11360 - Window Cleaner 14.89
12000 - Health Occupations
12010 - Ambulance Driver 18.58
12011 - Breath Alcohol Technician 20.11
12012 - Certified Occupational Therapist Assistant 24.47
12015 - Certified Physical Therapist Assistant 25.64
12020 - Dental Assistant 21.23
12025 - Dental Hygienist 35.05
12030 - EKG Technician 29.13
12035 - Electroneurodiagnostic Technologist 29.13
12040 - Emergency Medical Technician 18.58
12071 - Licensed Practical Nurse I 17.97
12072 - Licensed Practical Nurse II 20.11
12073 - Licensed Practical Nurse III 22.42
12100 - Medical Assistant 16.77
12130 - Medical Laboratory Technician 20.66
12160 - Medical Record Clerk 15.50
12190 - Medical Record Technician 19.07
12195 - Medical Transcriptionist 17.01
12210 - Nuclear Medicine Technologist 34.57
12221 - Nursing Assistant I 11.19
12222 - Nursing Assistant II 12.59
12223 - Nursing Assistant III 13.73
12224 - Nursing Assistant IV 15.41
12235 - Optical Dispenser 17.36
12236 - Optical Technician 17.75
12250 - Pharmacy Technician 15.42
12280 - Phlebotomist 15.96
12305 - Radiologic Technologist 25.31
12311 - Registered Nurse I 23.88
12312 - Registered Nurse II 28.48
12313 - Registered Nurse II Specialist 28.48
12314 - Registered Nurse III 34.45
12315 - Registered Nurse III Anesthetist 34.45

12316 - Registered Nurse IV		41.29
12317 - Scheduler (Drug and Alcohol Testing)		24.91
12320 - Substance Abuse Treatment Counselor		24.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.79
13012 - Exhibits Specialist II		25.75
13013 - Exhibits Specialist III		31.50
13041 - Illustrator I		20.79
13042 - Illustrator II		25.75
13043 - Illustrator III		31.50
13047 - Librarian		28.52
13050 - Library Aide/Clerk		12.95
13054 - Library Information Technology Systems Administrator		25.75
13058 - Library Technician		17.09
13061 - Media Specialist I		18.58
13062 - Media Specialist II		20.79
13063 - Media Specialist III		23.18
13071 - Photographer I		16.52
13072 - Photographer II		18.49
13073 - Photographer III		22.90
13074 - Photographer IV		28.01
13075 - Photographer V		33.89
13090 - Technical Order Library Clerk		16.27
13110 - Video Teleconference Technician		19.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.22
14042 - Computer Operator II		18.14
14043 - Computer Operator III		20.23
14044 - Computer Operator IV		22.49
14045 - Computer Operator V		24.89
14071 - Computer Programmer I	(see 1)	20.78
14072 - Computer Programmer II	(see 1)	25.74
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.22
14160 - Personal Computer Support Technician		22.49
14170 - System Support Specialist		26.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.21
15020 - Aircrew Training Devices Instructor (Rated)		40.15
15030 - Air Crew Training Devices Instructor (Pilot)		45.01
15050 - Computer Based Training Specialist / Instructor		33.21
15060 - Educational Technologist		32.92
15070 - Flight Instructor (Pilot)		45.01
15080 - Graphic Artist		23.77
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.97

15086 - Maintenance Test Pilot Rotary Wing 38.97
15088 - Non-Maintenance Test/Co-Pilot 38.97
15090 - Technical Instructor 21.14
15095 - Technical Instructor/Course Developer 25.86
15110 - Test Proctor 17.07
15120 - Tutor 17.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.72
19040 - Tool And Die Maker 26.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.06
21030 - Material Coordinator 23.06
21040 - Material Expediter 23.06
21050 - Material Handling Laborer 14.86
21071 - Order Filler 15.02
21080 - Production Line Worker (Food Processing) 19.79
21110 - Shipping Packer 15.98
21130 - Shipping/Receiving Clerk 15.98
21140 - Store Worker I 15.92
21150 - Stock Clerk 19.57
21210 - Tools And Parts Attendant 17.80
21410 - Warehouse Specialist 19.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.66
23019 - Aircraft Logs and Records Technician 20.77
23021 - Aircraft Mechanic I 24.45
23022 - Aircraft Mechanic II 25.66
23023 - Aircraft Mechanic III 26.79
23040 - Aircraft Mechanic Helper 18.93
23050 - Aircraft Painter 26.83
23060 - Aircraft Servicer 20.77
23070 - Aircraft Survival Flight Equipment Technician 26.83
23080 - Aircraft Worker 22.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.45
23110 - Appliance Mechanic 22.61

23120 - Bicycle Repairer	19.18
23125 - Cable Splicer	41.63
23130 - Carpenter Maintenance	19.99
23140 - Carpet Layer	19.06
23160 - Electrician Maintenance	24.76
23181 - Electronics Technician Maintenance I	25.25
23182 - Electronics Technician Maintenance II	26.64
23183 - Electronics Technician Maintenance III	28.01
23260 - Fabric Worker	20.77
23290 - Fire Alarm System Mechanic	23.85
23310 - Fire Extinguisher Repairer	19.67
23311 - Fuel Distribution System Mechanic	29.18
23312 - Fuel Distribution System Operator	23.57
23370 - General Maintenance Worker	18.51
23380 - Ground Support Equipment Mechanic	24.45
23381 - Ground Support Equipment Servicer	20.77
23382 - Ground Support Equipment Worker	22.04
23391 - Gunsmith I	19.67
23392 - Gunsmith II	22.04
23393 - Gunsmith III	24.45
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.30
23430 - Heavy Equipment Mechanic	22.94
23440 - Heavy Equipment Operator	21.85
23460 - Instrument Mechanic	24.45
23465 - Laboratory/Shelter Mechanic	23.26
23470 - Laborer	14.39
23510 - Locksmith	22.02
23530 - Machinery Maintenance Mechanic	24.08
23550 - Machinist Maintenance	20.88
23580 - Maintenance Trades Helper	17.74
23591 - Metrology Technician I	24.45
23592 - Metrology Technician II	25.66
23593 - Metrology Technician III	26.79
23640 - Millwright	32.62
23710 - Office Appliance Repairer	19.70
23760 - Painter Maintenance	19.93
23790 - Pipefitter Maintenance	25.54
23810 - Plumber Maintenance	24.29
23820 - Pneudraulic Systems Mechanic	24.45
23850 - Rigger	24.45
23870 - Scale Mechanic	22.04
23890 - Sheet-Metal Worker Maintenance	22.95
23910 - Small Engine Mechanic	19.22
23931 - Telecommunications Mechanic I	25.67
23932 - Telecommunications Mechanic II	26.95
23950 - Telephone Lineman	24.90
23960 - Welder Combination Maintenance	20.88

23965 - Well Driller		23.69
23970 - Woodcraft Worker		24.45
23980 - Woodworker		19.67
24000 - Personal Needs Occupations		
24550 - Case Manager		14.27
24570 - Child Care Attendant		12.09
24580 - Child Care Center Clerk		15.07
24610 - Chore Aide		11.47
24620 - Family Readiness And Support Services Coordinator		14.27
24630 - Homemaker		16.74
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.71
25040 - Sewage Plant Operator		23.85
25070 - Stationary Engineer		28.71
25190 - Ventilation Equipment Tender		21.69
25210 - Water Treatment Plant Operator		23.85
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.97
27007 - Baggage Inspector		12.61
27008 - Corrections Officer		27.71
27010 - Court Security Officer		24.75
27030 - Detection Dog Handler		17.25
27040 - Detention Officer		27.71
27070 - Firefighter		22.04
27101 - Guard I		12.61
27102 - Guard II		17.25
27131 - Police Officer I		29.12
27132 - Police Officer II		32.36
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.12
28042 - Carnival Equipment Repairer		14.73
28043 - Carnival Worker		12.21
28210 - Gate Attendant/Gate Tender		16.11
28310 - Lifeguard		12.53
28350 - Park Attendant (Aide)		18.03
28510 - Recreation Aide/Health Facility Attendant		13.16
28515 - Recreation Specialist		22.33
28630 - Sports Official		14.36
28690 - Swimming Pool Operator		18.63
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.92
29020 - Hatch Tender		25.92
29030 - Line Handler		25.92
29041 - Stevedore I		24.62
29042 - Stevedore II		27.21
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		19.39
30022 - Archeological Technician II		21.69
30023 - Archeological Technician III		26.87
30030 - Cartographic Technician		26.87
30040 - Civil Engineering Technician		26.63
30051 - Cryogenic Technician I		26.71
30052 - Cryogenic Technician II		29.49
30061 - Drafter/CAD Operator I		19.39
30062 - Drafter/CAD Operator II		21.69
30063 - Drafter/CAD Operator III		24.17
30064 - Drafter/CAD Operator IV		29.76
30081 - Engineering Technician I		16.30
30082 - Engineering Technician II		18.29
30083 - Engineering Technician III		20.46
30084 - Engineering Technician IV		25.37
30085 - Engineering Technician V		31.05
30086 - Engineering Technician VI		37.54
30090 - Environmental Technician		23.31
30095 - Evidence Control Specialist		24.11
30210 - Laboratory Technician		21.29
30221 - Latent Fingerprint Technician I		33.83
30222 - Latent Fingerprint Technician II		37.37
30240 - Mathematical Technician		26.87
30361 - Paralegal/Legal Assistant I		19.53
30362 - Paralegal/Legal Assistant II		24.19
30363 - Paralegal/Legal Assistant III		29.58
30364 - Paralegal/Legal Assistant IV		35.80
30375 - Petroleum Supply Specialist		29.49
30390 - Photo-Optics Technician		26.87
30395 - Radiation Control Technician		29.49
30461 - Technical Writer I		24.22
30462 - Technical Writer II		29.63
30463 - Technical Writer III		35.85
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		29.12
30502 - Weather Forecaster II		35.42
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.17
30621 - Weather Observer Senior	(see 2)	26.87
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		16.09
31030 - Bus Driver		20.40
31043 - Driver Courier		16.39
31260 - Parking and Lot Attendant		11.95
31290 - Shuttle Bus Driver		17.36

31310 - Taxi Driver	15.54
31361 - Truckdriver Light	17.36
31362 - Truckdriver Medium	18.25
31363 - Truckdriver Heavy	21.65
31364 - Truckdriver Tractor-Trailer	21.65
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.07
99050 - Desk Clerk	11.65
99095 - Embalmer	34.25
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.19
99260 - Marketing Analyst	27.58
99310 - Mortician	34.25
99410 - Pest Controller	19.93
99510 - Photofinishing Worker	16.25
99710 - Recycling Laborer	23.78
99711 - Recycling Specialist	26.98
99730 - Refuse Collector	22.22
99810 - Sales Clerk	11.79
99820 - School Crossing Guard	13.54
99830 - Survey Party Chief	21.09
99831 - Surveying Aide	11.63
99832 - Surveying Technician	17.74
99840 - Vending Machine Attendant	14.34
99841 - Vending Machine Repairer	18.40
99842 - Vending Machine Repairer Helper	14.34

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4848
Revision No.: 14
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Kent Ottawa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.39
01012 - Accounting Clerk II		16.16
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		26.74
01035 - Court Reporter		20.27
01041 - Customer Service Representative I		13.94
01042 - Customer Service Representative II		15.68
01043 - Customer Service Representative III		17.10
01051 - Data Entry Operator I		16.17
01052 - Data Entry Operator II		17.64
01060 - Dispatcher Motor Vehicle		22.69
01070 - Document Preparation Clerk		17.55

01090 - Duplicating Machine Operator 17.55
01111 - General Clerk I 13.86
01112 - General Clerk II 15.12
01113 - General Clerk III 16.97
01120 - Housing Referral Assistant 19.91
01141 - Messenger Courier 14.19
01191 - Order Clerk I 16.43
01192 - Order Clerk II 17.92
01261 - Personnel Assistant (Employment) I 15.86
01262 - Personnel Assistant (Employment) II 18.43
01263 - Personnel Assistant (Employment) III 20.25
01270 - Production Control Clerk 23.06
01290 - Rental Clerk 14.60
01300 - Scheduler Maintenance 15.97
01311 - Secretary I 15.97
01312 - Secretary II 17.85
01313 - Secretary III 19.91
01320 - Service Order Dispatcher 20.28
01410 - Supply Technician 26.74
01420 - Survey Worker 17.89
01460 - Switchboard Operator/Receptionist 14.55
01531 - Travel Clerk I 15.99
01532 - Travel Clerk II 17.38
01533 - Travel Clerk III 18.82
01611 - Word Processor I 16.81
01612 - Word Processor II 18.86
01613 - Word Processor III 21.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.64
05010 - Automotive Electrician 20.63
05040 - Automotive Glass Installer 19.84
05070 - Automotive Worker 19.84
05110 - Mobile Equipment Servicer 18.24
05130 - Motor Equipment Metal Mechanic 21.75
05160 - Motor Equipment Metal Worker 19.84
05190 - Motor Vehicle Mechanic 22.59
05220 - Motor Vehicle Mechanic Helper 17.48
05250 - Motor Vehicle Upholstery Worker 19.06
05280 - Motor Vehicle Wrecker 19.84
05310 - Painter Automotive 20.63
05340 - Radiator Repair Specialist 19.84
05370 - Tire Repairer 16.02
05400 - Transmission Repair Specialist 21.46
07000 - Food Preparation And Service Occupations
07010 - Baker 16.72
07041 - Cook I 15.04
07042 - Cook II 16.72
07070 - Dishwasher 12.21
07130 - Food Service Worker 12.22
07210 - Meat Cutter 16.72

07260 - Waiter/Waitress	12.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.43
09040 - Furniture Handler	14.44
09080 - Furniture Refinisher	19.43
09090 - Furniture Refinisher Helper	15.89
09110 - Furniture Repairer Minor	17.58
09130 - Upholsterer	19.43
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.21
11060 - Elevator Operator	14.00
11090 - Gardener	18.39
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer Grounds Maintenance	15.32
11240 - Maid or Houseman	12.36
11260 - Pruner	14.32
11270 - Tractor Operator	17.38
11330 - Trail Maintenance Worker	15.32
11360 - Window Cleaner	14.89
12000 - Health Occupations	
12010 - Ambulance Driver	18.58
12011 - Breath Alcohol Technician	20.11
12012 - Certified Occupational Therapist Assistant	24.47
12015 - Certified Physical Therapist Assistant	25.64
12020 - Dental Assistant	21.23
12025 - Dental Hygienist	35.05
12030 - EKG Technician	29.13
12035 - Electroneurodiagnostic Technologist	29.13
12040 - Emergency Medical Technician	18.58
12071 - Licensed Practical Nurse I	17.97
12072 - Licensed Practical Nurse II	20.11
12073 - Licensed Practical Nurse III	22.42
12100 - Medical Assistant	16.77
12130 - Medical Laboratory Technician	20.66
12160 - Medical Record Clerk	15.50
12190 - Medical Record Technician	19.07
12195 - Medical Transcriptionist	17.01
12210 - Nuclear Medicine Technologist	34.57
12221 - Nursing Assistant I	11.19
12222 - Nursing Assistant II	12.59
12223 - Nursing Assistant III	13.73
12224 - Nursing Assistant IV	15.41
12235 - Optical Dispenser	17.36
12236 - Optical Technician	17.75
12250 - Pharmacy Technician	15.42
12280 - Phlebotomist	15.96
12305 - Radiologic Technologist	25.31
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	28.48

12313 - Registered Nurse II Specialist		28.48
12314 - Registered Nurse III		34.45
12315 - Registered Nurse III Anesthetist		34.45
12316 - Registered Nurse IV		41.29
12317 - Scheduler (Drug and Alcohol Testing)		24.91
12320 - Substance Abuse Treatment Counselor		24.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.79
13012 - Exhibits Specialist II		25.75
13013 - Exhibits Specialist III		31.50
13041 - Illustrator I		20.79
13042 - Illustrator II		25.75
13043 - Illustrator III		31.50
13047 - Librarian		28.52
13050 - Library Aide/Clerk		12.95
13054 - Library Information Technology Systems Administrator		25.75
13058 - Library Technician		17.09
13061 - Media Specialist I		18.58
13062 - Media Specialist II		20.79
13063 - Media Specialist III		23.18
13071 - Photographer I		16.52
13072 - Photographer II		18.49
13073 - Photographer III		22.90
13074 - Photographer IV		28.01
13075 - Photographer V		33.89
13090 - Technical Order Library Clerk		16.27
13110 - Video Teleconference Technician		19.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.22
14042 - Computer Operator II		18.14
14043 - Computer Operator III		20.23
14044 - Computer Operator IV		22.49
14045 - Computer Operator V		24.89
14071 - Computer Programmer I	(see 1)	20.78
14072 - Computer Programmer II	(see 1)	25.74
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.22
14160 - Personal Computer Support Technician		22.49
14170 - System Support Specialist		26.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.21
15020 - Aircrew Training Devices Instructor (Rated)		40.15
15030 - Air Crew Training Devices Instructor (Pilot)		45.01
15050 - Computer Based Training Specialist / Instructor		33.21
15060 - Educational Technologist		32.92

15070 - Flight Instructor (Pilot) 45.01
15080 - Graphic Artist 23.77
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.97
15086 - Maintenance Test Pilot Rotary Wing 38.97
15088 - Non-Maintenance Test/Co-Pilot 38.97
15090 - Technical Instructor 21.14
15095 - Technical Instructor/Course Developer 25.86
15110 - Test Proctor 17.07
15120 - Tutor 17.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.72
19040 - Tool And Die Maker 26.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.06
21030 - Material Coordinator 23.06
21040 - Material Expediter 23.06
21050 - Material Handling Laborer 14.86
21071 - Order Filler 15.02
21080 - Production Line Worker (Food Processing) 19.79
21110 - Shipping Packer 15.98
21130 - Shipping/Receiving Clerk 15.98
21140 - Store Worker I 15.92
21150 - Stock Clerk 19.57
21210 - Tools And Parts Attendant 17.80
21410 - Warehouse Specialist 19.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.66
23019 - Aircraft Logs and Records Technician 20.77
23021 - Aircraft Mechanic I 24.45
23022 - Aircraft Mechanic II 25.66
23023 - Aircraft Mechanic III 26.79
23040 - Aircraft Mechanic Helper 18.93
23050 - Aircraft Painter 26.83
23060 - Aircraft Servicer 20.77
23070 - Aircraft Survival Flight Equipment Technician 26.83
23080 - Aircraft Worker 22.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.04

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.45
23110 - Appliance Mechanic 22.61
23120 - Bicycle Repairer 19.18
23125 - Cable Splicer 41.63
23130 - Carpenter Maintenance 19.99
23140 - Carpet Layer 19.06
23160 - Electrician Maintenance 24.76
23181 - Electronics Technician Maintenance I 25.25
23182 - Electronics Technician Maintenance II 26.64
23183 - Electronics Technician Maintenance III 28.01
23260 - Fabric Worker 20.77
23290 - Fire Alarm System Mechanic 23.85
23310 - Fire Extinguisher Repairer 19.67
23311 - Fuel Distribution System Mechanic 29.18
23312 - Fuel Distribution System Operator 23.57
23370 - General Maintenance Worker 18.51
23380 - Ground Support Equipment Mechanic 24.45
23381 - Ground Support Equipment Servicer 20.77
23382 - Ground Support Equipment Worker 22.04
23391 - Gunsmith I 19.67
23392 - Gunsmith II 22.04
23393 - Gunsmith III 24.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.30
23430 - Heavy Equipment Mechanic 22.94
23440 - Heavy Equipment Operator 21.85
23460 - Instrument Mechanic 24.45
23465 - Laboratory/Shelter Mechanic 23.26
23470 - Laborer 14.39
23510 - Locksmith 22.02
23530 - Machinery Maintenance Mechanic 24.08
23550 - Machinist Maintenance 20.88
23580 - Maintenance Trades Helper 17.74
23591 - Metrology Technician I 24.45
23592 - Metrology Technician II 25.66
23593 - Metrology Technician III 26.79
23640 - Millwright 32.62
23710 - Office Appliance Repairer 19.70
23760 - Painter Maintenance 19.93
23790 - Pipefitter Maintenance 25.54
23810 - Plumber Maintenance 24.29
23820 - Pneudraulic Systems Mechanic 24.45
23850 - Rigger 24.45
23870 - Scale Mechanic 22.04
23890 - Sheet-Metal Worker Maintenance 22.95
23910 - Small Engine Mechanic 19.22
23931 - Telecommunications Mechanic I 25.67

23932 - Telecommunications Mechanic II 26.95
23950 - Telephone Lineman 24.90
23960 - Welder Combination Maintenance 20.88
23965 - Well Driller 23.69
23970 - Woodcraft Worker 24.45
23980 - Woodworker 19.67
24000 - Personal Needs Occupations
24550 - Case Manager 14.27
24570 - Child Care Attendant 12.09
24580 - Child Care Center Clerk 15.07
24610 - Chore Aide 11.47
24620 - Family Readiness And Support Services Coordinator 14.27
24630 - Homemaker 16.74
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.71
25040 - Sewage Plant Operator 23.85
25070 - Stationary Engineer 28.71
25190 - Ventilation Equipment Tender 21.69
25210 - Water Treatment Plant Operator 23.85
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.97
27007 - Baggage Inspector 12.61
27008 - Corrections Officer 27.71
27010 - Court Security Officer 24.75
27030 - Detection Dog Handler 17.25
27040 - Detention Officer 27.71
27070 - Firefighter 22.04
27101 - Guard I 12.61
27102 - Guard II 17.25
27131 - Police Officer I 29.12
27132 - Police Officer II 32.36
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.12
28042 - Carnival Equipment Repairer 14.73
28043 - Carnival Worker 12.21
28210 - Gate Attendant/Gate Tender 16.11
28310 - Lifeguard 12.53
28350 - Park Attendant (Aide) 18.03
28510 - Recreation Aide/Health Facility Attendant 13.16
28515 - Recreation Specialist 22.33
28630 - Sports Official 14.36
28690 - Swimming Pool Operator 18.63
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.92
29020 - Hatch Tender 25.92
29030 - Line Handler 25.92
29041 - Stevedore I 24.62
29042 - Stevedore II 27.21
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.39
30022 - Archeological Technician II 21.69
30023 - Archeological Technician III 26.87
30030 - Cartographic Technician 26.87
30040 - Civil Engineering Technician 26.63
30051 - Cryogenic Technician I 26.71
30052 - Cryogenic Technician II 29.49
30061 - Drafter/CAD Operator I 19.39
30062 - Drafter/CAD Operator II 21.69
30063 - Drafter/CAD Operator III 24.17
30064 - Drafter/CAD Operator IV 29.76
30081 - Engineering Technician I 16.30
30082 - Engineering Technician II 18.29
30083 - Engineering Technician III 20.46
30084 - Engineering Technician IV 25.37
30085 - Engineering Technician V 31.05
30086 - Engineering Technician VI 37.54
30090 - Environmental Technician 23.31
30095 - Evidence Control Specialist 24.11
30210 - Laboratory Technician 21.29
30221 - Latent Fingerprint Technician I 33.83
30222 - Latent Fingerprint Technician II 37.37
30240 - Mathematical Technician 26.87
30361 - Paralegal/Legal Assistant I 19.53
30362 - Paralegal/Legal Assistant II 24.19
30363 - Paralegal/Legal Assistant III 29.58
30364 - Paralegal/Legal Assistant IV 35.80
30375 - Petroleum Supply Specialist 29.49
30390 - Photo-Optics Technician 26.87
30395 - Radiation Control Technician 29.49
30461 - Technical Writer I 24.22
30462 - Technical Writer II 29.63
30463 - Technical Writer III 35.85
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 29.12
30502 - Weather Forecaster II 35.42
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.17
30621 - Weather Observer Senior (see 2) 26.87
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.09
31030 - Bus Driver 20.40

31043 - Driver Courier	16.39
31260 - Parking and Lot Attendant	11.95
31290 - Shuttle Bus Driver	17.36
31310 - Taxi Driver	15.54
31361 - Truckdriver Light	17.36
31362 - Truckdriver Medium	18.25
31363 - Truckdriver Heavy	21.65
31364 - Truckdriver Tractor-Trailer	21.65
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.07
99050 - Desk Clerk	11.65
99095 - Embalmer	34.25
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.19
99260 - Marketing Analyst	27.58
99310 - Mortician	34.25
99410 - Pest Controller	19.93
99510 - Photofinishing Worker	16.25
99710 - Recycling Laborer	23.78
99711 - Recycling Specialist	26.98
99730 - Refuse Collector	22.22
99810 - Sales Clerk	11.79
99820 - School Crossing Guard	13.54
99830 - Survey Party Chief	21.09
99831 - Surveying Aide	11.63
99832 - Surveying Technician	17.74
99840 - Vending Machine Attendant	14.34
99841 - Vending Machine Repairer	18.40
99842 - Vending Machine Repairer Helper	14.34

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4851
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Jackson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.56
01012 - Accounting Clerk II		16.34
01013 - Accounting Clerk III		18.29
01020 - Administrative Assistant		28.69
01035 - Court Reporter		17.21
01041 - Customer Service Representative I		13.77
01042 - Customer Service Representative II		15.48
01043 - Customer Service Representative III		16.90
01051 - Data Entry Operator I		16.10
01052 - Data Entry Operator II		17.56
01060 - Dispatcher Motor Vehicle		22.11
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		13.29
01112 - General Clerk II		14.50

01113 - General Clerk III 16.28
01120 - Housing Referral Assistant 19.19
01141 - Messenger Courier 12.42
01191 - Order Clerk I 13.63
01192 - Order Clerk II 14.87
01261 - Personnel Assistant (Employment) I 16.84
01262 - Personnel Assistant (Employment) II 18.85
01263 - Personnel Assistant (Employment) III 21.01
01270 - Production Control Clerk 23.08
01290 - Rental Clerk 14.44
01300 - Scheduler Maintenance 15.38
01311 - Secretary I 15.38
01312 - Secretary II 17.21
01313 - Secretary III 19.19
01320 - Service Order Dispatcher 19.76
01410 - Supply Technician 28.69
01420 - Survey Worker 18.40
01460 - Switchboard Operator/Receptionist 14.42
01531 - Travel Clerk I 13.59
01532 - Travel Clerk II 14.74
01533 - Travel Clerk III 15.91
01611 - Word Processor I 14.53
01612 - Word Processor II 17.58
01613 - Word Processor III 19.90
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.06
05010 - Automotive Electrician 21.05
05040 - Automotive Glass Installer 20.05
05070 - Automotive Worker 20.05
05110 - Mobile Equipment Servicer 18.05
05130 - Motor Equipment Metal Mechanic 22.06
05160 - Motor Equipment Metal Worker 20.05
05190 - Motor Vehicle Mechanic 22.06
05220 - Motor Vehicle Mechanic Helper 17.04
05250 - Motor Vehicle Upholstery Worker 19.05
05280 - Motor Vehicle Wrecker 20.05
05310 - Painter Automotive 21.05
05340 - Radiator Repair Specialist 20.05
05370 - Tire Repairer 16.02
05400 - Transmission Repair Specialist 22.06
07000 - Food Preparation And Service Occupations
07010 - Baker 17.67
07041 - Cook I 16.28
07042 - Cook II 17.99
07070 - Dishwasher 13.43
07130 - Food Service Worker 13.43
07210 - Meat Cutter 17.67
07260 - Waiter/Waitress 14.12
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.48

09040 - Furniture Handler 15.88
09080 - Furniture Refinisher 22.48
09090 - Furniture Refinisher Helper 17.98
09110 - Furniture Repairer Minor 20.08
09130 - Upholsterer 22.48
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.95
11060 - Elevator Operator 12.95
11090 - Gardener 16.33
11122 - Housekeeping Aide 12.95
11150 - Janitor 12.95
11210 - Laborer Grounds Maintenance 13.86
11240 - Maid or Houseman 12.02
11260 - Pruner 14.77
11270 - Tractor Operator 15.57
11330 - Trail Maintenance Worker 13.86
11360 - Window Cleaner 13.86
12000 - Health Occupations
12010 - Ambulance Driver 23.24
12011 - Breath Alcohol Technician 23.24
12012 - Certified Occupational Therapist Assistant 30.15
12015 - Certified Physical Therapist Assistant 28.04
12020 - Dental Assistant 18.76
12025 - Dental Hygienist 33.17
12030 - EKG Technician 35.22
12035 - Electroneurodiagnostic Technologist 35.22
12040 - Emergency Medical Technician 23.24
12071 - Licensed Practical Nurse I 20.77
12072 - Licensed Practical Nurse II 23.24
12073 - Licensed Practical Nurse III 25.91
12100 - Medical Assistant 17.53
12130 - Medical Laboratory Technician 21.48
12160 - Medical Record Clerk 19.83
12190 - Medical Record Technician 24.96
12195 - Medical Transcriptionist 20.77
12210 - Nuclear Medicine Technologist 51.07
12221 - Nursing Assistant I 12.18
12222 - Nursing Assistant II 13.70
12223 - Nursing Assistant III 14.94
12224 - Nursing Assistant IV 16.77
12235 - Optical Dispenser 21.73
12236 - Optical Technician 20.77
12250 - Pharmacy Technician 16.28
12280 - Phlebotomist 19.11
12305 - Radiologic Technologist 29.45
12311 - Registered Nurse I 24.60
12312 - Registered Nurse II 30.09
12313 - Registered Nurse II Specialist 30.09
12314 - Registered Nurse III 36.40
12315 - Registered Nurse III Anesthetist 36.40

12316 - Registered Nurse IV		43.34
12317 - Scheduler (Drug and Alcohol Testing)		28.79
12320 - Substance Abuse Treatment Counselor		25.18
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.85
13012 - Exhibits Specialist II		22.12
13013 - Exhibits Specialist III		27.06
13041 - Illustrator I		17.85
13042 - Illustrator II		22.12
13043 - Illustrator III		27.06
13047 - Librarian		24.50
13050 - Library Aide/Clerk		13.54
13054 - Library Information Technology Systems Administrator		22.12
13058 - Library Technician		14.59
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.85
13063 - Media Specialist III		19.90
13071 - Photographer I		15.11
13072 - Photographer II		17.05
13073 - Photographer III		20.93
13074 - Photographer IV		25.62
13075 - Photographer V		30.99
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		16.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.88
14042 - Computer Operator II		20.01
14043 - Computer Operator III		22.30
14044 - Computer Operator IV		24.78
14045 - Computer Operator V		27.45
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.88
14160 - Personal Computer Support Technician		24.78
14170 - System Support Specialist		27.45
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.33
15020 - Aircrew Training Devices Instructor (Rated)		39.12
15030 - Air Crew Training Devices Instructor (Pilot)		46.90
15050 - Computer Based Training Specialist / Instructor		32.33
15060 - Educational Technologist		36.54
15070 - Flight Instructor (Pilot)		46.90
15080 - Graphic Artist		25.72
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.90

15086 - Maintenance Test Pilot Rotary Wing 46.90
15088 - Non-Maintenance Test/Co-Pilot 46.90
15090 - Technical Instructor 24.30
15095 - Technical Instructor/Course Developer 29.73
15110 - Test Proctor 19.97
15120 - Tutor 19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.43
19040 - Tool And Die Maker 25.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.95
21030 - Material Coordinator 23.08
21040 - Material Expediter 23.08
21050 - Material Handling Laborer 15.98
21071 - Order Filler 15.26
21080 - Production Line Worker (Food Processing) 20.02
21110 - Shipping Packer 17.32
21130 - Shipping/Receiving Clerk 17.32
21140 - Store Worker I 15.92
21150 - Stock Clerk 19.57
21210 - Tools And Parts Attendant 17.80
21410 - Warehouse Specialist 19.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.44
23019 - Aircraft Logs and Records Technician 21.41
23021 - Aircraft Mechanic I 25.19
23022 - Aircraft Mechanic II 26.44
23023 - Aircraft Mechanic III 27.60
23040 - Aircraft Mechanic Helper 19.16
23050 - Aircraft Painter 23.97
23060 - Aircraft Servicer 21.41
23070 - Aircraft Survival Flight Equipment Technician 23.97
23080 - Aircraft Worker 22.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.19
23110 - Appliance Mechanic 22.48

23120 - Bicycle Repairer 20.26
23125 - Cable Splicer 26.31
23130 - Carpenter Maintenance 21.97
23140 - Carpet Layer 22.71
23160 - Electrician Maintenance 27.80
23181 - Electronics Technician Maintenance I 23.56
23182 - Electronics Technician Maintenance II 24.73
23183 - Electronics Technician Maintenance III 25.90
23260 - Fabric Worker 21.41
23290 - Fire Alarm System Mechanic 25.19
23310 - Fire Extinguisher Repairer 20.26
23311 - Fuel Distribution System Mechanic 25.19
23312 - Fuel Distribution System Operator 20.26
23370 - General Maintenance Worker 19.06
23380 - Ground Support Equipment Mechanic 25.19
23381 - Ground Support Equipment Servicer 21.41
23382 - Ground Support Equipment Worker 22.71
23391 - Gunsmith I 20.26
23392 - Gunsmith II 22.71
23393 - Gunsmith III 25.19
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.49
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.96
23430 - Heavy Equipment Mechanic 23.00
23440 - Heavy Equipment Operator 26.59
23460 - Instrument Mechanic 25.19
23465 - Laboratory/Shelter Mechanic 23.97
23470 - Laborer 15.98
23510 - Locksmith 23.97
23530 - Machinery Maintenance Mechanic 26.35
23550 - Machinist Maintenance 21.59
23580 - Maintenance Trades Helper 19.16
23591 - Metrology Technician I 25.19
23592 - Metrology Technician II 26.44
23593 - Metrology Technician III 27.60
23640 - Millwright 32.21
23710 - Office Appliance Repairer 22.48
23760 - Painter Maintenance 23.97
23790 - Pipefitter Maintenance 28.96
23810 - Plumber Maintenance 27.54
23820 - Pneudraulic Systems Mechanic 25.19
23850 - Rigger 25.19
23870 - Scale Mechanic 22.71
23890 - Sheet-Metal Worker Maintenance 27.51
23910 - Small Engine Mechanic 21.31
23931 - Telecommunications Mechanic I 25.28
23932 - Telecommunications Mechanic II 26.15
23950 - Telephone Lineman 25.19
23960 - Welder Combination Maintenance 21.46

23965 - Well Driller	25.19
23970 - Woodcraft Worker	25.19
23980 - Woodworker	20.26
24000 - Personal Needs Occupations	
24550 - Case Manager	18.69
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	12.62
24620 - Family Readiness And Support Services Coordinator	18.69
24630 - Homemaker	18.69
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.19
25040 - Sewage Plant Operator	21.62
25070 - Stationary Engineer	25.19
25190 - Ventilation Equipment Tender	19.77
25210 - Water Treatment Plant Operator	21.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.72
27007 - Baggage Inspector	14.64
27008 - Corrections Officer	22.86
27010 - Court Security Officer	23.03
27030 - Detection Dog Handler	17.11
27040 - Detention Officer	22.86
27070 - Firefighter	20.77
27101 - Guard I	14.64
27102 - Guard II	17.11
27131 - Police Officer I	26.52
27132 - Police Officer II	29.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.81
28043 - Carnival Worker	13.47
28210 - Gate Attendant/Gate Tender	15.18
28310 - Lifeguard	13.53
28350 - Park Attendant (Aide)	16.99
28510 - Recreation Aide/Health Facility Attendant	12.40
28515 - Recreation Specialist	21.04
28630 - Sports Official	13.53
28690 - Swimming Pool Operator	20.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.73
29020 - Hatch Tender	24.73
29030 - Line Handler	24.73
29041 - Stevedore I	23.74
29042 - Stevedore II	25.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		19.00
30022 - Archeological Technician II		21.25
30023 - Archeological Technician III		26.32
30030 - Cartographic Technician		26.32
30040 - Civil Engineering Technician		30.78
30051 - Cryogenic Technician I		27.27
30052 - Cryogenic Technician II		30.13
30061 - Drafter/CAD Operator I		19.00
30062 - Drafter/CAD Operator II		21.25
30063 - Drafter/CAD Operator III		23.68
30064 - Drafter/CAD Operator IV		29.16
30081 - Engineering Technician I		15.38
30082 - Engineering Technician II		17.27
30083 - Engineering Technician III		19.40
30084 - Engineering Technician IV		23.93
30085 - Engineering Technician V		28.40
30086 - Engineering Technician VI		34.36
30090 - Environmental Technician		26.32
30095 - Evidence Control Specialist		24.63
30210 - Laboratory Technician		23.68
30221 - Latent Fingerprint Technician I		27.27
30222 - Latent Fingerprint Technician II		30.13
30240 - Mathematical Technician		26.32
30361 - Paralegal/Legal Assistant I		18.32
30362 - Paralegal/Legal Assistant II		22.54
30363 - Paralegal/Legal Assistant III		27.58
30364 - Paralegal/Legal Assistant IV		33.36
30375 - Petroleum Supply Specialist		30.13
30390 - Photo-Optics Technician		26.32
30395 - Radiation Control Technician		30.13
30461 - Technical Writer I		26.32
30462 - Technical Writer II		32.21
30463 - Technical Writer III		38.60
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		29.16
30502 - Weather Forecaster II		35.46
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.68
30621 - Weather Observer Senior	(see 2)	26.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.78
31030 - Bus Driver		20.01
31043 - Driver Courier		15.94
31260 - Parking and Lot Attendant		14.75
31290 - Shuttle Bus Driver		16.87

31310 - Taxi Driver	17.31
31361 - Truckdriver Light	16.87
31362 - Truckdriver Medium	17.81
31363 - Truckdriver Heavy	21.92
31364 - Truckdriver Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.71
99050 - Desk Clerk	14.95
99095 - Embalmer	26.68
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.12
99252 - Laboratory Animal Caretaker II	14.93
99260 - Marketing Analyst	33.81
99310 - Mortician	26.68
99410 - Pest Controller	23.25
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.34
99711 - Recycling Specialist	20.81
99730 - Refuse Collector	17.14
99810 - Sales Clerk	11.77
99820 - School Crossing Guard	17.14
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	20.81
99841 - Vending Machine Repairer	24.67
99842 - Vending Machine Repairer Helper	20.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4852
Revision No.: 12
Date Of Last Revision: 06/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Jackson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.56
01012 - Accounting Clerk II		16.34
01013 - Accounting Clerk III		18.29
01020 - Administrative Assistant		28.69
01035 - Court Reporter		17.21
01041 - Customer Service Representative I		13.77
01042 - Customer Service Representative II		15.48
01043 - Customer Service Representative III		16.90
01051 - Data Entry Operator I		16.10
01052 - Data Entry Operator II		17.56
01060 - Dispatcher Motor Vehicle		22.11
01070 - Document Preparation Clerk		14.96

01090 - Duplicating Machine Operator	14.96
01111 - General Clerk I	13.29
01112 - General Clerk II	14.50
01113 - General Clerk III	16.28
01120 - Housing Referral Assistant	19.19
01141 - Messenger Courier	12.42
01191 - Order Clerk I	13.63
01192 - Order Clerk II	14.87
01261 - Personnel Assistant (Employment) I	16.84
01262 - Personnel Assistant (Employment) II	18.85
01263 - Personnel Assistant (Employment) III	21.01
01270 - Production Control Clerk	23.08
01290 - Rental Clerk	14.44
01300 - Scheduler Maintenance	15.38
01311 - Secretary I	15.38
01312 - Secretary II	17.21
01313 - Secretary III	19.19
01320 - Service Order Dispatcher	19.76
01410 - Supply Technician	28.69
01420 - Survey Worker	18.40
01460 - Switchboard Operator/Receptionist	14.42
01531 - Travel Clerk I	13.59
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	15.91
01611 - Word Processor I	14.53
01612 - Word Processor II	17.58
01613 - Word Processor III	19.90
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.06
05010 - Automotive Electrician	21.05
05040 - Automotive Glass Installer	20.05
05070 - Automotive Worker	20.05
05110 - Mobile Equipment Servicer	18.05
05130 - Motor Equipment Metal Mechanic	22.06
05160 - Motor Equipment Metal Worker	20.05
05190 - Motor Vehicle Mechanic	22.06
05220 - Motor Vehicle Mechanic Helper	17.04
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter Automotive	21.05
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.99
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67

07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.48
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	22.48
09090 - Furniture Refinisher Helper	17.98
09110 - Furniture Repairer Minor	20.08
09130 - Upholsterer	22.48
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.95
11060 - Elevator Operator	12.95
11090 - Gardener	16.33
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer Grounds Maintenance	13.86
11240 - Maid or Houseman	12.02
11260 - Pruner	14.77
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.86
11360 - Window Cleaner	13.86
12000 - Health Occupations	
12010 - Ambulance Driver	23.24
12011 - Breath Alcohol Technician	23.24
12012 - Certified Occupational Therapist Assistant	30.15
12015 - Certified Physical Therapist Assistant	28.04
12020 - Dental Assistant	18.76
12025 - Dental Hygienist	33.17
12030 - EKG Technician	35.22
12035 - Electroneurodiagnostic Technologist	35.22
12040 - Emergency Medical Technician	23.24
12071 - Licensed Practical Nurse I	20.77
12072 - Licensed Practical Nurse II	23.24
12073 - Licensed Practical Nurse III	25.91
12100 - Medical Assistant	17.53
12130 - Medical Laboratory Technician	21.48
12160 - Medical Record Clerk	19.83
12190 - Medical Record Technician	24.96
12195 - Medical Transcriptionist	20.77
12210 - Nuclear Medicine Technologist	51.07
12221 - Nursing Assistant I	12.18
12222 - Nursing Assistant II	13.70
12223 - Nursing Assistant III	14.94
12224 - Nursing Assistant IV	16.77
12235 - Optical Dispenser	21.73
12236 - Optical Technician	20.77
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	19.11
12305 - Radiologic Technologist	29.45
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09

12313 - Registered Nurse II Specialist		30.09
12314 - Registered Nurse III		36.40
12315 - Registered Nurse III Anesthetist		36.40
12316 - Registered Nurse IV		43.34
12317 - Scheduler (Drug and Alcohol Testing)		28.79
12320 - Substance Abuse Treatment Counselor		25.18
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.85
13012 - Exhibits Specialist II		22.12
13013 - Exhibits Specialist III		27.06
13041 - Illustrator I		17.85
13042 - Illustrator II		22.12
13043 - Illustrator III		27.06
13047 - Librarian		24.50
13050 - Library Aide/Clerk		13.54
13054 - Library Information Technology Systems Administrator		22.12
13058 - Library Technician		14.59
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.85
13063 - Media Specialist III		19.90
13071 - Photographer I		15.11
13072 - Photographer II		17.05
13073 - Photographer III		20.93
13074 - Photographer IV		25.62
13075 - Photographer V		30.99
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		16.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.88
14042 - Computer Operator II		20.01
14043 - Computer Operator III		22.30
14044 - Computer Operator IV		24.78
14045 - Computer Operator V		27.45
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.88
14160 - Personal Computer Support Technician		24.78
14170 - System Support Specialist		27.45
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.33
15020 - Aircrew Training Devices Instructor (Rated)		39.12
15030 - Air Crew Training Devices Instructor (Pilot)		46.90
15050 - Computer Based Training Specialist / Instructor		32.33
15060 - Educational Technologist		36.54

15070 - Flight Instructor (Pilot) 46.90
15080 - Graphic Artist 25.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.90
15086 - Maintenance Test Pilot Rotary Wing 46.90
15088 - Non-Maintenance Test/Co-Pilot 46.90
15090 - Technical Instructor 24.30
15095 - Technical Instructor/Course Developer 29.73
15110 - Test Proctor 19.97
15120 - Tutor 19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.43
19040 - Tool And Die Maker 25.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.95
21030 - Material Coordinator 23.08
21040 - Material Expediter 23.08
21050 - Material Handling Laborer 15.98
21071 - Order Filler 15.26
21080 - Production Line Worker (Food Processing) 20.02
21110 - Shipping Packer 17.32
21130 - Shipping/Receiving Clerk 17.32
21140 - Store Worker I 15.92
21150 - Stock Clerk 19.57
21210 - Tools And Parts Attendant 17.80
21410 - Warehouse Specialist 19.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.44
23019 - Aircraft Logs and Records Technician 21.41
23021 - Aircraft Mechanic I 25.19
23022 - Aircraft Mechanic II 26.44
23023 - Aircraft Mechanic III 27.60
23040 - Aircraft Mechanic Helper 19.16
23050 - Aircraft Painter 23.97
23060 - Aircraft Servicer 21.41
23070 - Aircraft Survival Flight Equipment Technician 23.97
23080 - Aircraft Worker 22.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.71

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.19
23110 - Appliance Mechanic	22.48
23120 - Bicycle Repairer	20.26
23125 - Cable Splicer	26.31
23130 - Carpenter Maintenance	21.97
23140 - Carpet Layer	22.71
23160 - Electrician Maintenance	27.80
23181 - Electronics Technician Maintenance I	23.56
23182 - Electronics Technician Maintenance II	24.73
23183 - Electronics Technician Maintenance III	25.90
23260 - Fabric Worker	21.41
23290 - Fire Alarm System Mechanic	25.19
23310 - Fire Extinguisher Repairer	20.26
23311 - Fuel Distribution System Mechanic	25.19
23312 - Fuel Distribution System Operator	20.26
23370 - General Maintenance Worker	19.06
23380 - Ground Support Equipment Mechanic	25.19
23381 - Ground Support Equipment Servicer	21.41
23382 - Ground Support Equipment Worker	22.71
23391 - Gunsmith I	20.26
23392 - Gunsmith II	22.71
23393 - Gunsmith III	25.19
23410 - Heating Ventilation And Air-Conditioning Mechanic	29.49
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.96
23430 - Heavy Equipment Mechanic	23.00
23440 - Heavy Equipment Operator	26.59
23460 - Instrument Mechanic	25.19
23465 - Laboratory/Shelter Mechanic	23.97
23470 - Laborer	15.98
23510 - Locksmith	23.97
23530 - Machinery Maintenance Mechanic	26.35
23550 - Machinist Maintenance	21.59
23580 - Maintenance Trades Helper	19.16
23591 - Metrology Technician I	25.19
23592 - Metrology Technician II	26.44
23593 - Metrology Technician III	27.60
23640 - Millwright	32.21
23710 - Office Appliance Repairer	22.48
23760 - Painter Maintenance	23.97
23790 - Pipefitter Maintenance	28.96
23810 - Plumber Maintenance	27.54
23820 - Pneudraulic Systems Mechanic	25.19
23850 - Rigger	25.19
23870 - Scale Mechanic	22.71
23890 - Sheet-Metal Worker Maintenance	27.51
23910 - Small Engine Mechanic	21.31
23931 - Telecommunications Mechanic I	25.28

23932 - Telecommunications Mechanic II 26.15
23950 - Telephone Lineman 25.19
23960 - Welder Combination Maintenance 21.46
23965 - Well Driller 25.19
23970 - Woodcraft Worker 25.19
23980 - Woodworker 20.26
24000 - Personal Needs Occupations
24550 - Case Manager 18.69
24570 - Child Care Attendant 11.59
24580 - Child Care Center Clerk 14.45
24610 - Chore Aide 12.62
24620 - Family Readiness And Support Services Coordinator 18.69
24630 - Homemaker 18.69
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.19
25040 - Sewage Plant Operator 21.62
25070 - Stationary Engineer 25.19
25190 - Ventilation Equipment Tender 19.77
25210 - Water Treatment Plant Operator 21.62
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.72
27007 - Baggage Inspector 14.64
27008 - Corrections Officer 22.86
27010 - Court Security Officer 23.03
27030 - Detection Dog Handler 17.11
27040 - Detention Officer 22.86
27070 - Firefighter 20.77
27101 - Guard I 14.64
27102 - Guard II 17.11
27131 - Police Officer I 26.52
27132 - Police Officer II 29.46
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.15
28042 - Carnival Equipment Repairer 15.81
28043 - Carnival Worker 13.47
28210 - Gate Attendant/Gate Tender 15.18
28310 - Lifeguard 13.53
28350 - Park Attendant (Aide) 16.99
28510 - Recreation Aide/Health Facility Attendant 12.40
28515 - Recreation Specialist 21.04
28630 - Sports Official 13.53
28690 - Swimming Pool Operator 20.18
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.73
29020 - Hatch Tender 24.73
29030 - Line Handler 24.73
29041 - Stevedore I 23.74
29042 - Stevedore II 25.96
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.00
30022 - Archeological Technician II 21.25
30023 - Archeological Technician III 26.32
30030 - Cartographic Technician 26.32
30040 - Civil Engineering Technician 30.78
30051 - Cryogenic Technician I 27.27
30052 - Cryogenic Technician II 30.13
30061 - Drafter/CAD Operator I 19.00
30062 - Drafter/CAD Operator II 21.25
30063 - Drafter/CAD Operator III 23.68
30064 - Drafter/CAD Operator IV 29.16
30081 - Engineering Technician I 15.38
30082 - Engineering Technician II 17.27
30083 - Engineering Technician III 19.40
30084 - Engineering Technician IV 23.93
30085 - Engineering Technician V 28.40
30086 - Engineering Technician VI 34.36
30090 - Environmental Technician 26.32
30095 - Evidence Control Specialist 24.63
30210 - Laboratory Technician 23.68
30221 - Latent Fingerprint Technician I 27.27
30222 - Latent Fingerprint Technician II 30.13
30240 - Mathematical Technician 26.32
30361 - Paralegal/Legal Assistant I 18.32
30362 - Paralegal/Legal Assistant II 22.54
30363 - Paralegal/Legal Assistant III 27.58
30364 - Paralegal/Legal Assistant IV 33.36
30375 - Petroleum Supply Specialist 30.13
30390 - Photo-Optics Technician 26.32
30395 - Radiation Control Technician 30.13
30461 - Technical Writer I 26.32
30462 - Technical Writer II 32.21
30463 - Technical Writer III 38.60
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 29.16
30502 - Weather Forecaster II 35.46
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.68
30621 - Weather Observer Senior (see 2) 26.49
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.78
31030 - Bus Driver 20.01

31043 - Driver Courier	15.94
31260 - Parking and Lot Attendant	14.75
31290 - Shuttle Bus Driver	16.87
31310 - Taxi Driver	17.31
31361 - Truckdriver Light	16.87
31362 - Truckdriver Medium	17.81
31363 - Truckdriver Heavy	21.92
31364 - Truckdriver Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.71
99050 - Desk Clerk	14.95
99095 - Embalmer	26.68
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.12
99252 - Laboratory Animal Caretaker II	14.93
99260 - Marketing Analyst	33.81
99310 - Mortician	26.68
99410 - Pest Controller	23.25
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.34
99711 - Recycling Specialist	20.81
99730 - Refuse Collector	17.14
99810 - Sales Clerk	11.77
99820 - School Crossing Guard	17.14
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	20.81
99841 - Vending Machine Repairer	24.67
99842 - Vending Machine Repairer Helper	20.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4853
Revision No.: 12
Date Of Last Revision: 12/21/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Kalamazoo Van Buren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.21
01013 - Accounting Clerk III		18.14
01020 - Administrative Assistant		27.79
01035 - Court Reporter		18.40
01041 - Customer Service Representative I		12.87
01042 - Customer Service Representative II		14.47
01043 - Customer Service Representative III		15.79
01051 - Data Entry Operator I		13.98
01052 - Data Entry Operator II		15.25
01060 - Dispatcher Motor Vehicle		22.78
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		13.61
01112 - General Clerk II		14.84

01113 - General Clerk III 16.66
01120 - Housing Referral Assistant 20.51
01141 - Messenger Courier 13.64
01191 - Order Clerk I 15.13
01192 - Order Clerk II 16.50
01261 - Personnel Assistant (Employment) I 15.99
01262 - Personnel Assistant (Employment) II 17.89
01263 - Personnel Assistant (Employment) III 19.94
01270 - Production Control Clerk 27.24
01290 - Rental Clerk 14.44
01300 - Scheduler Maintenance 16.44
01311 - Secretary I 16.44
01312 - Secretary II 18.40
01313 - Secretary III 20.51
01320 - Service Order Dispatcher 20.36
01410 - Supply Technician 27.79
01420 - Survey Worker 19.75
01460 - Switchboard Operator/Receptionist 14.42
01531 - Travel Clerk I 13.59
01532 - Travel Clerk II 14.74
01533 - Travel Clerk III 15.91
01611 - Word Processor I 15.62
01612 - Word Processor II 17.54
01613 - Word Processor III 19.62
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.84
05010 - Automotive Electrician 21.05
05040 - Automotive Glass Installer 20.05
05070 - Automotive Worker 20.05
05110 - Mobile Equipment Servicer 18.05
05130 - Motor Equipment Metal Mechanic 22.06
05160 - Motor Equipment Metal Worker 20.05
05190 - Motor Vehicle Mechanic 22.06
05220 - Motor Vehicle Mechanic Helper 17.04
05250 - Motor Vehicle Upholstery Worker 19.05
05280 - Motor Vehicle Wrecker 20.05
05310 - Painter Automotive 21.05
05340 - Radiator Repair Specialist 20.05
05370 - Tire Repairer 16.02
05400 - Transmission Repair Specialist 22.06
07000 - Food Preparation And Service Occupations
07010 - Baker 17.67
07041 - Cook I 16.28
07042 - Cook II 17.67
07070 - Dishwasher 13.43
07130 - Food Service Worker 13.43
07210 - Meat Cutter 17.67
07260 - Waiter/Waitress 14.12
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.63

09040 - Furniture Handler 15.88
09080 - Furniture Refinisher 20.63
09090 - Furniture Refinisher Helper 17.43
09110 - Furniture Repairer Minor 19.06
09130 - Upholsterer 20.63
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.95
11060 - Elevator Operator 13.86
11090 - Gardener 16.14
11122 - Housekeeping Aide 13.86
11150 - Janitor 13.86
11210 - Laborer Grounds Maintenance 13.86
11240 - Maid or Houseman 12.02
11260 - Pruner 14.77
11270 - Tractor Operator 15.57
11330 - Trail Maintenance Worker 13.86
11360 - Window Cleaner 14.83
12000 - Health Occupations
12010 - Ambulance Driver 21.19
12011 - Breath Alcohol Technician 21.19
12012 - Certified Occupational Therapist Assistant 27.41
12015 - Certified Physical Therapist Assistant 28.23
12020 - Dental Assistant 18.92
12025 - Dental Hygienist 32.96
12030 - EKG Technician 33.72
12035 - Electroneurodiagnostic Technologist 33.72
12040 - Emergency Medical Technician 21.19
12071 - Licensed Practical Nurse I 19.89
12072 - Licensed Practical Nurse II 22.26
12073 - Licensed Practical Nurse III 24.81
12100 - Medical Assistant 15.80
12130 - Medical Laboratory Technician 25.37
12160 - Medical Record Clerk 17.28
12190 - Medical Record Technician 19.34
12195 - Medical Transcriptionist 19.89
12210 - Nuclear Medicine Technologist 48.90
12221 - Nursing Assistant I 11.68
12222 - Nursing Assistant II 13.13
12223 - Nursing Assistant III 14.32
12224 - Nursing Assistant IV 16.08
12235 - Optical Dispenser 17.38
12236 - Optical Technician 19.89
12250 - Pharmacy Technician 16.28
12280 - Phlebotomist 15.89
12305 - Radiologic Technologist 31.62
12311 - Registered Nurse I 24.60
12312 - Registered Nurse II 30.09
12313 - Registered Nurse II Specialist 30.09
12314 - Registered Nurse III 36.40
12315 - Registered Nurse III Anesthetist 36.40

12316 - Registered Nurse IV		43.34
12317 - Scheduler (Drug and Alcohol Testing)		27.56
12320 - Substance Abuse Treatment Counselor		22.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.85
13012 - Exhibits Specialist II		22.12
13013 - Exhibits Specialist III		27.06
13041 - Illustrator I		17.85
13042 - Illustrator II		22.12
13043 - Illustrator III		27.06
13047 - Librarian		24.50
13050 - Library Aide/Clerk		13.88
13054 - Library Information Technology Systems Administrator		22.12
13058 - Library Technician		13.81
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.85
13063 - Media Specialist III		19.90
13071 - Photographer I		15.58
13072 - Photographer II		17.43
13073 - Photographer III		21.59
13074 - Photographer IV		25.94
13075 - Photographer V		31.14
13090 - Technical Order Library Clerk		17.43
13110 - Video Teleconference Technician		16.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		27.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.60
15020 - Aircrew Training Devices Instructor (Rated)		35.81
15030 - Air Crew Training Devices Instructor (Pilot)		42.92
15050 - Computer Based Training Specialist / Instructor		29.60
15060 - Educational Technologist		33.14
15070 - Flight Instructor (Pilot)		42.92
15080 - Graphic Artist		22.83
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.92

15086 - Maintenance Test Pilot Rotary Wing 42.92
15088 - Non-Maintenance Test/Co-Pilot 42.92
15090 - Technical Instructor 24.30
15095 - Technical Instructor/Course Developer 29.73
15110 - Test Proctor 19.97
15120 - Tutor 19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.55
19040 - Tool And Die Maker 26.95
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.02
21030 - Material Coordinator 27.24
21040 - Material Expediter 27.24
21050 - Material Handling Laborer 15.02
21071 - Order Filler 15.26
21080 - Production Line Worker (Food Processing) 20.02
21110 - Shipping Packer 15.32
21130 - Shipping/Receiving Clerk 15.32
21140 - Store Worker I 15.92
21150 - Stock Clerk 19.57
21210 - Tools And Parts Attendant 17.80
21410 - Warehouse Specialist 19.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.61
23019 - Aircraft Logs and Records Technician 21.54
23021 - Aircraft Mechanic I 25.35
23022 - Aircraft Mechanic II 26.61
23023 - Aircraft Mechanic III 27.78
23040 - Aircraft Mechanic Helper 19.28
23050 - Aircraft Painter 24.12
23060 - Aircraft Servicer 21.54
23070 - Aircraft Survival Flight Equipment Technician 24.12
23080 - Aircraft Worker 22.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.35
23110 - Appliance Mechanic 24.12

23120 - Bicycle Repairer 20.39
23125 - Cable Splicer 26.31
23130 - Carpenter Maintenance 21.28
23140 - Carpet Layer 22.86
23160 - Electrician Maintenance 29.48
23181 - Electronics Technician Maintenance I 28.51
23182 - Electronics Technician Maintenance II 29.92
23183 - Electronics Technician Maintenance III 31.34
23260 - Fabric Worker 21.54
23290 - Fire Alarm System Mechanic 25.35
23310 - Fire Extinguisher Repairer 20.39
23311 - Fuel Distribution System Mechanic 25.35
23312 - Fuel Distribution System Operator 20.39
23370 - General Maintenance Worker 19.06
23380 - Ground Support Equipment Mechanic 25.35
23381 - Ground Support Equipment Servicer 21.54
23382 - Ground Support Equipment Worker 22.86
23391 - Gunsmith I 20.39
23392 - Gunsmith II 22.86
23393 - Gunsmith III 25.35
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.11
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.51
23430 - Heavy Equipment Mechanic 25.42
23440 - Heavy Equipment Operator 24.17
23460 - Instrument Mechanic 25.35
23465 - Laboratory/Shelter Mechanic 24.12
23470 - Laborer 15.02
23510 - Locksmith 24.12
23530 - Machinery Maintenance Mechanic 23.96
23550 - Machinist Maintenance 21.59
23580 - Maintenance Trades Helper 19.09
23591 - Metrology Technician I 25.35
23592 - Metrology Technician II 26.61
23593 - Metrology Technician III 27.78
23640 - Millwright 29.28
23710 - Office Appliance Repairer 20.96
23760 - Painter Maintenance 20.63
23790 - Pipefitter Maintenance 34.92
23810 - Plumber Maintenance 33.01
23820 - Pneudraulic Systems Mechanic 25.35
23850 - Rigger 25.35
23870 - Scale Mechanic 22.86
23890 - Sheet-Metal Worker Maintenance 32.74
23910 - Small Engine Mechanic 21.93
23931 - Telecommunications Mechanic I 31.02
23932 - Telecommunications Mechanic II 32.45
23950 - Telephone Lineman 25.35
23960 - Welder Combination Maintenance 21.46

23965 - Well Driller		25.03
23970 - Woodcraft Worker		25.35
23980 - Woodworker		20.39
24000 - Personal Needs Occupations		
24550 - Case Manager		14.75
24570 - Child Care Attendant		11.59
24580 - Child Care Center Clerk		14.45
24610 - Chore Aide		12.62
24620 - Family Readiness And Support Services Coordinator		14.75
24630 - Homemaker		16.05
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.35
25040 - Sewage Plant Operator		20.79
25070 - Stationary Engineer		25.35
25190 - Ventilation Equipment Tender		19.77
25210 - Water Treatment Plant Operator		20.79
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.87
27007 - Baggage Inspector		13.31
27008 - Corrections Officer		22.29
27010 - Court Security Officer		22.29
27030 - Detection Dog Handler		16.64
27040 - Detention Officer		22.29
27070 - Firefighter		19.42
27101 - Guard I		13.31
27102 - Guard II		16.64
27131 - Police Officer I		27.42
27132 - Police Officer II		30.46
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.24
28042 - Carnival Equipment Repairer		16.12
28043 - Carnival Worker		13.47
28210 - Gate Attendant/Gate Tender		13.55
28310 - Lifeguard		12.57
28350 - Park Attendant (Aide)		15.17
28510 - Recreation Aide/Health Facility Attendant		11.07
28515 - Recreation Specialist		18.79
28630 - Sports Official		12.08
28690 - Swimming Pool Operator		20.18
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.73
29020 - Hatch Tender		24.73
29030 - Line Handler		24.73
29041 - Stevedore I		23.74
29042 - Stevedore II		25.96
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.98
30022 - Archeological Technician II		20.12
30023 - Archeological Technician III		24.92
30030 - Cartographic Technician		24.92
30040 - Civil Engineering Technician		27.16
30051 - Cryogenic Technician I		27.48
30052 - Cryogenic Technician II		30.35
30061 - Drafter/CAD Operator I		17.98
30062 - Drafter/CAD Operator II		20.12
30063 - Drafter/CAD Operator III		22.43
30064 - Drafter/CAD Operator IV		27.60
30081 - Engineering Technician I		16.02
30082 - Engineering Technician II		17.98
30083 - Engineering Technician III		20.12
30084 - Engineering Technician IV		23.99
30085 - Engineering Technician V		29.01
30086 - Engineering Technician VI		35.09
30090 - Environmental Technician		22.55
30095 - Evidence Control Specialist		24.81
30210 - Laboratory Technician		22.35
30221 - Latent Fingerprint Technician I		27.48
30222 - Latent Fingerprint Technician II		30.35
30240 - Mathematical Technician		24.92
30361 - Paralegal/Legal Assistant I		18.32
30362 - Paralegal/Legal Assistant II		22.14
30363 - Paralegal/Legal Assistant III		27.08
30364 - Paralegal/Legal Assistant IV		32.77
30375 - Petroleum Supply Specialist		30.35
30390 - Photo-Optics Technician		22.94
30395 - Radiation Control Technician		30.35
30461 - Technical Writer I		22.94
30462 - Technical Writer II		28.07
30463 - Technical Writer III		31.90
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.60
30502 - Weather Forecaster II		33.58
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.43
30621 - Weather Observer Senior	(see 2)	24.92
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.22
31030 - Bus Driver		18.02
31043 - Driver Courier		15.94
31260 - Parking and Lot Attendant		13.63
31290 - Shuttle Bus Driver		16.87

31310 - Taxi Driver	15.19
31361 - Truckdriver Light	16.87
31362 - Truckdriver Medium	17.81
31363 - Truckdriver Heavy	21.92
31364 - Truckdriver Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.04
99050 - Desk Clerk	11.59
99095 - Embalmer	27.48
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.18
99260 - Marketing Analyst	24.14
99310 - Mortician	27.48
99410 - Pest Controller	23.25
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.07
99711 - Recycling Specialist	21.64
99730 - Refuse Collector	17.82
99810 - Sales Clerk	11.84
99820 - School Crossing Guard	16.25
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	20.81
99841 - Vending Machine Repairer	24.67
99842 - Vending Machine Repairer Helper	20.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4854
Revision No.: 12
Date Of Last Revision: 06/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Kalamazoo Van Buren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	(see 1)	14.44
01012 - Accounting Clerk II	(see 1)	16.21
01013 - Accounting Clerk III	(see 1)	18.14
01020 - Administrative Assistant	(see 1)	27.79
01035 - Court Reporter	(see 1)	18.40
01041 - Customer Service Representative I	(see 1)	12.87
01042 - Customer Service Representative II	(see 1)	14.47
01043 - Customer Service Representative III	(see 1)	15.79
01051 - Data Entry Operator I	(see 1)	13.98
01052 - Data Entry Operator II	(see 1)	15.25
01060 - Dispatcher Motor Vehicle	(see 1)	22.78
01070 - Document Preparation Clerk	(see 1)	14.96

01090 - Duplicating Machine Operator	(see 1)	14.96
01111 - General Clerk I	(see 1)	13.61
01112 - General Clerk II	(see 1)	14.84
01113 - General Clerk III	(see 1)	16.66
01120 - Housing Referral Assistant	(see 1)	20.51
01141 - Messenger Courier	(see 1)	13.64
01191 - Order Clerk I	(see 1)	15.13
01192 - Order Clerk II	(see 1)	16.50
01261 - Personnel Assistant (Employment) I	(see 1)	15.99
01262 - Personnel Assistant (Employment) II	(see 1)	17.89
01263 - Personnel Assistant (Employment) III	(see 1)	19.94
01270 - Production Control Clerk	(see 1)	27.24
01290 - Rental Clerk	(see 1)	14.44
01300 - Scheduler Maintenance	(see 1)	16.44
01311 - Secretary I	(see 1)	16.44
01312 - Secretary II	(see 1)	18.40
01313 - Secretary III	(see 1)	20.51
01320 - Service Order Dispatcher	(see 1)	20.36
01410 - Supply Technician	(see 1)	27.79
01420 - Survey Worker	(see 1)	19.75
01460 - Switchboard Operator/Receptionist	(see 1)	14.42
01531 - Travel Clerk I	(see 1)	13.59
01532 - Travel Clerk II	(see 1)	14.74
01533 - Travel Clerk III	(see 1)	15.91
01611 - Word Processor I	(see 1)	15.62
01612 - Word Processor II	(see 1)	17.54
01613 - Word Processor III	(see 1)	19.62
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass	(see 1)	25.84
05010 - Automotive Electrician	(see 1)	21.05
05040 - Automotive Glass Installer	(see 1)	20.05
05070 - Automotive Worker	(see 1)	20.05
05110 - Mobile Equipment Servicer	(see 1)	18.05
05130 - Motor Equipment Metal Mechanic	(see 1)	22.06
05160 - Motor Equipment Metal Worker	(see 1)	20.05
05190 - Motor Vehicle Mechanic	(see 1)	22.06
05220 - Motor Vehicle Mechanic Helper	(see 1)	17.04
05250 - Motor Vehicle Upholstery Worker	(see 1)	19.05
05280 - Motor Vehicle Wrecker	(see 1)	20.05
05310 - Painter Automotive	(see 1)	21.05
05340 - Radiator Repair Specialist	(see 1)	20.05
05370 - Tire Repairer	(see 1)	16.02
05400 - Transmission Repair Specialist	(see 1)	22.06
07000 - Food Preparation And Service Occupations		
07010 - Baker	(see 1)	17.67
07041 - Cook I	(see 1)	16.28
07042 - Cook II	(see 1)	17.67
07070 - Dishwasher	(see 1)	13.43
07130 - Food Service Worker	(see 1)	13.43
07210 - Meat Cutter	(see 1)	17.67

07260 - Waiter/Waitress	(see 1)	14.12
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	(see 1)	20.63
09040 - Furniture Handler	(see 1)	15.88
09080 - Furniture Refinisher	(see 1)	20.63
09090 - Furniture Refinisher Helper	(see 1)	17.43
09110 - Furniture Repairer Minor	(see 1)	19.06
09130 - Upholsterer	(see 1)	20.63
11000 - General Services And Support Occupations		
11030 - Cleaner Vehicles	(see 1)	12.95
11060 - Elevator Operator	(see 1)	13.86
11090 - Gardener	(see 1)	16.14
11122 - Housekeeping Aide	(see 1)	13.86
11150 - Janitor	(see 1)	13.86
11210 - Laborer Grounds Maintenance	(see 1)	13.86
11240 - Maid or Houseman	(see 1)	12.02
11260 - Pruner	(see 1)	14.77
11270 - Tractor Operator	(see 1)	15.57
11330 - Trail Maintenance Worker	(see 1)	13.86
11360 - Window Cleaner	(see 1)	14.83
12000 - Health Occupations		
12010 - Ambulance Driver	(see 1)	21.19
12011 - Breath Alcohol Technician	(see 1)	21.19
12012 - Certified Occupational Therapist Assistant	(see 1)	27.41
12015 - Certified Physical Therapist Assistant	(see 1)	28.23
12020 - Dental Assistant	(see 1)	18.92
12025 - Dental Hygienist	(see 1)	32.96
12030 - EKG Technician	(see 1)	33.72
12035 - Electroneurodiagnostic Technologist	(see 1)	33.72
12040 - Emergency Medical Technician	(see 1)	21.19
12071 - Licensed Practical Nurse I	(see 1)	19.89
12072 - Licensed Practical Nurse II	(see 1)	22.26
12073 - Licensed Practical Nurse III	(see 1)	24.81
12100 - Medical Assistant	(see 1)	15.80
12130 - Medical Laboratory Technician	(see 1)	25.37
12160 - Medical Record Clerk	(see 1)	17.28
12190 - Medical Record Technician	(see 1)	19.34
12195 - Medical Transcriptionist	(see 1)	19.89
12210 - Nuclear Medicine Technologist	(see 1)	48.90
12221 - Nursing Assistant I	(see 1)	11.68
12222 - Nursing Assistant II	(see 1)	13.13
12223 - Nursing Assistant III	(see 1)	14.32
12224 - Nursing Assistant IV	(see 1)	16.08
12235 - Optical Dispenser	(see 1)	17.38
12236 - Optical Technician	(see 1)	19.89
12250 - Pharmacy Technician	(see 1)	16.28
12280 - Phlebotomist	(see 1)	15.89
12305 - Radiologic Technologist	(see 1)	31.62
12311 - Registered Nurse I	(see 1)	24.60
12312 - Registered Nurse II	(see 1)	30.09

12313 - Registered Nurse II Specialist	(see 1)	30.09
12314 - Registered Nurse III	(see 1)	36.40
12315 - Registered Nurse III Anesthetist	(see 1)	36.40
12316 - Registered Nurse IV	(see 1)	43.34
12317 - Scheduler (Drug and Alcohol Testing)	(see 1)	27.56
12320 - Substance Abuse Treatment Counselor	(see 1)	22.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	(see 1)	17.85
13012 - Exhibits Specialist II	(see 1)	22.12
13013 - Exhibits Specialist III	(see 1)	27.06
13041 - Illustrator I	(see 1)	17.85
13042 - Illustrator II	(see 1)	22.12
13043 - Illustrator III	(see 1)	27.06
13047 - Librarian	(see 1)	24.50
13050 - Library Aide/Clerk	(see 1)	13.88
13054 - Library Information Technology Systems Administrator	(see 1)	22.12
13058 - Library Technician	(see 1)	13.81
13061 - Media Specialist I	(see 1)	15.96
13062 - Media Specialist II	(see 1)	17.85
13063 - Media Specialist III	(see 1)	19.90
13071 - Photographer I	(see 1)	15.58
13072 - Photographer II	(see 1)	17.43
13073 - Photographer III	(see 1)	21.59
13074 - Photographer IV	(see 1)	25.94
13075 - Photographer V	(see 1)	31.14
13090 - Technical Order Library Clerk	(see 1)	17.43
13110 - Video Teleconference Technician	(see 1)	16.65
14000 - Information Technology Occupations		
14041 - Computer Operator I	(see 1)	17.12
14042 - Computer Operator II	(see 1)	19.15
14043 - Computer Operator III	(see 1)	21.36
14044 - Computer Operator IV	(see 1)	23.73
14045 - Computer Operator V	(see 1)	26.27
14071 - Computer Programmer I	(see 12)	21.24
14072 - Computer Programmer II	(see 12)	26.32
14073 - Computer Programmer III	(see 12)	
14074 - Computer Programmer IV	(see 12)	
14101 - Computer Systems Analyst I	(see 12)	
14102 - Computer Systems Analyst II	(see 12)	
14103 - Computer Systems Analyst III	(see 12)	
14150 - Peripheral Equipment Operator	(see 1)	17.12
14160 - Personal Computer Support Technician	(see 1)	23.73
14170 - System Support Specialist	(see 1)	27.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	(see 1)	29.60
15020 - Aircrew Training Devices Instructor (Rated)	(see 1)	35.81
15030 - Air Crew Training Devices Instructor (Pilot)	(see 1)	42.92
15050 - Computer Based Training Specialist / Instructor	(see 1)	29.60
15060 - Educational Technologist	(see 1)	33.14

15070 - Flight Instructor (Pilot)	(see 1)	42.92
15080 - Graphic Artist	(see 1)	22.83
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.92
15086 - Maintenance Test Pilot Rotary Wing		42.92
15088 - Non-Maintenance Test/Co-Pilot		42.92
15090 - Technical Instructor	(see 1)	24.30
15095 - Technical Instructor/Course Developer	(see 1)	29.73
15110 - Test Proctor	(see 1)	19.97
15120 - Tutor	(see 1)	19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler	(see 1)	11.02
16030 - Counter Attendant	(see 1)	11.02
16040 - Dry Cleaner	(see 1)	14.52
16070 - Finisher Flatwork Machine	(see 1)	11.02
16090 - Presser Hand	(see 1)	11.02
16110 - Presser Machine Drycleaning	(see 1)	11.02
16130 - Presser Machine Shirts	(see 1)	11.02
16160 - Presser Machine Wearing Apparel Laundry	(see 1)	11.02
16190 - Sewing Machine Operator	(see 1)	15.75
16220 - Tailor	(see 1)	16.93
16250 - Washer Machine	(see 1)	12.21
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	(see 1)	22.55
19040 - Tool And Die Maker	(see 1)	26.95
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	(see 1)	17.02
21030 - Material Coordinator	(see 1)	27.24
21040 - Material Expediter	(see 1)	27.24
21050 - Material Handling Laborer	(see 1)	15.02
21071 - Order Filler	(see 1)	15.26
21080 - Production Line Worker (Food Processing)	(see 1)	20.02
21110 - Shipping Packer	(see 1)	15.32
21130 - Shipping/Receiving Clerk	(see 1)	15.32
21140 - Store Worker I	(see 1)	15.92
21150 - Stock Clerk	(see 1)	19.57
21210 - Tools And Parts Attendant	(see 1)	17.80
21410 - Warehouse Specialist	(see 1)	19.79
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	(see 1)	26.61
23019 - Aircraft Logs and Records Technician	(see 1)	21.54
23021 - Aircraft Mechanic I	(see 1)	25.35
23022 - Aircraft Mechanic II	(see 1)	26.61
23023 - Aircraft Mechanic III	(see 1)	27.78
23040 - Aircraft Mechanic Helper	(see 1)	19.28
23050 - Aircraft Painter	(see 1)	24.12
23060 - Aircraft Servicer	(see 1)	21.54
23070 - Aircraft Survival Flight Equipment Technician	(see 1)	24.12
23080 - Aircraft Worker	(see 1)	22.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	(see 1)	22.86

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	(see 1)	25.35
23110 - Appliance Mechanic	(see 1)	24.12
23120 - Bicycle Repairer	(see 1)	20.39
23125 - Cable Splicer	(see 1)	26.31
23130 - Carpenter Maintenance	(see 1)	21.28
23140 - Carpet Layer	(see 1)	22.86
23160 - Electrician Maintenance	(see 1)	29.48
23181 - Electronics Technician Maintenance I	(see 1)	28.51
23182 - Electronics Technician Maintenance II	(see 1)	29.92
23183 - Electronics Technician Maintenance III	(see 1)	31.34
23260 - Fabric Worker	(see 1)	21.54
23290 - Fire Alarm System Mechanic	(see 1)	25.35
23310 - Fire Extinguisher Repairer	(see 1)	20.39
23311 - Fuel Distribution System Mechanic	(see 1)	25.35
23312 - Fuel Distribution System Operator	(see 1)	20.39
23370 - General Maintenance Worker	(see 1)	19.06
23380 - Ground Support Equipment Mechanic	(see 1)	25.35
23381 - Ground Support Equipment Servicer	(see 1)	21.54
23382 - Ground Support Equipment Worker	(see 1)	22.86
23391 - Gunsmith I	(see 1)	20.39
23392 - Gunsmith II	(see 1)	22.86
23393 - Gunsmith III	(see 1)	25.35
23410 - Heating Ventilation And Air-Conditioning Mechanic	(see 1)	28.11
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	(see 1)	29.51
23430 - Heavy Equipment Mechanic	(see 1)	25.42
23440 - Heavy Equipment Operator	(see 1)	24.17
23460 - Instrument Mechanic	(see 1)	25.35
23465 - Laboratory/Shelter Mechanic	(see 1)	24.12
23470 - Laborer	(see 1)	15.02
23510 - Locksmith	(see 1)	24.12
23530 - Machinery Maintenance Mechanic	(see 1)	23.96
23550 - Machinist Maintenance	(see 1)	21.59
23580 - Maintenance Trades Helper	(see 1)	19.09
23591 - Metrology Technician I	(see 1)	25.35
23592 - Metrology Technician II	(see 1)	26.61
23593 - Metrology Technician III	(see 1)	27.78
23640 - Millwright	(see 1)	29.28
23710 - Office Appliance Repairer	(see 1)	20.96
23760 - Painter Maintenance	(see 1)	20.63
23790 - Pipefitter Maintenance	(see 1)	34.92
23810 - Plumber Maintenance	(see 1)	33.01
23820 - Pneudraulic Systems Mechanic	(see 1)	25.35
23850 - Rigger	(see 1)	25.35
23870 - Scale Mechanic	(see 1)	22.86
23890 - Sheet-Metal Worker Maintenance	(see 1)	32.74
23910 - Small Engine Mechanic	(see 1)	21.93
23931 - Telecommunications Mechanic I	(see 1)	31.02

23932 - Telecommunications Mechanic II	(see 1)	32.45
23950 - Telephone Lineman	(see 1)	25.35
23960 - Welder Combination Maintenance	(see 1)	21.46
23965 - Well Driller	(see 1)	25.03
23970 - Woodcraft Worker	(see 1)	25.35
23980 - Woodworker	(see 1)	20.39
24000 - Personal Needs Occupations		
24550 - Case Manager	(see 1)	14.75
24570 - Child Care Attendant	(see 1)	11.59
24580 - Child Care Center Clerk	(see 1)	14.45
24610 - Chore Aide	(see 1)	12.62
24620 - Family Readiness And Support Services Coordinator	(see 1)	14.75
24630 - Homemaker	(see 1)	16.05
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	(see 1)	25.35
25040 - Sewage Plant Operator	(see 1)	20.79
25070 - Stationary Engineer	(see 1)	25.35
25190 - Ventilation Equipment Tender	(see 1)	19.77
25210 - Water Treatment Plant Operator	(see 1)	20.79
27000 - Protective Service Occupations		
27004 - Alarm Monitor	(see 1)	21.87
27007 - Baggage Inspector	(see 1)	13.31
27008 - Corrections Officer	(see 1)	22.29
27010 - Court Security Officer	(see 1)	22.29
27030 - Detection Dog Handler	(see 1)	16.64
27040 - Detention Officer	(see 1)	22.29
27070 - Firefighter	(see 1)	19.42
27101 - Guard I	(see 1)	13.31
27102 - Guard II	(see 1)	16.64
27131 - Police Officer I	(see 1)	27.42
27132 - Police Officer II	(see 1)	30.46
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	(see 1)	15.24
28042 - Carnival Equipment Repairer	(see 1)	16.12
28043 - Carnival Worker	(see 1)	13.47
28210 - Gate Attendant/Gate Tender	(see 1)	13.55
28310 - Lifeguard	(see 1)	12.57
28350 - Park Attendant (Aide)	(see 1)	15.17
28510 - Recreation Aide/Health Facility Attendant	(see 1)	11.07
28515 - Recreation Specialist	(see 1)	18.79
28630 - Sports Official	(see 1)	12.08
28690 - Swimming Pool Operator	(see 1)	20.18
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	(see 1)	24.73
29020 - Hatch Tender	(see 1)	24.73
29030 - Line Handler	(see 1)	24.73
29041 - Stevedore I	(see 1)	23.74
29042 - Stevedore II	(see 1)	25.96
30000 - Technical Occupations		

30010 - Air Traffic Control Specialist Center (HFO)	(see 13)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 13)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 13)	30.29
30021 - Archeological Technician I	(see 1)	17.98
30022 - Archeological Technician II	(see 1)	20.12
30023 - Archeological Technician III	(see 1)	24.92
30030 - Cartographic Technician	(see 1)	24.92
30040 - Civil Engineering Technician	(see 1)	27.16
30051 - Cryogenic Technician I	(see 1)	27.48
30052 - Cryogenic Technician II	(see 1)	30.35
30061 - Drafter/CAD Operator I	(see 1)	17.98
30062 - Drafter/CAD Operator II	(see 1)	20.12
30063 - Drafter/CAD Operator III	(see 1)	22.43
30064 - Drafter/CAD Operator IV	(see 1)	27.60
30081 - Engineering Technician I	(see 1)	16.02
30082 - Engineering Technician II	(see 1)	17.98
30083 - Engineering Technician III	(see 1)	20.12
30084 - Engineering Technician IV	(see 1)	23.99
30085 - Engineering Technician V	(see 1)	29.01
30086 - Engineering Technician VI	(see 1)	35.09
30090 - Environmental Technician	(see 1)	22.55
30095 - Evidence Control Specialist	(see 1)	24.81
30210 - Laboratory Technician	(see 1)	22.35
30221 - Latent Fingerprint Technician I	(see 1)	27.48
30222 - Latent Fingerprint Technician II	(see 1)	30.35
30240 - Mathematical Technician	(see 1)	24.92
30361 - Paralegal/Legal Assistant I	(see 1)	18.32
30362 - Paralegal/Legal Assistant II	(see 1)	22.14
30363 - Paralegal/Legal Assistant III	(see 1)	27.08
30364 - Paralegal/Legal Assistant IV	(see 1)	32.77
30375 - Petroleum Supply Specialist	(see 1)	30.35
30390 - Photo-Optics Technician	(see 1)	22.94
30395 - Radiation Control Technician		30.35
30461 - Technical Writer I	(see 1)	22.94
30462 - Technical Writer II	(see 1)	28.07
30463 - Technical Writer III	(see 1)	31.90
30491 - Unexploded Ordnance (UXO) Technician I	(see 1)	25.35
30492 - Unexploded Ordnance (UXO) Technician II	(see 1)	30.67
30493 - Unexploded Ordnance (UXO) Technician III	(see 1)	36.76
30494 - Unexploded (UXO) Safety Escort	(see 1)	25.35
30495 - Unexploded (UXO) Sweep Personnel	(see 1)	25.35
30501 - Weather Forecaster I	(see 1)	27.60
30502 - Weather Forecaster II	(see 1)	33.58
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 13)	22.43
30621 - Weather Observer Senior	(see 13)	24.92
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	(see 1)	30.67
31020 - Bus Aide	(see 1)	14.22
31030 - Bus Driver	(see 1)	18.02

31043 - Driver Courier	(see 1)	15.94
31260 - Parking and Lot Attendant	(see 1)	13.63
31290 - Shuttle Bus Driver	(see 1)	16.87
31310 - Taxi Driver	(see 1)	15.19
31361 - Truckdriver Light	(see 1)	16.87
31362 - Truckdriver Medium	(see 1)	17.81
31363 - Truckdriver Heavy	(see 1)	21.92
31364 - Truckdriver Tractor-Trailer	(see 1)	21.92
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	(see 1)	14.95
99030 - Cashier	(see 1)	11.04
99050 - Desk Clerk	(see 1)	11.59
99095 - Embalmer	(see 1)	27.48
99130 - Flight Follower	(see 1)	25.35
99251 - Laboratory Animal Caretaker I	(see 1)	13.39
99252 - Laboratory Animal Caretaker II	(see 1)	14.18
99260 - Marketing Analyst	(see 1)	24.14
99310 - Mortician	(see 1)	27.48
99410 - Pest Controller	(see 1)	23.25
99510 - Photofinishing Worker	(see 1)	13.32
99710 - Recycling Laborer	(see 1)	19.07
99711 - Recycling Specialist	(see 1)	21.64
99730 - Refuse Collector	(see 1)	17.82
99810 - Sales Clerk	(see 1)	11.84
99820 - School Crossing Guard	(see 1)	16.25
99830 - Survey Party Chief	(see 1)	21.71
99831 - Surveying Aide	(see 1)	11.40
99832 - Surveying Technician	(see 1)	18.09
99840 - Vending Machine Attendant	(see 1)	20.81
99841 - Vending Machine Repairer	(see 1)	24.67
99842 - Vending Machine Repairer Helper	(see 1)	20.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

2) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4855
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Clinton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.53
01012 - Accounting Clerk II		17.43
01013 - Accounting Clerk III		19.51
01020 - Administrative Assistant		27.18
01035 - Court Reporter		18.69
01041 - Customer Service Representative I		12.89
01042 - Customer Service Representative II		14.49
01043 - Customer Service Representative III		15.81
01051 - Data Entry Operator I		13.43
01052 - Data Entry Operator II		14.97
01060 - Dispatcher Motor Vehicle		18.73
01070 - Document Preparation Clerk		16.93
01090 - Duplicating Machine Operator		16.93
01111 - General Clerk I		13.83
01112 - General Clerk II		15.08

01113 - General Clerk III 16.93
01120 - Housing Referral Assistant 20.84
01141 - Messenger Courier 12.84
01191 - Order Clerk I 15.43
01192 - Order Clerk II 16.84
01261 - Personnel Assistant (Employment) I 16.72
01262 - Personnel Assistant (Employment) II 18.70
01263 - Personnel Assistant (Employment) III 20.86
01270 - Production Control Clerk 22.94
01290 - Rental Clerk 14.54
01300 - Scheduler Maintenance 16.71
01311 - Secretary I 16.71
01312 - Secretary II 18.69
01313 - Secretary III 20.84
01320 - Service Order Dispatcher 16.74
01410 - Supply Technician 27.18
01420 - Survey Worker 17.36
01460 - Switchboard Operator/Receptionist 14.68
01531 - Travel Clerk I 15.44
01532 - Travel Clerk II 16.78
01533 - Travel Clerk III 18.16
01611 - Word Processor I 17.51
01612 - Word Processor II 19.67
01613 - Word Processor III 21.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.82
05010 - Automotive Electrician 20.14
05040 - Automotive Glass Installer 19.51
05070 - Automotive Worker 19.51
05110 - Mobile Equipment Servicer 18.27
05130 - Motor Equipment Metal Mechanic 20.76
05160 - Motor Equipment Metal Worker 19.51
05190 - Motor Vehicle Mechanic 20.76
05220 - Motor Vehicle Mechanic Helper 17.65
05250 - Motor Vehicle Upholstery Worker 18.89
05280 - Motor Vehicle Wrecker 19.51
05310 - Painter Automotive 20.14
05340 - Radiator Repair Specialist 19.51
05370 - Tire Repairer 16.81
05400 - Transmission Repair Specialist 20.76
07000 - Food Preparation And Service Occupations
07010 - Baker 12.65
07041 - Cook I 15.58
07042 - Cook II 17.08
07070 - Dishwasher 10.27
07130 - Food Service Worker 10.72
07210 - Meat Cutter 15.12
07260 - Waiter/Waitress 10.61
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.53

09040 - Furniture Handler 18.68
09080 - Furniture Refinisher 25.53
09090 - Furniture Refinisher Helper 21.55
09110 - Furniture Repairer Minor 23.95
09130 - Upholsterer 25.53
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.04
11060 - Elevator Operator 12.65
11090 - Gardener 17.63
11122 - Housekeeping Aide 12.65
11150 - Janitor 12.65
11210 - Laborer Grounds Maintenance 14.34
11240 - Maid or Houseman 11.55
11260 - Pruner 13.23
11270 - Tractor Operator 16.54
11330 - Trail Maintenance Worker 14.34
11360 - Window Cleaner 13.42
12000 - Health Occupations
12010 - Ambulance Driver 19.50
12011 - Breath Alcohol Technician 23.08
12012 - Certified Occupational Therapist Assistant 30.12
12015 - Certified Physical Therapist Assistant 25.87
12020 - Dental Assistant 19.63
12025 - Dental Hygienist 33.00
12030 - EKG Technician 32.03
12035 - Electroneurodiagnostic Technologist 32.03
12040 - Emergency Medical Technician 19.50
12071 - Licensed Practical Nurse I 20.63
12072 - Licensed Practical Nurse II 23.08
12073 - Licensed Practical Nurse III 25.73
12100 - Medical Assistant 15.96
12130 - Medical Laboratory Technician 26.92
12160 - Medical Record Clerk 16.58
12190 - Medical Record Technician 23.54
12195 - Medical Transcriptionist 17.47
12210 - Nuclear Medicine Technologist 45.63
12221 - Nursing Assistant I 11.43
12222 - Nursing Assistant II 12.85
12223 - Nursing Assistant III 14.02
12224 - Nursing Assistant IV 15.74
12235 - Optical Dispenser 18.91
12236 - Optical Technician 18.69
12250 - Pharmacy Technician 14.48
12280 - Phlebotomist 18.12
12305 - Radiologic Technologist 27.78
12311 - Registered Nurse I 24.35
12312 - Registered Nurse II 29.80
12313 - Registered Nurse II Specialist 29.80
12314 - Registered Nurse III 36.05
12315 - Registered Nurse III Anesthetist 36.05

12316 - Registered Nurse IV		43.21
12317 - Scheduler (Drug and Alcohol Testing)		28.59
12320 - Substance Abuse Treatment Counselor		25.34
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.11
13012 - Exhibits Specialist II		26.14
13013 - Exhibits Specialist III		31.98
13041 - Illustrator I		21.11
13042 - Illustrator II		26.14
13043 - Illustrator III		31.98
13047 - Librarian		28.96
13050 - Library Aide/Clerk		12.26
13054 - Library Information Technology Systems Administrator		26.14
13058 - Library Technician		18.99
13061 - Media Specialist I		18.87
13062 - Media Specialist II		21.11
13063 - Media Specialist III		23.52
13071 - Photographer I		18.87
13072 - Photographer II		21.11
13073 - Photographer III		26.14
13074 - Photographer IV		31.98
13075 - Photographer V		38.69
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		24.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.88
14042 - Computer Operator II		17.77
14043 - Computer Operator III		19.81
14044 - Computer Operator IV		22.01
14045 - Computer Operator V		24.37
14071 - Computer Programmer I	(see 1)	21.17
14072 - Computer Programmer II	(see 1)	26.22
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.88
14160 - Personal Computer Support Technician		22.01
14170 - System Support Specialist		25.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.26
15020 - Aircrew Training Devices Instructor (Rated)		35.40
15030 - Air Crew Training Devices Instructor (Pilot)		42.43
15050 - Computer Based Training Specialist / Instructor		29.26
15060 - Educational Technologist		35.81
15070 - Flight Instructor (Pilot)		42.43
15080 - Graphic Artist		22.82
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.43

15086 - Maintenance Test Pilot Rotary Wing 42.43
15088 - Non-Maintenance Test/Co-Pilot 42.43
15090 - Technical Instructor 22.97
15095 - Technical Instructor/Course Developer 28.10
15110 - Test Proctor 18.54
15120 - Tutor 18.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.36
19040 - Tool And Die Maker 27.13
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.74
21030 - Material Coordinator 22.94
21040 - Material Expediter 22.94
21050 - Material Handling Laborer 15.24
21071 - Order Filler 17.24
21080 - Production Line Worker (Food Processing) 20.74
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 18.74
21150 - Stock Clerk 23.83
21210 - Tools And Parts Attendant 20.74
21410 - Warehouse Specialist 20.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.01
23019 - Aircraft Logs and Records Technician 25.31
23021 - Aircraft Mechanic I 27.87
23022 - Aircraft Mechanic II 29.01
23023 - Aircraft Mechanic III 30.16
23040 - Aircraft Mechanic Helper 23.66
23050 - Aircraft Painter 29.54
23060 - Aircraft Servicer 25.31
23070 - Aircraft Survival Flight Equipment Technician 29.54
23080 - Aircraft Worker 26.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.87
23110 - Appliance Mechanic 23.21

23120 - Bicycle Repairer	23.37
23125 - Cable Splicer	27.87
23130 - Carpenter Maintenance	23.21
23140 - Carpet Layer	25.61
23160 - Electrician Maintenance	33.08
23181 - Electronics Technician Maintenance I	30.50
23182 - Electronics Technician Maintenance II	31.54
23183 - Electronics Technician Maintenance III	33.19
23260 - Fabric Worker	24.56
23290 - Fire Alarm System Mechanic	25.51
23310 - Fire Extinguisher Repairer	23.37
23311 - Fuel Distribution System Mechanic	36.63
23312 - Fuel Distribution System Operator	30.58
23370 - General Maintenance Worker	19.46
23380 - Ground Support Equipment Mechanic	27.87
23381 - Ground Support Equipment Servicer	25.31
23382 - Ground Support Equipment Worker	26.15
23391 - Gunsmith I	23.37
23392 - Gunsmith II	25.61
23393 - Gunsmith III	27.87
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.90
23430 - Heavy Equipment Mechanic	29.16
23440 - Heavy Equipment Operator	27.95
23460 - Instrument Mechanic	27.87
23465 - Laboratory/Shelter Mechanic	26.48
23470 - Laborer	15.21
23510 - Locksmith	26.48
23530 - Machinery Maintenance Mechanic	26.32
23550 - Machinist Maintenance	25.11
23580 - Maintenance Trades Helper	19.65
23591 - Metrology Technician I	27.87
23592 - Metrology Technician II	28.79
23593 - Metrology Technician III	29.89
23640 - Millwright	32.40
23710 - Office Appliance Repairer	20.88
23760 - Painter Maintenance	25.27
23790 - Pipefitter Maintenance	33.47
23810 - Plumber Maintenance	31.81
23820 - Pneudraulic Systems Mechanic	27.87
23850 - Rigger	27.87
23870 - Scale Mechanic	25.61
23890 - Sheet-Metal Worker Maintenance	27.87
23910 - Small Engine Mechanic	21.16
23931 - Telecommunications Mechanic I	28.81
23932 - Telecommunications Mechanic II	29.72
23950 - Telephone Lineman	25.60
23960 - Welder Combination Maintenance	22.39

23965 - Well Driller	27.87
23970 - Woodcraft Worker	27.87
23980 - Woodworker	23.37
24000 - Personal Needs Occupations	
24550 - Case Manager	15.91
24570 - Child Care Attendant	10.96
24580 - Child Care Center Clerk	13.67
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	15.91
24630 - Homemaker	15.91
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.96
25040 - Sewage Plant Operator	27.51
25070 - Stationary Engineer	29.96
25190 - Ventilation Equipment Tender	22.37
25210 - Water Treatment Plant Operator	27.51
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.56
27007 - Baggage Inspector	13.68
27008 - Corrections Officer	24.73
27010 - Court Security Officer	21.75
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	24.73
27070 - Firefighter	22.61
27101 - Guard I	13.68
27102 - Guard II	17.04
27131 - Police Officer I	26.53
27132 - Police Officer II	29.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.38
28042 - Carnival Equipment Repairer	14.27
28043 - Carnival Worker	10.71
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.56
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	19.75
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	19.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.61
29020 - Hatch Tender	25.61
29030 - Line Handler	25.61
29041 - Stevedore I	24.56
29042 - Stevedore II	26.48
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.04
30022 - Archeological Technician II		20.19
30023 - Archeological Technician III		25.01
30030 - Cartographic Technician		25.01
30040 - Civil Engineering Technician		29.78
30051 - Cryogenic Technician I		27.51
30052 - Cryogenic Technician II		30.39
30061 - Drafter/CAD Operator I		18.04
30062 - Drafter/CAD Operator II		20.19
30063 - Drafter/CAD Operator III		22.51
30064 - Drafter/CAD Operator IV		27.70
30081 - Engineering Technician I		16.36
30082 - Engineering Technician II		18.36
30083 - Engineering Technician III		20.53
30084 - Engineering Technician IV		25.45
30085 - Engineering Technician V		31.13
30086 - Engineering Technician VI		37.66
30090 - Environmental Technician		26.71
30095 - Evidence Control Specialist		24.84
30210 - Laboratory Technician		21.97
30221 - Latent Fingerprint Technician I		33.29
30222 - Latent Fingerprint Technician II		36.77
30240 - Mathematical Technician		25.01
30361 - Paralegal/Legal Assistant I		19.94
30362 - Paralegal/Legal Assistant II		24.69
30363 - Paralegal/Legal Assistant III		30.21
30364 - Paralegal/Legal Assistant IV		36.55
30375 - Petroleum Supply Specialist		30.39
30390 - Photo-Optics Technician		23.91
30395 - Radiation Control Technician		30.39
30461 - Technical Writer I		25.01
30462 - Technical Writer II		30.60
30463 - Technical Writer III		37.02
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.51
30502 - Weather Forecaster II		33.46
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.51
30621 - Weather Observer Senior	(see 2)	25.01
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.43
31030 - Bus Driver		19.94
31043 - Driver Courier		14.40
31260 - Parking and Lot Attendant		12.83
31290 - Shuttle Bus Driver		15.35

31310 - Taxi Driver	15.35
31361 - Truckdriver Light	15.35
31362 - Truckdriver Medium	16.14
31363 - Truckdriver Heavy	20.79
31364 - Truckdriver Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.99
99050 - Desk Clerk	11.69
99095 - Embalmer	31.98
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.37
99252 - Laboratory Animal Caretaker II	14.25
99260 - Marketing Analyst	25.96
99310 - Mortician	31.98
99410 - Pest Controller	24.81
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	23.25
99711 - Recycling Specialist	26.81
99730 - Refuse Collector	21.45
99810 - Sales Clerk	11.18
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	23.50
99831 - Surveying Aide	13.43
99832 - Surveying Technician	20.08
99840 - Vending Machine Attendant	25.52
99841 - Vending Machine Repairer	28.50
99842 - Vending Machine Repairer Helper	25.52

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4856
Revision No.: 14
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Clinton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.53
01012 - Accounting Clerk II		17.43
01013 - Accounting Clerk III		19.51
01020 - Administrative Assistant		27.18
01035 - Court Reporter		18.69
01041 - Customer Service Representative I		12.89
01042 - Customer Service Representative II		14.49
01043 - Customer Service Representative III		15.81
01051 - Data Entry Operator I		13.43
01052 - Data Entry Operator II		14.97
01060 - Dispatcher Motor Vehicle		18.73
01070 - Document Preparation Clerk		16.93

01090 - Duplicating Machine Operator	16.93
01111 - General Clerk I	13.83
01112 - General Clerk II	15.08
01113 - General Clerk III	16.93
01120 - Housing Referral Assistant	20.84
01141 - Messenger Courier	12.84
01191 - Order Clerk I	15.43
01192 - Order Clerk II	16.84
01261 - Personnel Assistant (Employment) I	16.72
01262 - Personnel Assistant (Employment) II	18.70
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	22.94
01290 - Rental Clerk	14.54
01300 - Scheduler Maintenance	16.71
01311 - Secretary I	16.71
01312 - Secretary II	18.69
01313 - Secretary III	20.84
01320 - Service Order Dispatcher	16.74
01410 - Supply Technician	27.18
01420 - Survey Worker	17.36
01460 - Switchboard Operator/Receptionist	14.68
01531 - Travel Clerk I	15.44
01532 - Travel Clerk II	16.78
01533 - Travel Clerk III	18.16
01611 - Word Processor I	17.51
01612 - Word Processor II	19.67
01613 - Word Processor III	21.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.82
05010 - Automotive Electrician	20.14
05040 - Automotive Glass Installer	19.51
05070 - Automotive Worker	19.51
05110 - Mobile Equipment Servicer	18.27
05130 - Motor Equipment Metal Mechanic	20.76
05160 - Motor Equipment Metal Worker	19.51
05190 - Motor Vehicle Mechanic	20.76
05220 - Motor Vehicle Mechanic Helper	17.65
05250 - Motor Vehicle Upholstery Worker	18.89
05280 - Motor Vehicle Wrecker	19.51
05310 - Painter Automotive	20.14
05340 - Radiator Repair Specialist	19.51
05370 - Tire Repairer	16.81
05400 - Transmission Repair Specialist	20.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	15.58
07042 - Cook II	17.08
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.72
07210 - Meat Cutter	15.12

07260 - Waiter/Waitress	10.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.53
09040 - Furniture Handler	18.68
09080 - Furniture Refinisher	25.53
09090 - Furniture Refinisher Helper	21.55
09110 - Furniture Repairer Minor	23.95
09130 - Upholsterer	25.53
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.04
11060 - Elevator Operator	12.65
11090 - Gardener	17.63
11122 - Housekeeping Aide	12.65
11150 - Janitor	12.65
11210 - Laborer Grounds Maintenance	14.34
11240 - Maid or Houseman	11.55
11260 - Pruner	13.23
11270 - Tractor Operator	16.54
11330 - Trail Maintenance Worker	14.34
11360 - Window Cleaner	13.42
12000 - Health Occupations	
12010 - Ambulance Driver	19.50
12011 - Breath Alcohol Technician	23.08
12012 - Certified Occupational Therapist Assistant	30.12
12015 - Certified Physical Therapist Assistant	25.87
12020 - Dental Assistant	19.63
12025 - Dental Hygienist	33.00
12030 - EKG Technician	32.03
12035 - Electroneurodiagnostic Technologist	32.03
12040 - Emergency Medical Technician	19.50
12071 - Licensed Practical Nurse I	20.63
12072 - Licensed Practical Nurse II	23.08
12073 - Licensed Practical Nurse III	25.73
12100 - Medical Assistant	15.96
12130 - Medical Laboratory Technician	26.92
12160 - Medical Record Clerk	16.58
12190 - Medical Record Technician	23.54
12195 - Medical Transcriptionist	17.47
12210 - Nuclear Medicine Technologist	45.63
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	18.91
12236 - Optical Technician	18.69
12250 - Pharmacy Technician	14.48
12280 - Phlebotomist	18.12
12305 - Radiologic Technologist	27.78
12311 - Registered Nurse I	24.35
12312 - Registered Nurse II	29.80

12313 - Registered Nurse II Specialist		29.80
12314 - Registered Nurse III		36.05
12315 - Registered Nurse III Anesthetist		36.05
12316 - Registered Nurse IV		43.21
12317 - Scheduler (Drug and Alcohol Testing)		28.59
12320 - Substance Abuse Treatment Counselor		25.34
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.11
13012 - Exhibits Specialist II		26.14
13013 - Exhibits Specialist III		31.98
13041 - Illustrator I		21.11
13042 - Illustrator II		26.14
13043 - Illustrator III		31.98
13047 - Librarian		28.96
13050 - Library Aide/Clerk		12.26
13054 - Library Information Technology Systems Administrator		26.14
13058 - Library Technician		18.99
13061 - Media Specialist I		18.87
13062 - Media Specialist II		21.11
13063 - Media Specialist III		23.52
13071 - Photographer I		18.87
13072 - Photographer II		21.11
13073 - Photographer III		26.14
13074 - Photographer IV		31.98
13075 - Photographer V		38.69
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		24.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.88
14042 - Computer Operator II		17.77
14043 - Computer Operator III		19.81
14044 - Computer Operator IV		22.01
14045 - Computer Operator V		24.37
14071 - Computer Programmer I	(see 1)	21.17
14072 - Computer Programmer II	(see 1)	26.22
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.88
14160 - Personal Computer Support Technician		22.01
14170 - System Support Specialist		25.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.26
15020 - Aircrew Training Devices Instructor (Rated)		35.40
15030 - Air Crew Training Devices Instructor (Pilot)		42.43
15050 - Computer Based Training Specialist / Instructor		29.26
15060 - Educational Technologist		35.81

15070 - Flight Instructor (Pilot) 42.43
15080 - Graphic Artist 22.82
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.43
15086 - Maintenance Test Pilot Rotary Wing 42.43
15088 - Non-Maintenance Test/Co-Pilot 42.43
15090 - Technical Instructor 22.97
15095 - Technical Instructor/Course Developer 28.10
15110 - Test Proctor 18.54
15120 - Tutor 18.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.36
19040 - Tool And Die Maker 27.13
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.74
21030 - Material Coordinator 22.94
21040 - Material Expediter 22.94
21050 - Material Handling Laborer 15.24
21071 - Order Filler 17.24
21080 - Production Line Worker (Food Processing) 20.74
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 18.74
21150 - Stock Clerk 23.83
21210 - Tools And Parts Attendant 20.74
21410 - Warehouse Specialist 20.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.01
23019 - Aircraft Logs and Records Technician 25.31
23021 - Aircraft Mechanic I 27.87
23022 - Aircraft Mechanic II 29.01
23023 - Aircraft Mechanic III 30.16
23040 - Aircraft Mechanic Helper 23.66
23050 - Aircraft Painter 29.54
23060 - Aircraft Servicer 25.31
23070 - Aircraft Survival Flight Equipment Technician 29.54
23080 - Aircraft Worker 26.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.15

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.87
23110 - Appliance Mechanic 23.21
23120 - Bicycle Repairer 23.37
23125 - Cable Splicer 27.87
23130 - Carpenter Maintenance 23.21
23140 - Carpet Layer 25.61
23160 - Electrician Maintenance 33.08
23181 - Electronics Technician Maintenance I 30.50
23182 - Electronics Technician Maintenance II 31.54
23183 - Electronics Technician Maintenance III 33.19
23260 - Fabric Worker 24.56
23290 - Fire Alarm System Mechanic 25.51
23310 - Fire Extinguisher Repairer 23.37
23311 - Fuel Distribution System Mechanic 36.63
23312 - Fuel Distribution System Operator 30.58
23370 - General Maintenance Worker 19.46
23380 - Ground Support Equipment Mechanic 27.87
23381 - Ground Support Equipment Servicer 25.31
23382 - Ground Support Equipment Worker 26.15
23391 - Gunsmith I 23.37
23392 - Gunsmith II 25.61
23393 - Gunsmith III 27.87
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.90
23430 - Heavy Equipment Mechanic 29.16
23440 - Heavy Equipment Operator 27.95
23460 - Instrument Mechanic 27.87
23465 - Laboratory/Shelter Mechanic 26.48
23470 - Laborer 15.21
23510 - Locksmith 26.48
23530 - Machinery Maintenance Mechanic 26.32
23550 - Machinist Maintenance 25.11
23580 - Maintenance Trades Helper 19.65
23591 - Metrology Technician I 27.87
23592 - Metrology Technician II 28.79
23593 - Metrology Technician III 29.89
23640 - Millwright 32.40
23710 - Office Appliance Repairer 20.88
23760 - Painter Maintenance 25.27
23790 - Pipefitter Maintenance 33.47
23810 - Plumber Maintenance 31.81
23820 - Pneudraulic Systems Mechanic 27.87
23850 - Rigger 27.87
23870 - Scale Mechanic 25.61
23890 - Sheet-Metal Worker Maintenance 27.87
23910 - Small Engine Mechanic 21.16
23931 - Telecommunications Mechanic I 28.81

23932 - Telecommunications Mechanic II 29.72
23950 - Telephone Lineman 25.60
23960 - Welder Combination Maintenance 22.39
23965 - Well Driller 27.87
23970 - Woodcraft Worker 27.87
23980 - Woodworker 23.37
24000 - Personal Needs Occupations
24550 - Case Manager 15.91
24570 - Child Care Attendant 10.96
24580 - Child Care Center Clerk 13.67
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 15.91
24630 - Homemaker 15.91
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.96
25040 - Sewage Plant Operator 27.51
25070 - Stationary Engineer 29.96
25190 - Ventilation Equipment Tender 22.37
25210 - Water Treatment Plant Operator 27.51
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.56
27007 - Baggage Inspector 13.68
27008 - Corrections Officer 24.73
27010 - Court Security Officer 21.75
27030 - Detection Dog Handler 17.04
27040 - Detention Officer 24.73
27070 - Firefighter 22.61
27101 - Guard I 13.68
27102 - Guard II 17.04
27131 - Police Officer I 26.53
27132 - Police Officer II 29.47
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.38
28042 - Carnival Equipment Repairer 14.27
28043 - Carnival Worker 10.71
28210 - Gate Attendant/Gate Tender 15.40
28310 - Lifeguard 11.56
28350 - Park Attendant (Aide) 17.23
28510 - Recreation Aide/Health Facility Attendant 13.43
28515 - Recreation Specialist 19.75
28630 - Sports Official 13.72
28690 - Swimming Pool Operator 19.46
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.61
29020 - Hatch Tender 25.61
29030 - Line Handler 25.61
29041 - Stevedore I 24.56
29042 - Stevedore II 26.48
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.04
30022 - Archeological Technician II 20.19
30023 - Archeological Technician III 25.01
30030 - Cartographic Technician 25.01
30040 - Civil Engineering Technician 29.78
30051 - Cryogenic Technician I 27.51
30052 - Cryogenic Technician II 30.39
30061 - Drafter/CAD Operator I 18.04
30062 - Drafter/CAD Operator II 20.19
30063 - Drafter/CAD Operator III 22.51
30064 - Drafter/CAD Operator IV 27.70
30081 - Engineering Technician I 16.36
30082 - Engineering Technician II 18.36
30083 - Engineering Technician III 20.53
30084 - Engineering Technician IV 25.45
30085 - Engineering Technician V 31.13
30086 - Engineering Technician VI 37.66
30090 - Environmental Technician 26.71
30095 - Evidence Control Specialist 24.84
30210 - Laboratory Technician 21.97
30221 - Latent Fingerprint Technician I 33.29
30222 - Latent Fingerprint Technician II 36.77
30240 - Mathematical Technician 25.01
30361 - Paralegal/Legal Assistant I 19.94
30362 - Paralegal/Legal Assistant II 24.69
30363 - Paralegal/Legal Assistant III 30.21
30364 - Paralegal/Legal Assistant IV 36.55
30375 - Petroleum Supply Specialist 30.39
30390 - Photo-Optics Technician 23.91
30395 - Radiation Control Technician 30.39
30461 - Technical Writer I 25.01
30462 - Technical Writer II 30.60
30463 - Technical Writer III 37.02
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.51
30502 - Weather Forecaster II 33.46
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.51
30621 - Weather Observer Senior (see 2) 25.01
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.43
31030 - Bus Driver 19.94

31043 - Driver Courier	14.40
31260 - Parking and Lot Attendant	12.83
31290 - Shuttle Bus Driver	15.35
31310 - Taxi Driver	15.35
31361 - Truckdriver Light	15.35
31362 - Truckdriver Medium	16.14
31363 - Truckdriver Heavy	20.79
31364 - Truckdriver Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.99
99050 - Desk Clerk	11.69
99095 - Embalmer	31.98
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.37
99252 - Laboratory Animal Caretaker II	14.25
99260 - Marketing Analyst	25.96
99310 - Mortician	31.98
99410 - Pest Controller	24.81
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	23.25
99711 - Recycling Specialist	26.81
99730 - Refuse Collector	21.45
99810 - Sales Clerk	11.18
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	23.50
99831 - Surveying Aide	13.43
99832 - Surveying Technician	20.08
99840 - Vending Machine Attendant	25.52
99841 - Vending Machine Repairer	28.50
99842 - Vending Machine Repairer Helper	25.52

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4857
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Eaton Ingham

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.53
01012 - Accounting Clerk II		17.43
01013 - Accounting Clerk III		19.51
01020 - Administrative Assistant		27.18
01035 - Court Reporter		18.69
01041 - Customer Service Representative I		12.89
01042 - Customer Service Representative II		14.49
01043 - Customer Service Representative III		15.81
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.68
01060 - Dispatcher Motor Vehicle		18.73
01070 - Document Preparation Clerk		18.11
01090 - Duplicating Machine Operator		18.11
01111 - General Clerk I		13.83
01112 - General Clerk II		15.08

01113 - General Clerk III	16.93
01120 - Housing Referral Assistant	20.84
01141 - Messenger Courier	13.66
01191 - Order Clerk I	14.99
01192 - Order Clerk II	16.36
01261 - Personnel Assistant (Employment) I	16.02
01262 - Personnel Assistant (Employment) II	17.93
01263 - Personnel Assistant (Employment) III	19.98
01270 - Production Control Clerk	22.94
01290 - Rental Clerk	14.44
01300 - Scheduler Maintenance	16.71
01311 - Secretary I	16.71
01312 - Secretary II	18.69
01313 - Secretary III	20.84
01320 - Service Order Dispatcher	16.74
01410 - Supply Technician	27.18
01420 - Survey Worker	17.36
01460 - Switchboard Operator/Receptionist	14.68
01531 - Travel Clerk I	15.44
01532 - Travel Clerk II	16.78
01533 - Travel Clerk III	18.16
01611 - Word Processor I	17.58
01612 - Word Processor II	19.83
01613 - Word Processor III	22.19
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.82
05010 - Automotive Electrician	21.05
05040 - Automotive Glass Installer	20.05
05070 - Automotive Worker	20.05
05110 - Mobile Equipment Servicer	18.05
05130 - Motor Equipment Metal Mechanic	22.06
05160 - Motor Equipment Metal Worker	20.05
05190 - Motor Vehicle Mechanic	22.06
05220 - Motor Vehicle Mechanic Helper	17.04
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter Automotive	21.05
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.96

09040 - Furniture Handler 18.68
09080 - Furniture Refinisher 24.96
09090 - Furniture Refinisher Helper 21.09
09110 - Furniture Repairer Minor 23.07
09130 - Upholsterer 24.96
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.95
11060 - Elevator Operator 12.95
11090 - Gardener 17.63
11122 - Housekeeping Aide 12.95
11150 - Janitor 12.95
11210 - Laborer Grounds Maintenance 14.34
11240 - Maid or Houseman 12.02
11260 - Pruner 14.77
11270 - Tractor Operator 16.54
11330 - Trail Maintenance Worker 14.34
11360 - Window Cleaner 13.86
12000 - Health Occupations
12010 - Ambulance Driver 19.50
12011 - Breath Alcohol Technician 23.08
12012 - Certified Occupational Therapist Assistant 30.15
12015 - Certified Physical Therapist Assistant 25.87
12020 - Dental Assistant 19.63
12025 - Dental Hygienist 33.00
12030 - EKG Technician 32.03
12035 - Electroneurodiagnostic Technologist 32.03
12040 - Emergency Medical Technician 19.50
12071 - Licensed Practical Nurse I 20.63
12072 - Licensed Practical Nurse II 23.08
12073 - Licensed Practical Nurse III 25.73
12100 - Medical Assistant 15.96
12130 - Medical Laboratory Technician 26.92
12160 - Medical Record Clerk 16.58
12190 - Medical Record Technician 23.54
12195 - Medical Transcriptionist 17.47
12210 - Nuclear Medicine Technologist 44.73
12221 - Nursing Assistant I 10.92
12222 - Nursing Assistant II 12.28
12223 - Nursing Assistant III 13.40
12224 - Nursing Assistant IV 15.04
12235 - Optical Dispenser 18.91
12236 - Optical Technician 18.69
12250 - Pharmacy Technician 16.28
12280 - Phlebotomist 18.12
12305 - Radiologic Technologist 28.60
12311 - Registered Nurse I 24.60
12312 - Registered Nurse II 30.09
12313 - Registered Nurse II Specialist 30.09
12314 - Registered Nurse III 36.40
12315 - Registered Nurse III Anesthetist 36.40

12316 - Registered Nurse IV		43.34
12317 - Scheduler (Drug and Alcohol Testing)		28.59
12320 - Substance Abuse Treatment Counselor		25.34
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.11
13012 - Exhibits Specialist II		26.14
13013 - Exhibits Specialist III		31.98
13041 - Illustrator I		21.11
13042 - Illustrator II		26.14
13043 - Illustrator III		31.98
13047 - Librarian		28.96
13050 - Library Aide/Clerk		13.54
13054 - Library Information Technology Systems Administrator		26.14
13058 - Library Technician		18.99
13061 - Media Specialist I		18.87
13062 - Media Specialist II		21.11
13063 - Media Specialist III		23.52
13071 - Photographer I		18.87
13072 - Photographer II		21.11
13073 - Photographer III		26.14
13074 - Photographer IV		31.38
13075 - Photographer V		37.68
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		24.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		26.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.44
15020 - Aircrew Training Devices Instructor (Rated)		35.62
15030 - Air Crew Training Devices Instructor (Pilot)		42.43
15050 - Computer Based Training Specialist / Instructor		29.44
15060 - Educational Technologist		35.81
15070 - Flight Instructor (Pilot)		42.43
15080 - Graphic Artist		22.82
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.43

15086 - Maintenance Test Pilot Rotary Wing 42.43
15088 - Non-Maintenance Test/Co-Pilot 42.43
15090 - Technical Instructor 24.30
15095 - Technical Instructor/Course Developer 29.73
15110 - Test Proctor 19.97
15120 - Tutor 19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.36
19040 - Tool And Die Maker 27.13
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.46
21030 - Material Coordinator 22.94
21040 - Material Expediter 22.94
21050 - Material Handling Laborer 15.21
21071 - Order Filler 16.79
21080 - Production Line Worker (Food Processing) 20.02
21110 - Shipping Packer 16.97
21130 - Shipping/Receiving Clerk 16.97
21140 - Store Worker I 18.74
21150 - Stock Clerk 23.83
21210 - Tools And Parts Attendant 18.46
21410 - Warehouse Specialist 19.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.79
23019 - Aircraft Logs and Records Technician 24.56
23021 - Aircraft Mechanic I 27.87
23022 - Aircraft Mechanic II 28.79
23023 - Aircraft Mechanic III 29.89
23040 - Aircraft Mechanic Helper 22.04
23050 - Aircraft Painter 26.48
23060 - Aircraft Servicer 24.56
23070 - Aircraft Survival Flight Equipment Technician 26.48
23080 - Aircraft Worker 25.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.87
23110 - Appliance Mechanic 24.43

23120 - Bicycle Repairer	23.37
23125 - Cable Splicer	27.87
23130 - Carpenter Maintenance	23.12
23140 - Carpet Layer	25.61
23160 - Electrician Maintenance	32.77
23181 - Electronics Technician Maintenance I	30.50
23182 - Electronics Technician Maintenance II	31.54
23183 - Electronics Technician Maintenance III	33.19
23260 - Fabric Worker	24.56
23290 - Fire Alarm System Mechanic	25.51
23310 - Fire Extinguisher Repairer	23.37
23311 - Fuel Distribution System Mechanic	36.06
23312 - Fuel Distribution System Operator	30.58
23370 - General Maintenance Worker	19.46
23380 - Ground Support Equipment Mechanic	27.87
23381 - Ground Support Equipment Servicer	24.56
23382 - Ground Support Equipment Worker	25.61
23391 - Gunsmith I	23.37
23392 - Gunsmith II	25.61
23393 - Gunsmith III	27.87
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.14
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.41
23430 - Heavy Equipment Mechanic	29.16
23440 - Heavy Equipment Operator	27.95
23460 - Instrument Mechanic	27.87
23465 - Laboratory/Shelter Mechanic	26.48
23470 - Laborer	15.21
23510 - Locksmith	26.48
23530 - Machinery Maintenance Mechanic	25.49
23550 - Machinist Maintenance	24.87
23580 - Maintenance Trades Helper	19.65
23591 - Metrology Technician I	27.87
23592 - Metrology Technician II	28.79
23593 - Metrology Technician III	29.89
23640 - Millwright	29.28
23710 - Office Appliance Repairer	20.96
23760 - Painter Maintenance	25.05
23790 - Pipefitter Maintenance	33.47
23810 - Plumber Maintenance	31.81
23820 - Pneudraulic Systems Mechanic	27.87
23850 - Rigger	27.87
23870 - Scale Mechanic	25.61
23890 - Sheet-Metal Worker Maintenance	27.87
23910 - Small Engine Mechanic	19.84
23931 - Telecommunications Mechanic I	28.81
23932 - Telecommunications Mechanic II	29.77
23950 - Telephone Lineman	25.60
23960 - Welder Combination Maintenance	22.39

23965 - Well Driller 27.87
23970 - Woodcraft Worker 27.87
23980 - Woodworker 23.37
24000 - Personal Needs Occupations
24550 - Case Manager 16.09
24570 - Child Care Attendant 11.59
24580 - Child Care Center Clerk 14.45
24610 - Chore Aide 12.62
24620 - Family Readiness And Support Services Coordinator 16.09
24630 - Homemaker 16.09
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.51
25040 - Sewage Plant Operator 27.51
25070 - Stationary Engineer 29.51
25190 - Ventilation Equipment Tender 23.93
25210 - Water Treatment Plant Operator 27.51
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.56
27007 - Baggage Inspector 13.31
27008 - Corrections Officer 25.13
27010 - Court Security Officer 21.75
27030 - Detection Dog Handler 16.64
27040 - Detention Officer 25.13
27070 - Firefighter 22.23
27101 - Guard I 13.31
27102 - Guard II 16.64
27131 - Police Officer I 26.53
27132 - Police Officer II 29.47
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.15
28042 - Carnival Equipment Repairer 15.81
28043 - Carnival Worker 13.47
28210 - Gate Attendant/Gate Tender 14.25
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 15.95
28510 - Recreation Aide/Health Facility Attendant 11.64
28515 - Recreation Specialist 19.75
28630 - Sports Official 12.70
28690 - Swimming Pool Operator 20.18
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.61
29020 - Hatch Tender 25.61
29030 - Line Handler 25.61
29041 - Stevedore I 24.56
29042 - Stevedore II 26.48
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29

30021 - Archeological Technician I 18.04
30022 - Archeological Technician II 20.19
30023 - Archeological Technician III 25.01
30030 - Cartographic Technician 25.01
30040 - Civil Engineering Technician 29.78
30051 - Cryogenic Technician I 27.51
30052 - Cryogenic Technician II 30.39
30061 - Drafter/CAD Operator I 18.04
30062 - Drafter/CAD Operator II 20.19
30063 - Drafter/CAD Operator III 22.51
30064 - Drafter/CAD Operator IV 27.70
30081 - Engineering Technician I 14.89
30082 - Engineering Technician II 16.55
30083 - Engineering Technician III 19.40
30084 - Engineering Technician IV 22.68
30085 - Engineering Technician V 27.75
30086 - Engineering Technician VI 33.57
30090 - Environmental Technician 26.71
30095 - Evidence Control Specialist 24.84
30210 - Laboratory Technician 20.31
30221 - Latent Fingerprint Technician I 33.29
30222 - Latent Fingerprint Technician II 36.77
30240 - Mathematical Technician 25.01
30361 - Paralegal/Legal Assistant I 19.94
30362 - Paralegal/Legal Assistant II 24.69
30363 - Paralegal/Legal Assistant III 30.21
30364 - Paralegal/Legal Assistant IV 36.55
30375 - Petroleum Supply Specialist 30.39
30390 - Photo-Optics Technician 22.94
30395 - Radiation Control Technician 30.39
30461 - Technical Writer I 25.01
30462 - Technical Writer II 30.60
30463 - Technical Writer III 37.02
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.51
30502 - Weather Forecaster II 33.46
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.51
30621 - Weather Observer Senior (see 2) 25.01
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.43
31030 - Bus Driver 19.94
31043 - Driver Courier 15.94
31260 - Parking and Lot Attendant 13.75
31290 - Shuttle Bus Driver 16.87

31310 - Taxi Driver	16.71
31361 - Truckdriver Light	16.87
31362 - Truckdriver Medium	17.81
31363 - Truckdriver Heavy	21.92
31364 - Truckdriver Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.99
99050 - Desk Clerk	11.79
99095 - Embalmer	26.76
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.18
99260 - Marketing Analyst	25.96
99310 - Mortician	26.76
99410 - Pest Controller	21.08
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	23.25
99711 - Recycling Specialist	26.81
99730 - Refuse Collector	21.45
99810 - Sales Clerk	11.58
99820 - School Crossing Guard	15.59
99830 - Survey Party Chief	24.09
99831 - Surveying Aide	12.65
99832 - Surveying Technician	20.08
99840 - Vending Machine Attendant	24.61
99841 - Vending Machine Repairer	29.82
99842 - Vending Machine Repairer Helper	24.61

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4858
Revision No.: 14
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Eaton Ingham

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.53
01012 - Accounting Clerk II		17.43
01013 - Accounting Clerk III		19.51
01020 - Administrative Assistant		27.18
01035 - Court Reporter		18.69
01041 - Customer Service Representative I		12.89
01042 - Customer Service Representative II		14.49
01043 - Customer Service Representative III		15.81
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.68
01060 - Dispatcher Motor Vehicle		18.73
01070 - Document Preparation Clerk		18.11

01090 - Duplicating Machine Operator 18.11
01111 - General Clerk I 13.83
01112 - General Clerk II 15.08
01113 - General Clerk III 16.93
01120 - Housing Referral Assistant 20.84
01141 - Messenger Courier 13.66
01191 - Order Clerk I 14.99
01192 - Order Clerk II 16.36
01261 - Personnel Assistant (Employment) I 16.02
01262 - Personnel Assistant (Employment) II 17.93
01263 - Personnel Assistant (Employment) III 19.98
01270 - Production Control Clerk 22.94
01290 - Rental Clerk 14.44
01300 - Scheduler Maintenance 16.71
01311 - Secretary I 16.71
01312 - Secretary II 18.69
01313 - Secretary III 20.84
01320 - Service Order Dispatcher 16.74
01410 - Supply Technician 27.18
01420 - Survey Worker 17.36
01460 - Switchboard Operator/Receptionist 14.68
01531 - Travel Clerk I 15.44
01532 - Travel Clerk II 16.78
01533 - Travel Clerk III 18.16
01611 - Word Processor I 17.58
01612 - Word Processor II 19.83
01613 - Word Processor III 22.19
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.82
05010 - Automotive Electrician 21.05
05040 - Automotive Glass Installer 20.05
05070 - Automotive Worker 20.05
05110 - Mobile Equipment Servicer 18.05
05130 - Motor Equipment Metal Mechanic 22.06
05160 - Motor Equipment Metal Worker 20.05
05190 - Motor Vehicle Mechanic 22.06
05220 - Motor Vehicle Mechanic Helper 17.04
05250 - Motor Vehicle Upholstery Worker 19.05
05280 - Motor Vehicle Wrecker 20.05
05310 - Painter Automotive 21.05
05340 - Radiator Repair Specialist 20.05
05370 - Tire Repairer 16.02
05400 - Transmission Repair Specialist 22.06
07000 - Food Preparation And Service Occupations
07010 - Baker 17.67
07041 - Cook I 16.28
07042 - Cook II 17.67
07070 - Dishwasher 13.43
07130 - Food Service Worker 13.43
07210 - Meat Cutter 17.67

07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.96
09040 - Furniture Handler	18.68
09080 - Furniture Refinisher	24.96
09090 - Furniture Refinisher Helper	21.09
09110 - Furniture Repairer Minor	23.07
09130 - Upholsterer	24.96
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.95
11060 - Elevator Operator	12.95
11090 - Gardener	17.63
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer Grounds Maintenance	14.34
11240 - Maid or Houseman	12.02
11260 - Pruner	14.77
11270 - Tractor Operator	16.54
11330 - Trail Maintenance Worker	14.34
11360 - Window Cleaner	13.86
12000 - Health Occupations	
12010 - Ambulance Driver	19.50
12011 - Breath Alcohol Technician	23.08
12012 - Certified Occupational Therapist Assistant	30.15
12015 - Certified Physical Therapist Assistant	25.87
12020 - Dental Assistant	19.63
12025 - Dental Hygienist	33.00
12030 - EKG Technician	32.03
12035 - Electroneurodiagnostic Technologist	32.03
12040 - Emergency Medical Technician	19.50
12071 - Licensed Practical Nurse I	20.63
12072 - Licensed Practical Nurse II	23.08
12073 - Licensed Practical Nurse III	25.73
12100 - Medical Assistant	15.96
12130 - Medical Laboratory Technician	26.92
12160 - Medical Record Clerk	16.58
12190 - Medical Record Technician	23.54
12195 - Medical Transcriptionist	17.47
12210 - Nuclear Medicine Technologist	44.73
12221 - Nursing Assistant I	10.92
12222 - Nursing Assistant II	12.28
12223 - Nursing Assistant III	13.40
12224 - Nursing Assistant IV	15.04
12235 - Optical Dispenser	18.91
12236 - Optical Technician	18.69
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	18.12
12305 - Radiologic Technologist	28.60
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09

12313 - Registered Nurse II Specialist		30.09
12314 - Registered Nurse III		36.40
12315 - Registered Nurse III Anesthetist		36.40
12316 - Registered Nurse IV		43.34
12317 - Scheduler (Drug and Alcohol Testing)		28.59
12320 - Substance Abuse Treatment Counselor		25.34
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.11
13012 - Exhibits Specialist II		26.14
13013 - Exhibits Specialist III		31.98
13041 - Illustrator I		21.11
13042 - Illustrator II		26.14
13043 - Illustrator III		31.98
13047 - Librarian		28.96
13050 - Library Aide/Clerk		13.54
13054 - Library Information Technology Systems Administrator		26.14
13058 - Library Technician		18.99
13061 - Media Specialist I		18.87
13062 - Media Specialist II		21.11
13063 - Media Specialist III		23.52
13071 - Photographer I		18.87
13072 - Photographer II		21.11
13073 - Photographer III		26.14
13074 - Photographer IV		31.38
13075 - Photographer V		37.68
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		24.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		26.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.44
15020 - Aircrew Training Devices Instructor (Rated)		35.62
15030 - Air Crew Training Devices Instructor (Pilot)		42.43
15050 - Computer Based Training Specialist / Instructor		29.44
15060 - Educational Technologist		35.81

15070 - Flight Instructor (Pilot) 42.43
15080 - Graphic Artist 22.82
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.43
15086 - Maintenance Test Pilot Rotary Wing 42.43
15088 - Non-Maintenance Test/Co-Pilot 42.43
15090 - Technical Instructor 24.30
15095 - Technical Instructor/Course Developer 29.73
15110 - Test Proctor 19.97
15120 - Tutor 19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.36
19040 - Tool And Die Maker 27.13
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.46
21030 - Material Coordinator 22.94
21040 - Material Expediter 22.94
21050 - Material Handling Laborer 15.21
21071 - Order Filler 16.79
21080 - Production Line Worker (Food Processing) 20.02
21110 - Shipping Packer 16.97
21130 - Shipping/Receiving Clerk 16.97
21140 - Store Worker I 18.74
21150 - Stock Clerk 23.83
21210 - Tools And Parts Attendant 18.46
21410 - Warehouse Specialist 19.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.79
23019 - Aircraft Logs and Records Technician 24.56
23021 - Aircraft Mechanic I 27.87
23022 - Aircraft Mechanic II 28.79
23023 - Aircraft Mechanic III 29.89
23040 - Aircraft Mechanic Helper 22.04
23050 - Aircraft Painter 26.48
23060 - Aircraft Servicer 24.56
23070 - Aircraft Survival Flight Equipment Technician 26.48
23080 - Aircraft Worker 25.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.61

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.87
23110 - Appliance Mechanic 24.43
23120 - Bicycle Repairer 23.37
23125 - Cable Splicer 27.87
23130 - Carpenter Maintenance 23.12
23140 - Carpet Layer 25.61
23160 - Electrician Maintenance 32.77
23181 - Electronics Technician Maintenance I 30.50
23182 - Electronics Technician Maintenance II 31.54
23183 - Electronics Technician Maintenance III 33.19
23260 - Fabric Worker 24.56
23290 - Fire Alarm System Mechanic 25.51
23310 - Fire Extinguisher Repairer 23.37
23311 - Fuel Distribution System Mechanic 36.06
23312 - Fuel Distribution System Operator 30.58
23370 - General Maintenance Worker 19.46
23380 - Ground Support Equipment Mechanic 27.87
23381 - Ground Support Equipment Servicer 24.56
23382 - Ground Support Equipment Worker 25.61
23391 - Gunsmith I 23.37
23392 - Gunsmith II 25.61
23393 - Gunsmith III 27.87
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.14
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.41
23430 - Heavy Equipment Mechanic 29.16
23440 - Heavy Equipment Operator 27.95
23460 - Instrument Mechanic 27.87
23465 - Laboratory/Shelter Mechanic 26.48
23470 - Laborer 15.21
23510 - Locksmith 26.48
23530 - Machinery Maintenance Mechanic 25.49
23550 - Machinist Maintenance 24.87
23580 - Maintenance Trades Helper 19.65
23591 - Metrology Technician I 27.87
23592 - Metrology Technician II 28.79
23593 - Metrology Technician III 29.89
23640 - Millwright 29.28
23710 - Office Appliance Repairer 20.96
23760 - Painter Maintenance 25.05
23790 - Pipefitter Maintenance 33.47
23810 - Plumber Maintenance 31.81
23820 - Pneudraulic Systems Mechanic 27.87
23850 - Rigger 27.87
23870 - Scale Mechanic 25.61
23890 - Sheet-Metal Worker Maintenance 27.87
23910 - Small Engine Mechanic 19.84
23931 - Telecommunications Mechanic I 28.81

23932 - Telecommunications Mechanic II 29.77
23950 - Telephone Lineman 25.60
23960 - Welder Combination Maintenance 22.39
23965 - Well Driller 27.87
23970 - Woodcraft Worker 27.87
23980 - Woodworker 23.37
24000 - Personal Needs Occupations
24550 - Case Manager 16.09
24570 - Child Care Attendant 11.59
24580 - Child Care Center Clerk 14.45
24610 - Chore Aide 12.62
24620 - Family Readiness And Support Services Coordinator 16.09
24630 - Homemaker 16.09
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.51
25040 - Sewage Plant Operator 27.51
25070 - Stationary Engineer 29.51
25190 - Ventilation Equipment Tender 23.93
25210 - Water Treatment Plant Operator 27.51
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.56
27007 - Baggage Inspector 13.31
27008 - Corrections Officer 25.13
27010 - Court Security Officer 21.75
27030 - Detection Dog Handler 16.64
27040 - Detention Officer 25.13
27070 - Firefighter 22.23
27101 - Guard I 13.31
27102 - Guard II 16.64
27131 - Police Officer I 26.53
27132 - Police Officer II 29.47
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.15
28042 - Carnival Equipment Repairer 15.81
28043 - Carnival Worker 13.47
28210 - Gate Attendant/Gate Tender 14.25
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 15.95
28510 - Recreation Aide/Health Facility Attendant 11.64
28515 - Recreation Specialist 19.75
28630 - Sports Official 12.70
28690 - Swimming Pool Operator 20.18
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.61
29020 - Hatch Tender 25.61
29030 - Line Handler 25.61
29041 - Stevedore I 24.56
29042 - Stevedore II 26.48
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.04
30022 - Archeological Technician II 20.19
30023 - Archeological Technician III 25.01
30030 - Cartographic Technician 25.01
30040 - Civil Engineering Technician 29.78
30051 - Cryogenic Technician I 27.51
30052 - Cryogenic Technician II 30.39
30061 - Drafter/CAD Operator I 18.04
30062 - Drafter/CAD Operator II 20.19
30063 - Drafter/CAD Operator III 22.51
30064 - Drafter/CAD Operator IV 27.70
30081 - Engineering Technician I 14.89
30082 - Engineering Technician II 16.55
30083 - Engineering Technician III 19.40
30084 - Engineering Technician IV 22.68
30085 - Engineering Technician V 27.75
30086 - Engineering Technician VI 33.57
30090 - Environmental Technician 26.71
30095 - Evidence Control Specialist 24.84
30210 - Laboratory Technician 20.31
30221 - Latent Fingerprint Technician I 33.29
30222 - Latent Fingerprint Technician II 36.77
30240 - Mathematical Technician 25.01
30361 - Paralegal/Legal Assistant I 19.94
30362 - Paralegal/Legal Assistant II 24.69
30363 - Paralegal/Legal Assistant III 30.21
30364 - Paralegal/Legal Assistant IV 36.55
30375 - Petroleum Supply Specialist 30.39
30390 - Photo-Optics Technician 22.94
30395 - Radiation Control Technician 30.39
30461 - Technical Writer I 25.01
30462 - Technical Writer II 30.60
30463 - Technical Writer III 37.02
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.51
30502 - Weather Forecaster II 33.46
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.51
30621 - Weather Observer Senior (see 2) 25.01
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.43
31030 - Bus Driver 19.94

31043 - Driver Courier	15.94
31260 - Parking and Lot Attendant	13.75
31290 - Shuttle Bus Driver	16.87
31310 - Taxi Driver	16.71
31361 - Truckdriver Light	16.87
31362 - Truckdriver Medium	17.81
31363 - Truckdriver Heavy	21.92
31364 - Truckdriver Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.99
99050 - Desk Clerk	11.79
99095 - Embalmer	26.76
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.18
99260 - Marketing Analyst	25.96
99310 - Mortician	26.76
99410 - Pest Controller	21.08
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	23.25
99711 - Recycling Specialist	26.81
99730 - Refuse Collector	21.45
99810 - Sales Clerk	11.58
99820 - School Crossing Guard	15.59
99830 - Survey Party Chief	24.09
99831 - Surveying Aide	12.65
99832 - Surveying Technician	20.08
99840 - Vending Machine Attendant	24.61
99841 - Vending Machine Repairer	29.82
99842 - Vending Machine Repairer Helper	24.61

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4859
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Monroe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.89
01012 - Accounting Clerk II		17.83
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		26.95
01035 - Court Reporter		19.80
01041 - Customer Service Representative I		12.24
01042 - Customer Service Representative II		13.77
01043 - Customer Service Representative III		15.02
01051 - Data Entry Operator I		13.85
01052 - Data Entry Operator II		15.12
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.38
01090 - Duplicating Machine Operator		15.38
01111 - General Clerk I		14.33
01112 - General Clerk II		15.64

01113 - General Clerk III 17.55
01120 - Housing Referral Assistant 22.04
01141 - Messenger Courier 11.69
01191 - Order Clerk I 14.16
01192 - Order Clerk II 15.95
01261 - Personnel Assistant (Employment) I 18.31
01262 - Personnel Assistant (Employment) II 20.48
01263 - Personnel Assistant (Employment) III 22.84
01270 - Production Control Clerk 21.45
01290 - Rental Clerk 15.38
01300 - Scheduler Maintenance 17.30
01311 - Secretary I 17.30
01312 - Secretary II 19.35
01313 - Secretary III 22.04
01320 - Service Order Dispatcher 19.04
01410 - Supply Technician 26.95
01420 - Survey Worker 18.56
01460 - Switchboard Operator/Receptionist 14.39
01531 - Travel Clerk I 13.63
01532 - Travel Clerk II 14.77
01533 - Travel Clerk III 15.94
01611 - Word Processor I 15.07
01612 - Word Processor II 16.92
01613 - Word Processor III 18.93
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.56
05010 - Automotive Electrician 22.58
05040 - Automotive Glass Installer 21.84
05070 - Automotive Worker 21.84
05110 - Mobile Equipment Servicer 20.43
05130 - Motor Equipment Metal Mechanic 23.31
05160 - Motor Equipment Metal Worker 21.84
05190 - Motor Vehicle Mechanic 23.31
05220 - Motor Vehicle Mechanic Helper 19.71
05250 - Motor Vehicle Upholstery Worker 21.12
05280 - Motor Vehicle Wrecker 21.84
05310 - Painter Automotive 22.58
05340 - Radiator Repair Specialist 21.84
05370 - Tire Repairer 19.58
05400 - Transmission Repair Specialist 23.31
07000 - Food Preparation And Service Occupations
07010 - Baker 18.55
07041 - Cook I 13.99
07042 - Cook II 15.07
07070 - Dishwasher 11.64
07130 - Food Service Worker 11.64
07210 - Meat Cutter 16.26
07260 - Waiter/Waitress 12.36
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.81

09040 - Furniture Handler 18.13
09080 - Furniture Refinisher 24.81
09090 - Furniture Refinisher Helper 20.91
09110 - Furniture Repairer Minor 23.13
09130 - Upholsterer 24.81
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.97
11060 - Elevator Operator 14.97
11090 - Gardener 17.38
11122 - Housekeeping Aide 14.06
11150 - Janitor 14.06
11210 - Laborer Grounds Maintenance 14.78
11240 - Maid or Houseman 12.13
11260 - Pruner 13.63
11270 - Tractor Operator 15.88
11330 - Trail Maintenance Worker 14.78
11360 - Window Cleaner 15.23
12000 - Health Occupations
12010 - Ambulance Driver 21.48
12011 - Breath Alcohol Technician 21.48
12012 - Certified Occupational Therapist Assistant 29.47
12015 - Certified Physical Therapist Assistant 29.47
12020 - Dental Assistant 18.74
12025 - Dental Hygienist 33.41
12030 - EKG Technician 32.56
12035 - Electroneurodiagnostic Technologist 32.56
12040 - Emergency Medical Technician 21.48
12071 - Licensed Practical Nurse I 19.20
12072 - Licensed Practical Nurse II 21.48
12073 - Licensed Practical Nurse III 23.95
12100 - Medical Assistant 14.89
12130 - Medical Laboratory Technician 22.29
12160 - Medical Record Clerk 16.52
12190 - Medical Record Technician 25.50
12195 - Medical Transcriptionist 19.20
12210 - Nuclear Medicine Technologist 47.21
12221 - Nursing Assistant I 12.73
12222 - Nursing Assistant II 14.32
12223 - Nursing Assistant III 15.62
12224 - Nursing Assistant IV 17.53
12235 - Optical Dispenser 21.48
12236 - Optical Technician 19.20
12250 - Pharmacy Technician 17.78
12280 - Phlebotomist 19.20
12305 - Radiologic Technologist 31.57
12311 - Registered Nurse I 29.83
12312 - Registered Nurse II 33.23
12313 - Registered Nurse II Specialist 33.23
12314 - Registered Nurse III 44.14
12315 - Registered Nurse III Anesthetist 44.14

12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		26.62
12320 - Substance Abuse Treatment Counselor		26.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.47
13012 - Exhibits Specialist II		26.61
13013 - Exhibits Specialist III		32.54
13041 - Illustrator I		25.01
13042 - Illustrator II		30.40
13043 - Illustrator III		35.82
13047 - Librarian		30.28
13050 - Library Aide/Clerk		14.38
13054 - Library Information Technology Systems Administrator		27.34
13058 - Library Technician		18.56
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.75
13063 - Media Specialist III		23.13
13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13090 - Technical Order Library Clerk		18.37
13110 - Video Teleconference Technician		19.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.88
14042 - Computer Operator II		21.12
14043 - Computer Operator III		23.54
14044 - Computer Operator IV		26.15
14045 - Computer Operator V		28.96
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.88
14160 - Personal Computer Support Technician		26.15
14170 - System Support Specialist		28.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.06
15020 - Aircrew Training Devices Instructor (Rated)		40.00
15030 - Air Crew Training Devices Instructor (Pilot)		50.79
15050 - Computer Based Training Specialist / Instructor		33.06
15060 - Educational Technologist		30.50
15070 - Flight Instructor (Pilot)		50.79
15080 - Graphic Artist		32.69
15085 - Maintenance Test Pilot Fixed Jet/Prop		47.94

15086 - Maintenance Test Pilot Rotary Wing 47.94
15088 - Non-Maintenance Test/Co-Pilot 47.94
15090 - Technical Instructor 26.84
15095 - Technical Instructor/Course Developer 32.69
15110 - Test Proctor 21.80
15120 - Tutor 21.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.08
16030 - Counter Attendant 11.08
16040 - Dry Cleaner 14.90
16070 - Finisher Flatwork Machine 11.08
16090 - Presser Hand 11.08
16110 - Presser Machine Drycleaning 11.08
16130 - Presser Machine Shirts 11.08
16160 - Presser Machine Wearing Apparel Laundry 11.08
16190 - Sewing Machine Operator 16.22
16220 - Tailor 17.48
16250 - Washer Machine 12.35
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.89
19040 - Tool And Die Maker 31.92
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.65
21030 - Material Coordinator 24.54
21040 - Material Expediter 24.54
21050 - Material Handling Laborer 18.05
21071 - Order Filler 15.92
21080 - Production Line Worker (Food Processing) 20.65
21110 - Shipping Packer 17.34
21130 - Shipping/Receiving Clerk 17.34
21140 - Store Worker I 19.40
21150 - Stock Clerk 24.66
21210 - Tools And Parts Attendant 20.65
21410 - Warehouse Specialist 20.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.30
23019 - Aircraft Logs and Records Technician 23.58
23021 - Aircraft Mechanic I 27.91
23022 - Aircraft Mechanic II 29.30
23023 - Aircraft Mechanic III 30.84
23040 - Aircraft Mechanic Helper 21.32
23050 - Aircraft Painter 25.78
23060 - Aircraft Servicer 23.58
23070 - Aircraft Survival Flight Equipment Technician 25.78
23080 - Aircraft Worker 24.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.91
23110 - Appliance Mechanic 25.30

23120 - Bicycle Repairer 22.73
23125 - Cable Splicer 30.57
23130 - Carpenter Maintenance 25.15
23140 - Carpet Layer 24.49
23160 - Electrician Maintenance 33.33
23181 - Electronics Technician Maintenance I 26.20
23182 - Electronics Technician Maintenance II 27.07
23183 - Electronics Technician Maintenance III 31.31
23260 - Fabric Worker 23.58
23290 - Fire Alarm System Mechanic 26.35
23310 - Fire Extinguisher Repairer 22.73
23311 - Fuel Distribution System Mechanic 26.35
23312 - Fuel Distribution System Operator 22.73
23370 - General Maintenance Worker 23.96
23380 - Ground Support Equipment Mechanic 27.91
23381 - Ground Support Equipment Servicer 23.58
23382 - Ground Support Equipment Worker 24.49
23391 - Gunsmith I 22.73
23392 - Gunsmith II 24.49
23393 - Gunsmith III 26.35
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.65
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.58
23430 - Heavy Equipment Mechanic 29.63
23440 - Heavy Equipment Operator 27.77
23460 - Instrument Mechanic 29.03
23465 - Laboratory/Shelter Mechanic 25.30
23470 - Laborer 16.69
23510 - Locksmith 25.30
23530 - Machinery Maintenance Mechanic 31.53
23550 - Machinist Maintenance 30.87
23580 - Maintenance Trades Helper 21.32
23591 - Metrology Technician I 29.03
23592 - Metrology Technician II 29.96
23593 - Metrology Technician III 30.88
23640 - Millwright 34.10
23710 - Office Appliance Repairer 25.30
23760 - Painter Maintenance 26.60
23790 - Pipefitter Maintenance 33.60
23810 - Plumber Maintenance 32.26
23820 - Pneudraulic Systems Mechanic 26.35
23850 - Rigger 26.35
23870 - Scale Mechanic 24.49
23890 - Sheet-Metal Worker Maintenance 29.87
23910 - Small Engine Mechanic 24.02
23931 - Telecommunications Mechanic I 26.35
23932 - Telecommunications Mechanic II 27.24
23950 - Telephone Lineman 26.35
23960 - Welder Combination Maintenance 26.46

23965 - Well Driller		26.35
23970 - Woodcraft Worker		26.35
23980 - Woodworker		22.73
24000 - Personal Needs Occupations		
24550 - Case Manager		17.69
24570 - Child Care Attendant		13.85
24580 - Child Care Center Clerk		18.10
24610 - Chore Aide		12.50
24620 - Family Readiness And Support Services Coordinator		17.69
24630 - Homemaker		19.20
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.00
25040 - Sewage Plant Operator		25.78
25070 - Stationary Engineer		28.00
25190 - Ventilation Equipment Tender		21.57
25210 - Water Treatment Plant Operator		25.78
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.29
27007 - Baggage Inspector		16.17
27008 - Corrections Officer		26.79
27010 - Court Security Officer		26.79
27030 - Detection Dog Handler		19.75
27040 - Detention Officer		26.79
27070 - Firefighter		23.61
27101 - Guard I		16.17
27102 - Guard II		19.75
27131 - Police Officer I		27.65
27132 - Police Officer II		30.72
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.14
28042 - Carnival Equipment Repairer		14.65
28043 - Carnival Worker		12.22
28210 - Gate Attendant/Gate Tender		14.60
28310 - Lifeguard		13.00
28350 - Park Attendant (Aide)		16.33
28510 - Recreation Aide/Health Facility Attendant		11.92
28515 - Recreation Specialist		20.23
28630 - Sports Official		13.00
28690 - Swimming Pool Operator		20.87
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.49
29020 - Hatch Tender		24.49
29030 - Line Handler		24.49
29041 - Stevedore I		23.58
29042 - Stevedore II		25.30
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.80
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.20
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.26

30021 - Archeological Technician I		20.08
30022 - Archeological Technician II		22.47
30023 - Archeological Technician III		27.83
30030 - Cartographic Technician		27.83
30040 - Civil Engineering Technician		27.83
30051 - Cryogenic Technician I		24.07
30052 - Cryogenic Technician II		26.60
30061 - Drafter/CAD Operator I		20.08
30062 - Drafter/CAD Operator II		22.47
30063 - Drafter/CAD Operator III		25.05
30064 - Drafter/CAD Operator IV		30.82
30081 - Engineering Technician I		18.36
30082 - Engineering Technician II		21.64
30083 - Engineering Technician III		25.16
30084 - Engineering Technician IV		31.16
30085 - Engineering Technician V		36.70
30086 - Engineering Technician VI		44.38
30090 - Environmental Technician		25.01
30095 - Evidence Control Specialist		21.74
30210 - Laboratory Technician		21.70
30221 - Latent Fingerprint Technician I		24.07
30222 - Latent Fingerprint Technician II		26.60
30240 - Mathematical Technician		27.83
30361 - Paralegal/Legal Assistant I		20.88
30362 - Paralegal/Legal Assistant II		25.86
30363 - Paralegal/Legal Assistant III		31.63
30364 - Paralegal/Legal Assistant IV		38.28
30375 - Petroleum Supply Specialist		26.60
30390 - Photo-Optics Technician		27.83
30395 - Radiation Control Technician		26.60
30461 - Technical Writer I		25.25
30462 - Technical Writer II		30.90
30463 - Technical Writer III		36.08
30491 - Unexploded Ordnance (UXO) Technician I		27.84
30492 - Unexploded Ordnance (UXO) Technician II		33.68
30493 - Unexploded Ordnance (UXO) Technician III		40.37
30494 - Unexploded (UXO) Safety Escort		27.84
30495 - Unexploded (UXO) Sweep Personnel		27.84
30501 - Weather Forecaster I		30.82
30502 - Weather Forecaster II		37.49
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.05
30621 - Weather Observer Senior	(see 2)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.68
31020 - Bus Aide		15.59
31030 - Bus Driver		19.90
31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		14.39
31290 - Shuttle Bus Driver		18.08

31310 - Taxi Driver	16.67
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	19.61
31363 - Truckdriver Heavy	21.82
31364 - Truckdriver Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	10.93
99050 - Desk Clerk	11.40
99095 - Embalmer	33.88
99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker I	21.95
99252 - Laboratory Animal Caretaker II	24.45
99260 - Marketing Analyst	33.52
99310 - Mortician	33.88
99410 - Pest Controller	28.23
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	22.89
99711 - Recycling Specialist	26.41
99730 - Refuse Collector	21.13
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	19.68
99830 - Survey Party Chief	24.92
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	26.41
99841 - Vending Machine Repairer	30.33
99842 - Vending Machine Repairer Helper	26.41

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4860
Revision No.: 11
Date Of Last Revision: 06/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Monroe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.89
01012 - Accounting Clerk II		17.83
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		26.95
01035 - Court Reporter		19.80
01041 - Customer Service Representative I		12.24
01042 - Customer Service Representative II		13.77
01043 - Customer Service Representative III		15.02
01051 - Data Entry Operator I		13.85
01052 - Data Entry Operator II		15.12
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.38

01090 - Duplicating Machine Operator 15.38
01111 - General Clerk I 14.33
01112 - General Clerk II 15.64
01113 - General Clerk III 17.55
01120 - Housing Referral Assistant 22.04
01141 - Messenger Courier 11.69
01191 - Order Clerk I 14.16
01192 - Order Clerk II 15.95
01261 - Personnel Assistant (Employment) I 18.31
01262 - Personnel Assistant (Employment) II 20.48
01263 - Personnel Assistant (Employment) III 22.84
01270 - Production Control Clerk 21.45
01290 - Rental Clerk 15.38
01300 - Scheduler Maintenance 17.30
01311 - Secretary I 17.30
01312 - Secretary II 19.35
01313 - Secretary III 22.04
01320 - Service Order Dispatcher 19.04
01410 - Supply Technician 26.95
01420 - Survey Worker 18.56
01460 - Switchboard Operator/Receptionist 14.39
01531 - Travel Clerk I 13.63
01532 - Travel Clerk II 14.77
01533 - Travel Clerk III 15.94
01611 - Word Processor I 15.07
01612 - Word Processor II 16.92
01613 - Word Processor III 18.93
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.56
05010 - Automotive Electrician 22.58
05040 - Automotive Glass Installer 21.84
05070 - Automotive Worker 21.84
05110 - Mobile Equipment Servicer 20.43
05130 - Motor Equipment Metal Mechanic 23.31
05160 - Motor Equipment Metal Worker 21.84
05190 - Motor Vehicle Mechanic 23.31
05220 - Motor Vehicle Mechanic Helper 19.71
05250 - Motor Vehicle Upholstery Worker 21.12
05280 - Motor Vehicle Wrecker 21.84
05310 - Painter Automotive 22.58
05340 - Radiator Repair Specialist 21.84
05370 - Tire Repairer 19.58
05400 - Transmission Repair Specialist 23.31
07000 - Food Preparation And Service Occupations
07010 - Baker 18.55
07041 - Cook I 13.99
07042 - Cook II 15.07
07070 - Dishwasher 11.64
07130 - Food Service Worker 11.64
07210 - Meat Cutter 16.26

07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.81
09040 - Furniture Handler	18.13
09080 - Furniture Refinisher	24.81
09090 - Furniture Refinisher Helper	20.91
09110 - Furniture Repairer Minor	23.13
09130 - Upholsterer	24.81
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.97
11060 - Elevator Operator	14.97
11090 - Gardener	17.38
11122 - Housekeeping Aide	14.06
11150 - Janitor	14.06
11210 - Laborer Grounds Maintenance	14.78
11240 - Maid or Houseman	12.13
11260 - Pruner	13.63
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	15.23
12000 - Health Occupations	
12010 - Ambulance Driver	21.48
12011 - Breath Alcohol Technician	21.48
12012 - Certified Occupational Therapist Assistant	29.47
12015 - Certified Physical Therapist Assistant	29.47
12020 - Dental Assistant	18.74
12025 - Dental Hygienist	33.41
12030 - EKG Technician	32.56
12035 - Electroneurodiagnostic Technologist	32.56
12040 - Emergency Medical Technician	21.48
12071 - Licensed Practical Nurse I	19.20
12072 - Licensed Practical Nurse II	21.48
12073 - Licensed Practical Nurse III	23.95
12100 - Medical Assistant	14.89
12130 - Medical Laboratory Technician	22.29
12160 - Medical Record Clerk	16.52
12190 - Medical Record Technician	25.50
12195 - Medical Transcriptionist	19.20
12210 - Nuclear Medicine Technologist	47.21
12221 - Nursing Assistant I	12.73
12222 - Nursing Assistant II	14.32
12223 - Nursing Assistant III	15.62
12224 - Nursing Assistant IV	17.53
12235 - Optical Dispenser	21.48
12236 - Optical Technician	19.20
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	19.20
12305 - Radiologic Technologist	31.57
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	33.23

12313 - Registered Nurse II Specialist		33.23
12314 - Registered Nurse III		44.14
12315 - Registered Nurse III Anesthetist		44.14
12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		26.62
12320 - Substance Abuse Treatment Counselor		26.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.47
13012 - Exhibits Specialist II		26.61
13013 - Exhibits Specialist III		32.54
13041 - Illustrator I		25.01
13042 - Illustrator II		30.40
13043 - Illustrator III		35.82
13047 - Librarian		30.28
13050 - Library Aide/Clerk		14.38
13054 - Library Information Technology Systems Administrator		27.34
13058 - Library Technician		18.56
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.75
13063 - Media Specialist III		23.13
13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13090 - Technical Order Library Clerk		18.37
13110 - Video Teleconference Technician		19.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.88
14042 - Computer Operator II		21.12
14043 - Computer Operator III		23.54
14044 - Computer Operator IV		26.15
14045 - Computer Operator V		28.96
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.88
14160 - Personal Computer Support Technician		26.15
14170 - System Support Specialist		28.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.06
15020 - Aircrew Training Devices Instructor (Rated)		40.00
15030 - Air Crew Training Devices Instructor (Pilot)		50.79
15050 - Computer Based Training Specialist / Instructor		33.06
15060 - Educational Technologist		30.50

15070 - Flight Instructor (Pilot) 50.79
15080 - Graphic Artist 32.69
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.94
15086 - Maintenance Test Pilot Rotary Wing 47.94
15088 - Non-Maintenance Test/Co-Pilot 47.94
15090 - Technical Instructor 26.84
15095 - Technical Instructor/Course Developer 32.69
15110 - Test Proctor 21.80
15120 - Tutor 21.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.08
16030 - Counter Attendant 11.08
16040 - Dry Cleaner 14.90
16070 - Finisher Flatwork Machine 11.08
16090 - Presser Hand 11.08
16110 - Presser Machine Drycleaning 11.08
16130 - Presser Machine Shirts 11.08
16160 - Presser Machine Wearing Apparel Laundry 11.08
16190 - Sewing Machine Operator 16.22
16220 - Tailor 17.48
16250 - Washer Machine 12.35
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.89
19040 - Tool And Die Maker 31.92
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.65
21030 - Material Coordinator 24.54
21040 - Material Expediter 24.54
21050 - Material Handling Laborer 18.05
21071 - Order Filler 15.92
21080 - Production Line Worker (Food Processing) 20.65
21110 - Shipping Packer 17.34
21130 - Shipping/Receiving Clerk 17.34
21140 - Store Worker I 19.40
21150 - Stock Clerk 24.66
21210 - Tools And Parts Attendant 20.65
21410 - Warehouse Specialist 20.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.30
23019 - Aircraft Logs and Records Technician 23.58
23021 - Aircraft Mechanic I 27.91
23022 - Aircraft Mechanic II 29.30
23023 - Aircraft Mechanic III 30.84
23040 - Aircraft Mechanic Helper 21.32
23050 - Aircraft Painter 25.78
23060 - Aircraft Servicer 23.58
23070 - Aircraft Survival Flight Equipment Technician 25.78
23080 - Aircraft Worker 24.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.49

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.91
23110 - Appliance Mechanic 25.30
23120 - Bicycle Repairer 22.73
23125 - Cable Splicer 30.57
23130 - Carpenter Maintenance 25.15
23140 - Carpet Layer 24.49
23160 - Electrician Maintenance 33.33
23181 - Electronics Technician Maintenance I 26.20
23182 - Electronics Technician Maintenance II 27.07
23183 - Electronics Technician Maintenance III 31.31
23260 - Fabric Worker 23.58
23290 - Fire Alarm System Mechanic 26.35
23310 - Fire Extinguisher Repairer 22.73
23311 - Fuel Distribution System Mechanic 26.35
23312 - Fuel Distribution System Operator 22.73
23370 - General Maintenance Worker 23.96
23380 - Ground Support Equipment Mechanic 27.91
23381 - Ground Support Equipment Servicer 23.58
23382 - Ground Support Equipment Worker 24.49
23391 - Gunsmith I 22.73
23392 - Gunsmith II 24.49
23393 - Gunsmith III 26.35
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.65
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.58
23430 - Heavy Equipment Mechanic 29.63
23440 - Heavy Equipment Operator 27.77
23460 - Instrument Mechanic 29.03
23465 - Laboratory/Shelter Mechanic 25.30
23470 - Laborer 16.69
23510 - Locksmith 25.30
23530 - Machinery Maintenance Mechanic 31.53
23550 - Machinist Maintenance 30.87
23580 - Maintenance Trades Helper 21.32
23591 - Metrology Technician I 29.03
23592 - Metrology Technician II 29.96
23593 - Metrology Technician III 30.88
23640 - Millwright 34.10
23710 - Office Appliance Repairer 25.30
23760 - Painter Maintenance 26.60
23790 - Pipefitter Maintenance 33.60
23810 - Plumber Maintenance 32.26
23820 - Pneudraulic Systems Mechanic 26.35
23850 - Rigger 26.35
23870 - Scale Mechanic 24.49
23890 - Sheet-Metal Worker Maintenance 29.87
23910 - Small Engine Mechanic 24.02
23931 - Telecommunications Mechanic I 26.35

23932 - Telecommunications Mechanic II 27.24
23950 - Telephone Lineman 26.35
23960 - Welder Combination Maintenance 26.46
23965 - Well Driller 26.35
23970 - Woodcraft Worker 26.35
23980 - Woodworker 22.73
24000 - Personal Needs Occupations
24550 - Case Manager 17.69
24570 - Child Care Attendant 13.85
24580 - Child Care Center Clerk 18.10
24610 - Chore Aide 12.50
24620 - Family Readiness And Support Services Coordinator 17.69
24630 - Homemaker 19.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.00
25040 - Sewage Plant Operator 25.78
25070 - Stationary Engineer 28.00
25190 - Ventilation Equipment Tender 21.57
25210 - Water Treatment Plant Operator 25.78
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.29
27007 - Baggage Inspector 16.17
27008 - Corrections Officer 26.79
27010 - Court Security Officer 26.79
27030 - Detection Dog Handler 19.75
27040 - Detention Officer 26.79
27070 - Firefighter 23.61
27101 - Guard I 16.17
27102 - Guard II 19.75
27131 - Police Officer I 27.65
27132 - Police Officer II 30.72
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.14
28042 - Carnival Equipment Repairer 14.65
28043 - Carnival Worker 12.22
28210 - Gate Attendant/Gate Tender 14.60
28310 - Lifeguard 13.00
28350 - Park Attendant (Aide) 16.33
28510 - Recreation Aide/Health Facility Attendant 11.92
28515 - Recreation Specialist 20.23
28630 - Sports Official 13.00
28690 - Swimming Pool Operator 20.87
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.49
29020 - Hatch Tender 24.49
29030 - Line Handler 24.49
29041 - Stevedore I 23.58
29042 - Stevedore II 25.30
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.80
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.26
30021 - Archeological Technician I 20.08
30022 - Archeological Technician II 22.47
30023 - Archeological Technician III 27.83
30030 - Cartographic Technician 27.83
30040 - Civil Engineering Technician 27.83
30051 - Cryogenic Technician I 24.07
30052 - Cryogenic Technician II 26.60
30061 - Drafter/CAD Operator I 20.08
30062 - Drafter/CAD Operator II 22.47
30063 - Drafter/CAD Operator III 25.05
30064 - Drafter/CAD Operator IV 30.82
30081 - Engineering Technician I 18.36
30082 - Engineering Technician II 21.64
30083 - Engineering Technician III 25.16
30084 - Engineering Technician IV 31.16
30085 - Engineering Technician V 36.70
30086 - Engineering Technician VI 44.38
30090 - Environmental Technician 25.01
30095 - Evidence Control Specialist 21.74
30210 - Laboratory Technician 21.70
30221 - Latent Fingerprint Technician I 24.07
30222 - Latent Fingerprint Technician II 26.60
30240 - Mathematical Technician 27.83
30361 - Paralegal/Legal Assistant I 20.88
30362 - Paralegal/Legal Assistant II 25.86
30363 - Paralegal/Legal Assistant III 31.63
30364 - Paralegal/Legal Assistant IV 38.28
30375 - Petroleum Supply Specialist 26.60
30390 - Photo-Optics Technician 27.83
30395 - Radiation Control Technician 26.60
30461 - Technical Writer I 25.25
30462 - Technical Writer II 30.90
30463 - Technical Writer III 36.08
30491 - Unexploded Ordnance (UXO) Technician I 27.84
30492 - Unexploded Ordnance (UXO) Technician II 33.68
30493 - Unexploded Ordnance (UXO) Technician III 40.37
30494 - Unexploded (UXO) Safety Escort 27.84
30495 - Unexploded (UXO) Sweep Personnel 27.84
30501 - Weather Forecaster I 30.82
30502 - Weather Forecaster II 37.49
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.05
30621 - Weather Observer Senior (see 2) 27.55
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.68
31020 - Bus Aide 15.59
31030 - Bus Driver 19.90

31043 - Driver Courier	17.03
31260 - Parking and Lot Attendant	14.39
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	16.67
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	19.61
31363 - Truckdriver Heavy	21.82
31364 - Truckdriver Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	10.93
99050 - Desk Clerk	11.40
99095 - Embalmer	33.88
99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker I	21.95
99252 - Laboratory Animal Caretaker II	24.45
99260 - Marketing Analyst	33.52
99310 - Mortician	33.88
99410 - Pest Controller	28.23
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	22.89
99711 - Recycling Specialist	26.41
99730 - Refuse Collector	21.13
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	19.68
99830 - Survey Party Chief	24.92
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	26.41
99841 - Vending Machine Repairer	30.33
99842 - Vending Machine Repairer Helper	26.41

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4861
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Muskegon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.25
01013 - Accounting Clerk III		18.19
01020 - Administrative Assistant		26.01
01035 - Court Reporter		18.43
01041 - Customer Service Representative I		12.47
01042 - Customer Service Representative II		14.02
01043 - Customer Service Representative III		15.29
01051 - Data Entry Operator I		12.39
01052 - Data Entry Operator II		13.51
01060 - Dispatcher Motor Vehicle		19.24
01070 - Document Preparation Clerk		13.83
01090 - Duplicating Machine Operator		13.83
01111 - General Clerk I		13.70
01112 - General Clerk II		14.94

01113 - General Clerk III 16.77
01120 - Housing Referral Assistant 19.91
01141 - Messenger Courier 12.87
01191 - Order Clerk I 13.34
01192 - Order Clerk II 14.56
01261 - Personnel Assistant (Employment) I 16.09
01262 - Personnel Assistant (Employment) II 18.43
01263 - Personnel Assistant (Employment) III 20.25
01270 - Production Control Clerk 23.25
01290 - Rental Clerk 14.60
01300 - Scheduler Maintenance 15.97
01311 - Secretary I 15.97
01312 - Secretary II 17.85
01313 - Secretary III 19.91
01320 - Service Order Dispatcher 17.20
01410 - Supply Technician 26.01
01420 - Survey Worker 17.89
01460 - Switchboard Operator/Receptionist 14.16
01531 - Travel Clerk I 13.59
01532 - Travel Clerk II 14.74
01533 - Travel Clerk III 15.91
01611 - Word Processor I 13.51
01612 - Word Processor II 15.16
01613 - Word Processor III 18.43
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.64
05010 - Automotive Electrician 21.10
05040 - Automotive Glass Installer 20.44
05070 - Automotive Worker 20.44
05110 - Mobile Equipment Servicer 19.14
05130 - Motor Equipment Metal Mechanic 21.75
05160 - Motor Equipment Metal Worker 20.44
05190 - Motor Vehicle Mechanic 21.75
05220 - Motor Vehicle Mechanic Helper 18.49
05250 - Motor Vehicle Upholstery Worker 19.79
05280 - Motor Vehicle Wrecker 20.44
05310 - Painter Automotive 23.21
05340 - Radiator Repair Specialist 20.44
05370 - Tire Repairer 17.01
05400 - Transmission Repair Specialist 21.75
07000 - Food Preparation And Service Occupations
07010 - Baker 14.43
07041 - Cook I 13.76
07042 - Cook II 15.42
07070 - Dishwasher 11.00
07130 - Food Service Worker 11.00
07210 - Meat Cutter 16.33
07260 - Waiter/Waitress 11.49
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.39

09040 - Furniture Handler 15.75
09080 - Furniture Refinisher 20.39
09090 - Furniture Refinisher Helper 17.86
09110 - Furniture Repairer Minor 19.79
09130 - Upholsterer 20.39
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.10
11060 - Elevator Operator 14.00
11090 - Gardener 15.02
11122 - Housekeeping Aide 14.00
11150 - Janitor 14.00
11210 - Laborer Grounds Maintenance 13.40
11240 - Maid or Houseman 11.99
11260 - Pruner 12.52
11270 - Tractor Operator 14.81
11330 - Trail Maintenance Worker 13.40
11360 - Window Cleaner 14.89
12000 - Health Occupations
12010 - Ambulance Driver 18.73
12011 - Breath Alcohol Technician 18.73
12012 - Certified Occupational Therapist Assistant 27.21
12015 - Certified Physical Therapist Assistant 26.41
12020 - Dental Assistant 21.73
12025 - Dental Hygienist 34.32
12030 - EKG Technician 28.47
12035 - Electroneurodiagnostic Technologist 28.47
12040 - Emergency Medical Technician 18.73
12071 - Licensed Practical Nurse I 17.72
12072 - Licensed Practical Nurse II 19.83
12073 - Licensed Practical Nurse III 22.11
12100 - Medical Assistant 17.93
12130 - Medical Laboratory Technician 18.94
12160 - Medical Record Clerk 15.16
12190 - Medical Record Technician 19.83
12195 - Medical Transcriptionist 17.72
12210 - Nuclear Medicine Technologist 43.58
12221 - Nursing Assistant I 11.41
12222 - Nursing Assistant II 12.82
12223 - Nursing Assistant III 13.99
12224 - Nursing Assistant IV 15.71
12235 - Optical Dispenser 18.29
12236 - Optical Technician 17.72
12250 - Pharmacy Technician 18.90
12280 - Phlebotomist 16.34
12305 - Radiologic Technologist 27.31
12311 - Registered Nurse I 23.88
12312 - Registered Nurse II 28.48
12313 - Registered Nurse II Specialist 28.48
12314 - Registered Nurse III 34.45
12315 - Registered Nurse III Anesthetist 34.45

12316 - Registered Nurse IV		41.29
12317 - Scheduler (Drug and Alcohol Testing)		24.56
12320 - Substance Abuse Treatment Counselor		24.56
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.50
13012 - Exhibits Specialist II		24.16
13013 - Exhibits Specialist III		29.56
13041 - Illustrator I		19.50
13042 - Illustrator II		24.16
13043 - Illustrator III		29.56
13047 - Librarian		26.75
13050 - Library Aide/Clerk		14.12
13054 - Library Information Technology Systems Administrator		24.16
13058 - Library Technician		18.50
13061 - Media Specialist I		17.43
13062 - Media Specialist II		19.50
13063 - Media Specialist III		21.75
13071 - Photographer I		16.18
13072 - Photographer II		18.46
13073 - Photographer III		22.42
13074 - Photographer IV		27.42
13075 - Photographer V		33.18
13090 - Technical Order Library Clerk		17.73
13110 - Video Teleconference Technician		17.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.22
14042 - Computer Operator II		18.14
14043 - Computer Operator III		20.23
14044 - Computer Operator IV		22.49
14045 - Computer Operator V		24.89
14071 - Computer Programmer I	(see 1)	20.78
14072 - Computer Programmer II	(see 1)	25.74
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.22
14160 - Personal Computer Support Technician		22.49
14170 - System Support Specialist		24.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.21
15020 - Aircrew Training Devices Instructor (Rated)		40.15
15030 - Air Crew Training Devices Instructor (Pilot)		45.01
15050 - Computer Based Training Specialist / Instructor		33.21
15060 - Educational Technologist		40.62
15070 - Flight Instructor (Pilot)		45.01
15080 - Graphic Artist		23.15
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.41

15086 - Maintenance Test Pilot Rotary Wing 43.41
15088 - Non-Maintenance Test/Co-Pilot 43.41
15090 - Technical Instructor 22.47
15095 - Technical Instructor/Course Developer 27.49
15110 - Test Proctor 18.13
15120 - Tutor 18.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.72
19040 - Tool And Die Maker 26.09
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.06
21030 - Material Coordinator 23.25
21040 - Material Expediter 23.25
21050 - Material Handling Laborer 15.24
21071 - Order Filler 15.12
21080 - Production Line Worker (Food Processing) 17.06
21110 - Shipping Packer 18.27
21130 - Shipping/Receiving Clerk 18.27
21140 - Store Worker I 15.92
21150 - Stock Clerk 19.57
21210 - Tools And Parts Attendant 17.06
21410 - Warehouse Specialist 17.06
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.36
23019 - Aircraft Logs and Records Technician 20.53
23021 - Aircraft Mechanic I 24.16
23022 - Aircraft Mechanic II 25.36
23023 - Aircraft Mechanic III 26.47
23040 - Aircraft Mechanic Helper 18.93
23050 - Aircraft Painter 27.46
23060 - Aircraft Servicer 20.53
23070 - Aircraft Survival Flight Equipment Technician 27.46
23080 - Aircraft Worker 21.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.78
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.16
23110 - Appliance Mechanic 22.98

23120 - Bicycle Repairer	19.43
23125 - Cable Splicer	33.77
23130 - Carpenter Maintenance	20.68
23140 - Carpet Layer	21.78
23160 - Electrician Maintenance	28.56
23181 - Electronics Technician Maintenance I	22.31
23182 - Electronics Technician Maintenance II	23.40
23183 - Electronics Technician Maintenance III	24.52
23260 - Fabric Worker	20.53
23290 - Fire Alarm System Mechanic	24.16
23310 - Fire Extinguisher Repairer	19.43
23311 - Fuel Distribution System Mechanic	24.16
23312 - Fuel Distribution System Operator	19.43
23370 - General Maintenance Worker	18.87
23380 - Ground Support Equipment Mechanic	24.16
23381 - Ground Support Equipment Servicer	20.53
23382 - Ground Support Equipment Worker	21.78
23391 - Gunsmith I	19.43
23392 - Gunsmith II	21.78
23393 - Gunsmith III	24.16
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.62
23430 - Heavy Equipment Mechanic	23.32
23440 - Heavy Equipment Operator	24.20
23460 - Instrument Mechanic	24.16
23465 - Laboratory/Shelter Mechanic	22.98
23470 - Laborer	14.73
23510 - Locksmith	22.98
23530 - Machinery Maintenance Mechanic	24.08
23550 - Machinist Maintenance	20.88
23580 - Maintenance Trades Helper	18.37
23591 - Metrology Technician I	24.16
23592 - Metrology Technician II	25.36
23593 - Metrology Technician III	26.47
23640 - Millwright	27.80
23710 - Office Appliance Repairer	22.98
23760 - Painter Maintenance	19.93
23790 - Pipefitter Maintenance	26.03
23810 - Plumber Maintenance	24.54
23820 - Pneudraulic Systems Mechanic	24.16
23850 - Rigger	24.16
23870 - Scale Mechanic	21.78
23890 - Sheet-Metal Worker Maintenance	33.26
23910 - Small Engine Mechanic	21.78
23931 - Telecommunications Mechanic I	25.67
23932 - Telecommunications Mechanic II	26.95
23950 - Telephone Lineman	24.90
23960 - Welder Combination Maintenance	20.97

23965 - Well Driller		24.16
23970 - Woodcraft Worker		24.16
23980 - Woodworker		19.43
24000 - Personal Needs Occupations		
24550 - Case Manager		14.52
24570 - Child Care Attendant		11.35
24580 - Child Care Center Clerk		13.88
24610 - Chore Aide		11.56
24620 - Family Readiness And Support Services Coordinator		14.52
24630 - Homemaker		14.52
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.45
25040 - Sewage Plant Operator		21.90
25070 - Stationary Engineer		24.45
25190 - Ventilation Equipment Tender		18.37
25210 - Water Treatment Plant Operator		21.90
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.04
27007 - Baggage Inspector		14.30
27008 - Corrections Officer		20.76
27010 - Court Security Officer		21.92
27030 - Detection Dog Handler		17.04
27040 - Detention Officer		20.76
27070 - Firefighter		19.68
27101 - Guard I		14.30
27102 - Guard II		17.04
27131 - Police Officer I		25.86
27132 - Police Officer II		28.71
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.97
28042 - Carnival Equipment Repairer		13.71
28043 - Carnival Worker		10.68
28210 - Gate Attendant/Gate Tender		15.15
28310 - Lifeguard		13.49
28350 - Park Attendant (Aide)		16.95
28510 - Recreation Aide/Health Facility Attendant		12.36
28515 - Recreation Specialist		19.84
28630 - Sports Official		13.49
28690 - Swimming Pool Operator		18.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.92
29020 - Hatch Tender		25.92
29030 - Line Handler		25.92
29041 - Stevedore I		24.62
29042 - Stevedore II		27.21
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I 19.11
30022 - Archeological Technician II 21.38
30023 - Archeological Technician III 25.30
30030 - Cartographic Technician 26.01
30040 - Civil Engineering Technician 23.55
30051 - Cryogenic Technician I 26.70
30052 - Cryogenic Technician II 29.48
30061 - Drafter/CAD Operator I 19.11
30062 - Drafter/CAD Operator II 21.38
30063 - Drafter/CAD Operator III 23.84
30064 - Drafter/CAD Operator IV 28.82
30081 - Engineering Technician I 16.30
30082 - Engineering Technician II 18.29
30083 - Engineering Technician III 20.46
30084 - Engineering Technician IV 25.37
30085 - Engineering Technician V 31.05
30086 - Engineering Technician VI 37.54
30090 - Environmental Technician 24.95
30095 - Evidence Control Specialist 24.10
30210 - Laboratory Technician 21.29
30221 - Latent Fingerprint Technician I 26.70
30222 - Latent Fingerprint Technician II 29.48
30240 - Mathematical Technician 26.02
30361 - Paralegal/Legal Assistant I 18.94
30362 - Paralegal/Legal Assistant II 23.45
30363 - Paralegal/Legal Assistant III 28.69
30364 - Paralegal/Legal Assistant IV 34.72
30375 - Petroleum Supply Specialist 29.48
30390 - Photo-Optics Technician 26.02
30395 - Radiation Control Technician 29.48
30461 - Technical Writer I 24.95
30462 - Technical Writer II 30.53
30463 - Technical Writer III 36.94
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.82
30502 - Weather Forecaster II 35.05
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.84
30621 - Weather Observer Senior (see 2) 26.11
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.87
31030 - Bus Driver 19.37
31043 - Driver Courier 16.39
31260 - Parking and Lot Attendant 13.31
31290 - Shuttle Bus Driver 17.36

31310 - Taxi Driver	16.16
31361 - Truckdriver Light	17.36
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	19.16
31364 - Truckdriver Tractor-Trailer	19.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.76
99050 - Desk Clerk	11.07
99095 - Embalmer	28.05
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.56
99252 - Laboratory Animal Caretaker II	20.70
99260 - Marketing Analyst	25.04
99310 - Mortician	28.05
99410 - Pest Controller	23.25
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.13
99711 - Recycling Specialist	22.84
99730 - Refuse Collector	18.81
99810 - Sales Clerk	11.36
99820 - School Crossing Guard	17.14
99830 - Survey Party Chief	21.40
99831 - Surveying Aide	11.11
99832 - Surveying Technician	17.01
99840 - Vending Machine Attendant	20.81
99841 - Vending Machine Repairer	24.67
99842 - Vending Machine Repairer Helper	20.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4862
Revision No.: 11
Date Of Last Revision: 06/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Muskegon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.25
01013 - Accounting Clerk III		18.19
01020 - Administrative Assistant		26.01
01035 - Court Reporter		18.43
01041 - Customer Service Representative I		12.47
01042 - Customer Service Representative II		14.02
01043 - Customer Service Representative III		15.29
01051 - Data Entry Operator I		12.39
01052 - Data Entry Operator II		13.51
01060 - Dispatcher Motor Vehicle		19.24
01070 - Document Preparation Clerk		13.83

01090 - Duplicating Machine Operator	13.83
01111 - General Clerk I	13.70
01112 - General Clerk II	14.94
01113 - General Clerk III	16.77
01120 - Housing Referral Assistant	19.91
01141 - Messenger Courier	12.87
01191 - Order Clerk I	13.34
01192 - Order Clerk II	14.56
01261 - Personnel Assistant (Employment) I	16.09
01262 - Personnel Assistant (Employment) II	18.43
01263 - Personnel Assistant (Employment) III	20.25
01270 - Production Control Clerk	23.25
01290 - Rental Clerk	14.60
01300 - Scheduler Maintenance	15.97
01311 - Secretary I	15.97
01312 - Secretary II	17.85
01313 - Secretary III	19.91
01320 - Service Order Dispatcher	17.20
01410 - Supply Technician	26.01
01420 - Survey Worker	17.89
01460 - Switchboard Operator/Receptionist	14.16
01531 - Travel Clerk I	13.59
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	15.91
01611 - Word Processor I	13.51
01612 - Word Processor II	15.16
01613 - Word Processor III	18.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.64
05010 - Automotive Electrician	21.10
05040 - Automotive Glass Installer	20.44
05070 - Automotive Worker	20.44
05110 - Mobile Equipment Servicer	19.14
05130 - Motor Equipment Metal Mechanic	21.75
05160 - Motor Equipment Metal Worker	20.44
05190 - Motor Vehicle Mechanic	21.75
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	19.79
05280 - Motor Vehicle Wrecker	20.44
05310 - Painter Automotive	23.21
05340 - Radiator Repair Specialist	20.44
05370 - Tire Repairer	17.01
05400 - Transmission Repair Specialist	21.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.43
07041 - Cook I	13.76
07042 - Cook II	15.42
07070 - Dishwasher	11.00
07130 - Food Service Worker	11.00
07210 - Meat Cutter	16.33

07260 - Waiter/Waitress	11.49
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.39
09040 - Furniture Handler	15.75
09080 - Furniture Refinisher	20.39
09090 - Furniture Refinisher Helper	17.86
09110 - Furniture Repairer Minor	19.79
09130 - Upholsterer	20.39
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.10
11060 - Elevator Operator	14.00
11090 - Gardener	15.02
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer Grounds Maintenance	13.40
11240 - Maid or Houseman	11.99
11260 - Pruner	12.52
11270 - Tractor Operator	14.81
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	14.89
12000 - Health Occupations	
12010 - Ambulance Driver	18.73
12011 - Breath Alcohol Technician	18.73
12012 - Certified Occupational Therapist Assistant	27.21
12015 - Certified Physical Therapist Assistant	26.41
12020 - Dental Assistant	21.73
12025 - Dental Hygienist	34.32
12030 - EKG Technician	28.47
12035 - Electroneurodiagnostic Technologist	28.47
12040 - Emergency Medical Technician	18.73
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.83
12073 - Licensed Practical Nurse III	22.11
12100 - Medical Assistant	17.93
12130 - Medical Laboratory Technician	18.94
12160 - Medical Record Clerk	15.16
12190 - Medical Record Technician	19.83
12195 - Medical Transcriptionist	17.72
12210 - Nuclear Medicine Technologist	43.58
12221 - Nursing Assistant I	11.41
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	18.29
12236 - Optical Technician	17.72
12250 - Pharmacy Technician	18.90
12280 - Phlebotomist	16.34
12305 - Radiologic Technologist	27.31
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	28.48

12313 - Registered Nurse II Specialist		28.48
12314 - Registered Nurse III		34.45
12315 - Registered Nurse III Anesthetist		34.45
12316 - Registered Nurse IV		41.29
12317 - Scheduler (Drug and Alcohol Testing)		24.56
12320 - Substance Abuse Treatment Counselor		24.56
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.50
13012 - Exhibits Specialist II		24.16
13013 - Exhibits Specialist III		29.56
13041 - Illustrator I		19.50
13042 - Illustrator II		24.16
13043 - Illustrator III		29.56
13047 - Librarian		26.75
13050 - Library Aide/Clerk		14.12
13054 - Library Information Technology Systems Administrator		24.16
13058 - Library Technician		18.50
13061 - Media Specialist I		17.43
13062 - Media Specialist II		19.50
13063 - Media Specialist III		21.75
13071 - Photographer I		16.18
13072 - Photographer II		18.46
13073 - Photographer III		22.42
13074 - Photographer IV		27.42
13075 - Photographer V		33.18
13090 - Technical Order Library Clerk		17.73
13110 - Video Teleconference Technician		17.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.22
14042 - Computer Operator II		18.14
14043 - Computer Operator III		20.23
14044 - Computer Operator IV		22.49
14045 - Computer Operator V		24.89
14071 - Computer Programmer I	(see 1)	20.78
14072 - Computer Programmer II	(see 1)	25.74
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.22
14160 - Personal Computer Support Technician		22.49
14170 - System Support Specialist		24.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.21
15020 - Aircrew Training Devices Instructor (Rated)		40.15
15030 - Air Crew Training Devices Instructor (Pilot)		45.01
15050 - Computer Based Training Specialist / Instructor		33.21
15060 - Educational Technologist		40.62

15070 - Flight Instructor (Pilot) 45.01
15080 - Graphic Artist 23.15
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.41
15086 - Maintenance Test Pilot Rotary Wing 43.41
15088 - Non-Maintenance Test/Co-Pilot 43.41
15090 - Technical Instructor 22.47
15095 - Technical Instructor/Course Developer 27.49
15110 - Test Proctor 18.13
15120 - Tutor 18.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.72
19040 - Tool And Die Maker 26.09
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.06
21030 - Material Coordinator 23.25
21040 - Material Expediter 23.25
21050 - Material Handling Laborer 15.24
21071 - Order Filler 15.12
21080 - Production Line Worker (Food Processing) 17.06
21110 - Shipping Packer 18.27
21130 - Shipping/Receiving Clerk 18.27
21140 - Store Worker I 15.92
21150 - Stock Clerk 19.57
21210 - Tools And Parts Attendant 17.06
21410 - Warehouse Specialist 17.06
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.36
23019 - Aircraft Logs and Records Technician 20.53
23021 - Aircraft Mechanic I 24.16
23022 - Aircraft Mechanic II 25.36
23023 - Aircraft Mechanic III 26.47
23040 - Aircraft Mechanic Helper 18.93
23050 - Aircraft Painter 27.46
23060 - Aircraft Servicer 20.53
23070 - Aircraft Survival Flight Equipment Technician 27.46
23080 - Aircraft Worker 21.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.78

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.16
23110 - Appliance Mechanic 22.98
23120 - Bicycle Repairer 19.43
23125 - Cable Splicer 33.77
23130 - Carpenter Maintenance 20.68
23140 - Carpet Layer 21.78
23160 - Electrician Maintenance 28.56
23181 - Electronics Technician Maintenance I 22.31
23182 - Electronics Technician Maintenance II 23.40
23183 - Electronics Technician Maintenance III 24.52
23260 - Fabric Worker 20.53
23290 - Fire Alarm System Mechanic 24.16
23310 - Fire Extinguisher Repairer 19.43
23311 - Fuel Distribution System Mechanic 24.16
23312 - Fuel Distribution System Operator 19.43
23370 - General Maintenance Worker 18.87
23380 - Ground Support Equipment Mechanic 24.16
23381 - Ground Support Equipment Servicer 20.53
23382 - Ground Support Equipment Worker 21.78
23391 - Gunsmith I 19.43
23392 - Gunsmith II 21.78
23393 - Gunsmith III 24.16
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.62
23430 - Heavy Equipment Mechanic 23.32
23440 - Heavy Equipment Operator 24.20
23460 - Instrument Mechanic 24.16
23465 - Laboratory/Shelter Mechanic 22.98
23470 - Laborer 14.73
23510 - Locksmith 22.98
23530 - Machinery Maintenance Mechanic 24.08
23550 - Machinist Maintenance 20.88
23580 - Maintenance Trades Helper 18.37
23591 - Metrology Technician I 24.16
23592 - Metrology Technician II 25.36
23593 - Metrology Technician III 26.47
23640 - Millwright 27.80
23710 - Office Appliance Repairer 22.98
23760 - Painter Maintenance 19.93
23790 - Pipefitter Maintenance 26.03
23810 - Plumber Maintenance 24.54
23820 - Pneudraulic Systems Mechanic 24.16
23850 - Rigger 24.16
23870 - Scale Mechanic 21.78
23890 - Sheet-Metal Worker Maintenance 33.26
23910 - Small Engine Mechanic 21.78
23931 - Telecommunications Mechanic I 25.67

23932 - Telecommunications Mechanic II 26.95
23950 - Telephone Lineman 24.90
23960 - Welder Combination Maintenance 20.97
23965 - Well Driller 24.16
23970 - Woodcraft Worker 24.16
23980 - Woodworker 19.43
24000 - Personal Needs Occupations
24550 - Case Manager 14.52
24570 - Child Care Attendant 11.35
24580 - Child Care Center Clerk 13.88
24610 - Chore Aide 11.56
24620 - Family Readiness And Support Services Coordinator 14.52
24630 - Homemaker 14.52
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.45
25040 - Sewage Plant Operator 21.90
25070 - Stationary Engineer 24.45
25190 - Ventilation Equipment Tender 18.37
25210 - Water Treatment Plant Operator 21.90
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.04
27007 - Baggage Inspector 14.30
27008 - Corrections Officer 20.76
27010 - Court Security Officer 21.92
27030 - Detection Dog Handler 17.04
27040 - Detention Officer 20.76
27070 - Firefighter 19.68
27101 - Guard I 14.30
27102 - Guard II 17.04
27131 - Police Officer I 25.86
27132 - Police Officer II 28.71
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.97
28042 - Carnival Equipment Repairer 13.71
28043 - Carnival Worker 10.68
28210 - Gate Attendant/Gate Tender 15.15
28310 - Lifeguard 13.49
28350 - Park Attendant (Aide) 16.95
28510 - Recreation Aide/Health Facility Attendant 12.36
28515 - Recreation Specialist 19.84
28630 - Sports Official 13.49
28690 - Swimming Pool Operator 18.40
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.92
29020 - Hatch Tender 25.92
29030 - Line Handler 25.92
29041 - Stevedore I 24.62
29042 - Stevedore II 27.21
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.11
30022 - Archeological Technician II 21.38
30023 - Archeological Technician III 25.30
30030 - Cartographic Technician 26.01
30040 - Civil Engineering Technician 23.55
30051 - Cryogenic Technician I 26.70
30052 - Cryogenic Technician II 29.48
30061 - Drafter/CAD Operator I 19.11
30062 - Drafter/CAD Operator II 21.38
30063 - Drafter/CAD Operator III 23.84
30064 - Drafter/CAD Operator IV 28.82
30081 - Engineering Technician I 16.30
30082 - Engineering Technician II 18.29
30083 - Engineering Technician III 20.46
30084 - Engineering Technician IV 25.37
30085 - Engineering Technician V 31.05
30086 - Engineering Technician VI 37.54
30090 - Environmental Technician 24.95
30095 - Evidence Control Specialist 24.10
30210 - Laboratory Technician 21.29
30221 - Latent Fingerprint Technician I 26.70
30222 - Latent Fingerprint Technician II 29.48
30240 - Mathematical Technician 26.02
30361 - Paralegal/Legal Assistant I 18.94
30362 - Paralegal/Legal Assistant II 23.45
30363 - Paralegal/Legal Assistant III 28.69
30364 - Paralegal/Legal Assistant IV 34.72
30375 - Petroleum Supply Specialist 29.48
30390 - Photo-Optics Technician 26.02
30395 - Radiation Control Technician 29.48
30461 - Technical Writer I 24.95
30462 - Technical Writer II 30.53
30463 - Technical Writer III 36.94
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.82
30502 - Weather Forecaster II 35.05
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.84
30621 - Weather Observer Senior (see 2) 26.11
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.87
31030 - Bus Driver 19.37

31043 - Driver Courier	16.39
31260 - Parking and Lot Attendant	13.31
31290 - Shuttle Bus Driver	17.36
31310 - Taxi Driver	16.16
31361 - Truckdriver Light	17.36
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	19.16
31364 - Truckdriver Tractor-Trailer	19.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.76
99050 - Desk Clerk	11.07
99095 - Embalmer	28.05
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.56
99252 - Laboratory Animal Caretaker II	20.70
99260 - Marketing Analyst	25.04
99310 - Mortician	28.05
99410 - Pest Controller	23.25
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.13
99711 - Recycling Specialist	22.84
99730 - Refuse Collector	18.81
99810 - Sales Clerk	11.36
99820 - School Crossing Guard	17.14
99830 - Survey Party Chief	21.40
99831 - Surveying Aide	11.11
99832 - Surveying Technician	17.01
99840 - Vending Machine Attendant	20.81
99841 - Vending Machine Repairer	24.67
99842 - Vending Machine Repairer Helper	20.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4863
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Berrien

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.65
01012 - Accounting Clerk II		15.33
01013 - Accounting Clerk III		17.42
01020 - Administrative Assistant		24.19
01035 - Court Reporter		17.67
01041 - Customer Service Representative I		13.05
01042 - Customer Service Representative II		14.69
01043 - Customer Service Representative III		16.02
01051 - Data Entry Operator I		14.65
01052 - Data Entry Operator II		15.99
01060 - Dispatcher Motor Vehicle		19.61
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		13.23
01112 - General Clerk II		14.43

01113 - General Clerk III 16.20
01120 - Housing Referral Assistant 19.69
01141 - Messenger Courier 12.42
01191 - Order Clerk I 15.91
01192 - Order Clerk II 17.36
01261 - Personnel Assistant (Employment) I 15.83
01262 - Personnel Assistant (Employment) II 17.72
01263 - Personnel Assistant (Employment) III 19.75
01270 - Production Control Clerk 22.84
01290 - Rental Clerk 14.44
01300 - Scheduler Maintenance 15.79
01311 - Secretary I 15.79
01312 - Secretary II 17.67
01313 - Secretary III 19.69
01320 - Service Order Dispatcher 17.13
01410 - Supply Technician 24.19
01420 - Survey Worker 18.07
01460 - Switchboard Operator/Receptionist 13.27
01531 - Travel Clerk I 13.59
01532 - Travel Clerk II 14.74
01533 - Travel Clerk III 15.91
01611 - Word Processor I 14.06
01612 - Word Processor II 15.98
01613 - Word Processor III 18.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.06
05010 - Automotive Electrician 21.05
05040 - Automotive Glass Installer 20.05
05070 - Automotive Worker 20.05
05110 - Mobile Equipment Servicer 18.05
05130 - Motor Equipment Metal Mechanic 22.06
05160 - Motor Equipment Metal Worker 20.05
05190 - Motor Vehicle Mechanic 22.06
05220 - Motor Vehicle Mechanic Helper 17.04
05250 - Motor Vehicle Upholstery Worker 19.05
05280 - Motor Vehicle Wrecker 20.05
05310 - Painter Automotive 21.05
05340 - Radiator Repair Specialist 20.05
05370 - Tire Repairer 16.02
05400 - Transmission Repair Specialist 22.06
07000 - Food Preparation And Service Occupations
07010 - Baker 17.67
07041 - Cook I 16.28
07042 - Cook II 17.67
07070 - Dishwasher 13.43
07130 - Food Service Worker 13.43
07210 - Meat Cutter 17.67
07260 - Waiter/Waitress 14.12
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.63

09040 - Furniture Handler 15.88
09080 - Furniture Refinisher 20.63
09090 - Furniture Refinisher Helper 17.43
09110 - Furniture Repairer Minor 19.06
09130 - Upholsterer 20.63
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.95
11060 - Elevator Operator 12.95
11090 - Gardener 17.03
11122 - Housekeeping Aide 12.95
11150 - Janitor 12.95
11210 - Laborer Grounds Maintenance 14.19
11240 - Maid or Houseman 12.02
11260 - Pruner 14.77
11270 - Tractor Operator 16.10
11330 - Trail Maintenance Worker 14.19
11360 - Window Cleaner 13.86
12000 - Health Occupations
12010 - Ambulance Driver 17.51
12011 - Breath Alcohol Technician 20.29
12012 - Certified Occupational Therapist Assistant 27.84
12015 - Certified Physical Therapist Assistant 28.52
12020 - Dental Assistant 17.61
12025 - Dental Hygienist 33.16
12030 - EKG Technician 30.75
12035 - Electroneurodiagnostic Technologist 30.75
12040 - Emergency Medical Technician 17.51
12071 - Licensed Practical Nurse I 18.13
12072 - Licensed Practical Nurse II 20.29
12073 - Licensed Practical Nurse III 22.62
12100 - Medical Assistant 16.26
12130 - Medical Laboratory Technician 25.37
12160 - Medical Record Clerk 17.26
12190 - Medical Record Technician 19.38
12195 - Medical Transcriptionist 18.13
12210 - Nuclear Medicine Technologist 44.59
12221 - Nursing Assistant I 11.19
12222 - Nursing Assistant II 12.59
12223 - Nursing Assistant III 13.73
12224 - Nursing Assistant IV 15.41
12235 - Optical Dispenser 17.95
12236 - Optical Technician 18.13
12250 - Pharmacy Technician 16.28
12280 - Phlebotomist 18.13
12305 - Radiologic Technologist 28.76
12311 - Registered Nurse I 24.60
12312 - Registered Nurse II 30.09
12313 - Registered Nurse II Specialist 30.09
12314 - Registered Nurse III 36.40
12315 - Registered Nurse III Anesthetist 36.40

12316 - Registered Nurse IV		43.34
12317 - Scheduler (Drug and Alcohol Testing)		25.13
12320 - Substance Abuse Treatment Counselor		25.67
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.85
13012 - Exhibits Specialist II		22.12
13013 - Exhibits Specialist III		27.06
13041 - Illustrator I		17.85
13042 - Illustrator II		22.12
13043 - Illustrator III		27.06
13047 - Librarian		24.50
13050 - Library Aide/Clerk		14.89
13054 - Library Information Technology Systems Administrator		22.12
13058 - Library Technician		13.81
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.85
13063 - Media Specialist III		19.90
13071 - Photographer I		16.10
13072 - Photographer II		18.76
13073 - Photographer III		21.79
13074 - Photographer IV		25.94
13075 - Photographer V		30.45
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		16.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		26.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.44
15020 - Aircrew Training Devices Instructor (Rated)		35.62
15030 - Air Crew Training Devices Instructor (Pilot)		41.15
15050 - Computer Based Training Specialist / Instructor		29.44
15060 - Educational Technologist		31.91
15070 - Flight Instructor (Pilot)		41.15
15080 - Graphic Artist		21.25
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.15

15086 - Maintenance Test Pilot Rotary Wing 41.15
15088 - Non-Maintenance Test/Co-Pilot 41.15
15090 - Technical Instructor 24.30
15095 - Technical Instructor/Course Developer 29.73
15110 - Test Proctor 19.97
15120 - Tutor 19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.20
19040 - Tool And Die Maker 26.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.76
21030 - Material Coordinator 22.84
21040 - Material Expediter 22.84
21050 - Material Handling Laborer 14.29
21071 - Order Filler 15.26
21080 - Production Line Worker (Food Processing) 20.02
21110 - Shipping Packer 15.09
21130 - Shipping/Receiving Clerk 14.73
21140 - Store Worker I 15.92
21150 - Stock Clerk 19.57
21210 - Tools And Parts Attendant 18.76
21410 - Warehouse Specialist 19.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.40
23019 - Aircraft Logs and Records Technician 19.88
23021 - Aircraft Mechanic I 22.38
23022 - Aircraft Mechanic II 23.40
23023 - Aircraft Mechanic III 24.43
23040 - Aircraft Mechanic Helper 18.22
23050 - Aircraft Painter 21.77
23060 - Aircraft Servicer 19.88
23070 - Aircraft Survival Flight Equipment Technician 21.77
23080 - Aircraft Worker 20.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.38
23110 - Appliance Mechanic 21.11

23120 - Bicycle Repairer 17.85
23125 - Cable Splicer 26.31
23130 - Carpenter Maintenance 20.92
23140 - Carpet Layer 21.72
23160 - Electrician Maintenance 26.29
23181 - Electronics Technician Maintenance I 23.56
23182 - Electronics Technician Maintenance II 24.73
23183 - Electronics Technician Maintenance III 25.90
23260 - Fabric Worker 19.39
23290 - Fire Alarm System Mechanic 22.45
23310 - Fire Extinguisher Repairer 18.37
23311 - Fuel Distribution System Mechanic 24.15
23312 - Fuel Distribution System Operator 19.75
23370 - General Maintenance Worker 19.06
23380 - Ground Support Equipment Mechanic 22.38
23381 - Ground Support Equipment Servicer 19.88
23382 - Ground Support Equipment Worker 20.70
23391 - Gunsmith I 18.37
23392 - Gunsmith II 20.41
23393 - Gunsmith III 22.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.58
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.74
23430 - Heavy Equipment Mechanic 21.58
23440 - Heavy Equipment Operator 24.17
23460 - Instrument Mechanic 22.45
23465 - Laboratory/Shelter Mechanic 21.43
23470 - Laborer 14.15
23510 - Locksmith 23.06
23530 - Machinery Maintenance Mechanic 23.17
23550 - Machinist Maintenance 21.64
23580 - Maintenance Trades Helper 17.35
23591 - Metrology Technician I 22.45
23592 - Metrology Technician II 23.47
23593 - Metrology Technician III 24.50
23640 - Millwright 29.28
23710 - Office Appliance Repairer 21.11
23760 - Painter Maintenance 22.69
23790 - Pipefitter Maintenance 26.41
23810 - Plumber Maintenance 24.71
23820 - Pneudraulic Systems Mechanic 22.45
23850 - Rigger 22.45
23870 - Scale Mechanic 20.41
23890 - Sheet-Metal Worker Maintenance 27.51
23910 - Small Engine Mechanic 19.84
23931 - Telecommunications Mechanic I 25.28
23932 - Telecommunications Mechanic II 26.15
23950 - Telephone Lineman 23.24
23960 - Welder Combination Maintenance 21.46

23965 - Well Driller	22.45
23970 - Woodcraft Worker	22.45
23980 - Woodworker	18.37
24000 - Personal Needs Occupations	
24550 - Case Manager	15.18
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	12.62
24620 - Family Readiness And Support Services Coordinator	15.18
24630 - Homemaker	16.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.39
25040 - Sewage Plant Operator	21.90
25070 - Stationary Engineer	24.39
25190 - Ventilation Equipment Tender	19.77
25210 - Water Treatment Plant Operator	21.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.91
27007 - Baggage Inspector	12.80
27008 - Corrections Officer	22.86
27010 - Court Security Officer	21.11
27030 - Detection Dog Handler	16.64
27040 - Detention Officer	22.86
27070 - Firefighter	18.55
27101 - Guard I	12.80
27102 - Guard II	16.64
27131 - Police Officer I	24.29
27132 - Police Officer II	26.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.81
28043 - Carnival Worker	13.47
28210 - Gate Attendant/Gate Tender	15.17
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.97
28510 - Recreation Aide/Health Facility Attendant	12.38
28515 - Recreation Specialist	21.02
28630 - Sports Official	13.51
28690 - Swimming Pool Operator	20.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.73
29020 - Hatch Tender	24.73
29030 - Line Handler	24.73
29041 - Stevedore I	23.74
29042 - Stevedore II	25.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.21
30022 - Archeological Technician II		20.36
30023 - Archeological Technician III		25.23
30030 - Cartographic Technician		25.23
30040 - Civil Engineering Technician		25.01
30051 - Cryogenic Technician I		25.82
30052 - Cryogenic Technician II		28.52
30061 - Drafter/CAD Operator I		18.21
30062 - Drafter/CAD Operator II		20.36
30063 - Drafter/CAD Operator III		22.72
30064 - Drafter/CAD Operator IV		27.94
30081 - Engineering Technician I		16.38
30082 - Engineering Technician II		18.21
30083 - Engineering Technician III		20.65
30084 - Engineering Technician IV		23.99
30085 - Engineering Technician V		28.52
30086 - Engineering Technician VI		34.50
30090 - Environmental Technician		24.23
30095 - Evidence Control Specialist		23.31
30210 - Laboratory Technician		22.69
30221 - Latent Fingerprint Technician I		25.82
30222 - Latent Fingerprint Technician II		28.52
30240 - Mathematical Technician		25.23
30361 - Paralegal/Legal Assistant I		19.67
30362 - Paralegal/Legal Assistant II		24.36
30363 - Paralegal/Legal Assistant III		29.80
30364 - Paralegal/Legal Assistant IV		36.05
30375 - Petroleum Supply Specialist		28.52
30390 - Photo-Optics Technician		25.23
30395 - Radiation Control Technician		28.52
30461 - Technical Writer I		25.23
30462 - Technical Writer II		30.88
30463 - Technical Writer III		35.09
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.94
30502 - Weather Forecaster II		33.98
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.72
30621 - Weather Observer Senior	(see 2)	25.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.14
31030 - Bus Driver		19.20
31043 - Driver Courier		16.28
31260 - Parking and Lot Attendant		14.15
31290 - Shuttle Bus Driver		17.22

31310 - Taxi Driver	15.33
31361 - Truckdriver Light	17.22
31362 - Truckdriver Medium	18.19
31363 - Truckdriver Heavy	21.92
31364 - Truckdriver Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.26
99050 - Desk Clerk	11.89
99095 - Embalmer	26.68
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	20.81
99252 - Laboratory Animal Caretaker II	22.01
99260 - Marketing Analyst	40.47
99310 - Mortician	26.68
99410 - Pest Controller	23.25
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	21.42
99711 - Recycling Specialist	24.30
99730 - Refuse Collector	20.01
99810 - Sales Clerk	11.64
99820 - School Crossing Guard	17.14
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	20.81
99841 - Vending Machine Repairer	24.67
99842 - Vending Machine Repairer Helper	20.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4864
Revision No.: 11
Date Of Last Revision: 06/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Berrien

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.65
01012 - Accounting Clerk II		15.33
01013 - Accounting Clerk III		17.42
01020 - Administrative Assistant		24.19
01035 - Court Reporter		17.67
01041 - Customer Service Representative I		13.05
01042 - Customer Service Representative II		14.69
01043 - Customer Service Representative III		16.02
01051 - Data Entry Operator I		14.65
01052 - Data Entry Operator II		15.99
01060 - Dispatcher Motor Vehicle		19.61
01070 - Document Preparation Clerk		14.96

01090 - Duplicating Machine Operator 14.96
01111 - General Clerk I 13.23
01112 - General Clerk II 14.43
01113 - General Clerk III 16.20
01120 - Housing Referral Assistant 19.69
01141 - Messenger Courier 12.42
01191 - Order Clerk I 15.91
01192 - Order Clerk II 17.36
01261 - Personnel Assistant (Employment) I 15.83
01262 - Personnel Assistant (Employment) II 17.72
01263 - Personnel Assistant (Employment) III 19.75
01270 - Production Control Clerk 22.84
01290 - Rental Clerk 14.44
01300 - Scheduler Maintenance 15.79
01311 - Secretary I 15.79
01312 - Secretary II 17.67
01313 - Secretary III 19.69
01320 - Service Order Dispatcher 17.13
01410 - Supply Technician 24.19
01420 - Survey Worker 18.07
01460 - Switchboard Operator/Receptionist 13.27
01531 - Travel Clerk I 13.59
01532 - Travel Clerk II 14.74
01533 - Travel Clerk III 15.91
01611 - Word Processor I 14.06
01612 - Word Processor II 15.98
01613 - Word Processor III 18.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.06
05010 - Automotive Electrician 21.05
05040 - Automotive Glass Installer 20.05
05070 - Automotive Worker 20.05
05110 - Mobile Equipment Servicer 18.05
05130 - Motor Equipment Metal Mechanic 22.06
05160 - Motor Equipment Metal Worker 20.05
05190 - Motor Vehicle Mechanic 22.06
05220 - Motor Vehicle Mechanic Helper 17.04
05250 - Motor Vehicle Upholstery Worker 19.05
05280 - Motor Vehicle Wrecker 20.05
05310 - Painter Automotive 21.05
05340 - Radiator Repair Specialist 20.05
05370 - Tire Repairer 16.02
05400 - Transmission Repair Specialist 22.06
07000 - Food Preparation And Service Occupations
07010 - Baker 17.67
07041 - Cook I 16.28
07042 - Cook II 17.67
07070 - Dishwasher 13.43
07130 - Food Service Worker 13.43
07210 - Meat Cutter 17.67

07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.63
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	20.63
09090 - Furniture Refinisher Helper	17.43
09110 - Furniture Repairer Minor	19.06
09130 - Upholsterer	20.63
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.95
11060 - Elevator Operator	12.95
11090 - Gardener	17.03
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer Grounds Maintenance	14.19
11240 - Maid or Houseman	12.02
11260 - Pruner	14.77
11270 - Tractor Operator	16.10
11330 - Trail Maintenance Worker	14.19
11360 - Window Cleaner	13.86
12000 - Health Occupations	
12010 - Ambulance Driver	17.51
12011 - Breath Alcohol Technician	20.29
12012 - Certified Occupational Therapist Assistant	27.84
12015 - Certified Physical Therapist Assistant	28.52
12020 - Dental Assistant	17.61
12025 - Dental Hygienist	33.16
12030 - EKG Technician	30.75
12035 - Electroneurodiagnostic Technologist	30.75
12040 - Emergency Medical Technician	17.51
12071 - Licensed Practical Nurse I	18.13
12072 - Licensed Practical Nurse II	20.29
12073 - Licensed Practical Nurse III	22.62
12100 - Medical Assistant	16.26
12130 - Medical Laboratory Technician	25.37
12160 - Medical Record Clerk	17.26
12190 - Medical Record Technician	19.38
12195 - Medical Transcriptionist	18.13
12210 - Nuclear Medicine Technologist	44.59
12221 - Nursing Assistant I	11.19
12222 - Nursing Assistant II	12.59
12223 - Nursing Assistant III	13.73
12224 - Nursing Assistant IV	15.41
12235 - Optical Dispenser	17.95
12236 - Optical Technician	18.13
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	18.13
12305 - Radiologic Technologist	28.76
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09

12313 - Registered Nurse II Specialist		30.09
12314 - Registered Nurse III		36.40
12315 - Registered Nurse III Anesthetist		36.40
12316 - Registered Nurse IV		43.34
12317 - Scheduler (Drug and Alcohol Testing)		25.13
12320 - Substance Abuse Treatment Counselor		25.67
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.85
13012 - Exhibits Specialist II		22.12
13013 - Exhibits Specialist III		27.06
13041 - Illustrator I		17.85
13042 - Illustrator II		22.12
13043 - Illustrator III		27.06
13047 - Librarian		24.50
13050 - Library Aide/Clerk		14.89
13054 - Library Information Technology Systems Administrator		22.12
13058 - Library Technician		13.81
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.85
13063 - Media Specialist III		19.90
13071 - Photographer I		16.10
13072 - Photographer II		18.76
13073 - Photographer III		21.79
13074 - Photographer IV		25.94
13075 - Photographer V		30.45
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		16.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		26.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.44
15020 - Aircrew Training Devices Instructor (Rated)		35.62
15030 - Air Crew Training Devices Instructor (Pilot)		41.15
15050 - Computer Based Training Specialist / Instructor		29.44
15060 - Educational Technologist		31.91

15070 - Flight Instructor (Pilot) 41.15
15080 - Graphic Artist 21.25
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.15
15086 - Maintenance Test Pilot Rotary Wing 41.15
15088 - Non-Maintenance Test/Co-Pilot 41.15
15090 - Technical Instructor 24.30
15095 - Technical Instructor/Course Developer 29.73
15110 - Test Proctor 19.97
15120 - Tutor 19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.20
19040 - Tool And Die Maker 26.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.76
21030 - Material Coordinator 22.84
21040 - Material Expediter 22.84
21050 - Material Handling Laborer 14.29
21071 - Order Filler 15.26
21080 - Production Line Worker (Food Processing) 20.02
21110 - Shipping Packer 15.09
21130 - Shipping/Receiving Clerk 14.73
21140 - Store Worker I 15.92
21150 - Stock Clerk 19.57
21210 - Tools And Parts Attendant 18.76
21410 - Warehouse Specialist 19.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.40
23019 - Aircraft Logs and Records Technician 19.88
23021 - Aircraft Mechanic I 22.38
23022 - Aircraft Mechanic II 23.40
23023 - Aircraft Mechanic III 24.43
23040 - Aircraft Mechanic Helper 18.22
23050 - Aircraft Painter 21.77
23060 - Aircraft Servicer 19.88
23070 - Aircraft Survival Flight Equipment Technician 21.77
23080 - Aircraft Worker 20.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.70

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.38
23110 - Appliance Mechanic 21.11
23120 - Bicycle Repairer 17.85
23125 - Cable Splicer 26.31
23130 - Carpenter Maintenance 20.92
23140 - Carpet Layer 21.72
23160 - Electrician Maintenance 26.29
23181 - Electronics Technician Maintenance I 23.56
23182 - Electronics Technician Maintenance II 24.73
23183 - Electronics Technician Maintenance III 25.90
23260 - Fabric Worker 19.39
23290 - Fire Alarm System Mechanic 22.45
23310 - Fire Extinguisher Repairer 18.37
23311 - Fuel Distribution System Mechanic 24.15
23312 - Fuel Distribution System Operator 19.75
23370 - General Maintenance Worker 19.06
23380 - Ground Support Equipment Mechanic 22.38
23381 - Ground Support Equipment Servicer 19.88
23382 - Ground Support Equipment Worker 20.70
23391 - Gunsmith I 18.37
23392 - Gunsmith II 20.41
23393 - Gunsmith III 22.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.58
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.74
23430 - Heavy Equipment Mechanic 21.58
23440 - Heavy Equipment Operator 24.17
23460 - Instrument Mechanic 22.45
23465 - Laboratory/Shelter Mechanic 21.43
23470 - Laborer 14.15
23510 - Locksmith 23.06
23530 - Machinery Maintenance Mechanic 23.17
23550 - Machinist Maintenance 21.64
23580 - Maintenance Trades Helper 17.35
23591 - Metrology Technician I 22.45
23592 - Metrology Technician II 23.47
23593 - Metrology Technician III 24.50
23640 - Millwright 29.28
23710 - Office Appliance Repairer 21.11
23760 - Painter Maintenance 22.69
23790 - Pipefitter Maintenance 26.41
23810 - Plumber Maintenance 24.71
23820 - Pneudraulic Systems Mechanic 22.45
23850 - Rigger 22.45
23870 - Scale Mechanic 20.41
23890 - Sheet-Metal Worker Maintenance 27.51
23910 - Small Engine Mechanic 19.84
23931 - Telecommunications Mechanic I 25.28

23932 - Telecommunications Mechanic II 26.15
23950 - Telephone Lineman 23.24
23960 - Welder Combination Maintenance 21.46
23965 - Well Driller 22.45
23970 - Woodcraft Worker 22.45
23980 - Woodworker 18.37
24000 - Personal Needs Occupations
24550 - Case Manager 15.18
24570 - Child Care Attendant 11.59
24580 - Child Care Center Clerk 14.45
24610 - Chore Aide 12.62
24620 - Family Readiness And Support Services Coordinator 15.18
24630 - Homemaker 16.05
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.39
25040 - Sewage Plant Operator 21.90
25070 - Stationary Engineer 24.39
25190 - Ventilation Equipment Tender 19.77
25210 - Water Treatment Plant Operator 21.90
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.91
27007 - Baggage Inspector 12.80
27008 - Corrections Officer 22.86
27010 - Court Security Officer 21.11
27030 - Detection Dog Handler 16.64
27040 - Detention Officer 22.86
27070 - Firefighter 18.55
27101 - Guard I 12.80
27102 - Guard II 16.64
27131 - Police Officer I 24.29
27132 - Police Officer II 26.51
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.15
28042 - Carnival Equipment Repairer 15.81
28043 - Carnival Worker 13.47
28210 - Gate Attendant/Gate Tender 15.17
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 16.97
28510 - Recreation Aide/Health Facility Attendant 12.38
28515 - Recreation Specialist 21.02
28630 - Sports Official 13.51
28690 - Swimming Pool Operator 20.18
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.73
29020 - Hatch Tender 24.73
29030 - Line Handler 24.73
29041 - Stevedore I 23.74
29042 - Stevedore II 25.96
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.21
30022 - Archeological Technician II 20.36
30023 - Archeological Technician III 25.23
30030 - Cartographic Technician 25.23
30040 - Civil Engineering Technician 25.01
30051 - Cryogenic Technician I 25.82
30052 - Cryogenic Technician II 28.52
30061 - Drafter/CAD Operator I 18.21
30062 - Drafter/CAD Operator II 20.36
30063 - Drafter/CAD Operator III 22.72
30064 - Drafter/CAD Operator IV 27.94
30081 - Engineering Technician I 16.38
30082 - Engineering Technician II 18.21
30083 - Engineering Technician III 20.65
30084 - Engineering Technician IV 23.99
30085 - Engineering Technician V 28.52
30086 - Engineering Technician VI 34.50
30090 - Environmental Technician 24.23
30095 - Evidence Control Specialist 23.31
30210 - Laboratory Technician 22.69
30221 - Latent Fingerprint Technician I 25.82
30222 - Latent Fingerprint Technician II 28.52
30240 - Mathematical Technician 25.23
30361 - Paralegal/Legal Assistant I 19.67
30362 - Paralegal/Legal Assistant II 24.36
30363 - Paralegal/Legal Assistant III 29.80
30364 - Paralegal/Legal Assistant IV 36.05
30375 - Petroleum Supply Specialist 28.52
30390 - Photo-Optics Technician 25.23
30395 - Radiation Control Technician 28.52
30461 - Technical Writer I 25.23
30462 - Technical Writer II 30.88
30463 - Technical Writer III 35.09
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.94
30502 - Weather Forecaster II 33.98
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.72
30621 - Weather Observer Senior (see 2) 25.58
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.14
31030 - Bus Driver 19.20

31043 - Driver Courier	16.28
31260 - Parking and Lot Attendant	14.15
31290 - Shuttle Bus Driver	17.22
31310 - Taxi Driver	15.33
31361 - Truckdriver Light	17.22
31362 - Truckdriver Medium	18.19
31363 - Truckdriver Heavy	21.92
31364 - Truckdriver Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.26
99050 - Desk Clerk	11.89
99095 - Embalmer	26.68
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	20.81
99252 - Laboratory Animal Caretaker II	22.01
99260 - Marketing Analyst	40.47
99310 - Mortician	26.68
99410 - Pest Controller	23.25
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	21.42
99711 - Recycling Specialist	24.30
99730 - Refuse Collector	20.01
99810 - Sales Clerk	11.64
99820 - School Crossing Guard	17.14
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	20.81
99841 - Vending Machine Repairer	24.67
99842 - Vending Machine Repairer Helper	20.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4865
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Saginaw

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.46
01012 - Accounting Clerk II		16.23
01013 - Accounting Clerk III		18.16
01020 - Administrative Assistant		27.95
01035 - Court Reporter		17.76
01041 - Customer Service Representative I		11.18
01042 - Customer Service Representative II		12.57
01043 - Customer Service Representative III		13.71
01051 - Data Entry Operator I		12.55
01052 - Data Entry Operator II		13.69
01060 - Dispatcher Motor Vehicle		15.61
01070 - Document Preparation Clerk		17.83
01090 - Duplicating Machine Operator		17.83
01111 - General Clerk I		13.52
01112 - General Clerk II		14.75

01113 - General Clerk III 16.55
01120 - Housing Referral Assistant 19.80
01141 - Messenger Courier 12.79
01191 - Order Clerk I 18.33
01192 - Order Clerk II 19.99
01261 - Personnel Assistant (Employment) I 16.72
01262 - Personnel Assistant (Employment) II 18.70
01263 - Personnel Assistant (Employment) III 20.86
01270 - Production Control Clerk 24.70
01290 - Rental Clerk 14.54
01300 - Scheduler Maintenance 15.87
01311 - Secretary I 15.87
01312 - Secretary II 17.76
01313 - Secretary III 19.80
01320 - Service Order Dispatcher 14.39
01410 - Supply Technician 27.95
01420 - Survey Worker 17.67
01460 - Switchboard Operator/Receptionist 13.72
01531 - Travel Clerk I 13.59
01532 - Travel Clerk II 14.74
01533 - Travel Clerk III 15.91
01611 - Word Processor I 15.47
01612 - Word Processor II 17.37
01613 - Word Processor III 19.43
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.12
05010 - Automotive Electrician 20.14
05040 - Automotive Glass Installer 19.51
05070 - Automotive Worker 19.51
05110 - Mobile Equipment Servicer 18.27
05130 - Motor Equipment Metal Mechanic 20.76
05160 - Motor Equipment Metal Worker 19.51
05190 - Motor Vehicle Mechanic 20.76
05220 - Motor Vehicle Mechanic Helper 17.65
05250 - Motor Vehicle Upholstery Worker 18.89
05280 - Motor Vehicle Wrecker 19.51
05310 - Painter Automotive 20.14
05340 - Radiator Repair Specialist 19.51
05370 - Tire Repairer 16.81
05400 - Transmission Repair Specialist 20.76
07000 - Food Preparation And Service Occupations
07010 - Baker 12.66
07041 - Cook I 13.30
07042 - Cook II 14.58
07070 - Dishwasher 10.00
07130 - Food Service Worker 11.20
07210 - Meat Cutter 17.49
07260 - Waiter/Waitress 10.61
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.53

09040 - Furniture Handler 17.06
09080 - Furniture Refinisher 23.53
09090 - Furniture Refinisher Helper 19.68
09110 - Furniture Repairer Minor 21.82
09130 - Upholsterer 23.53
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.16
11060 - Elevator Operator 15.77
11090 - Gardener 15.86
11122 - Housekeeping Aide 15.77
11150 - Janitor 15.77
11210 - Laborer Grounds Maintenance 13.01
11240 - Maid or Houseman 11.58
11260 - Pruner 12.00
11270 - Tractor Operator 14.88
11330 - Trail Maintenance Worker 13.01
11360 - Window Cleaner 17.09
12000 - Health Occupations
12010 - Ambulance Driver 20.03
12011 - Breath Alcohol Technician 20.03
12012 - Certified Occupational Therapist Assistant 27.48
12015 - Certified Physical Therapist Assistant 25.45
12020 - Dental Assistant 16.45
12025 - Dental Hygienist 29.95
12030 - EKG Technician 29.68
12035 - Electroneurodiagnostic Technologist 29.68
12040 - Emergency Medical Technician 20.03
12071 - Licensed Practical Nurse I 17.90
12072 - Licensed Practical Nurse II 20.03
12073 - Licensed Practical Nurse III 22.33
12100 - Medical Assistant 14.23
12130 - Medical Laboratory Technician 22.07
12160 - Medical Record Clerk 19.00
12190 - Medical Record Technician 21.26
12195 - Medical Transcriptionist 17.52
12210 - Nuclear Medicine Technologist 44.01
12221 - Nursing Assistant I 11.59
12222 - Nursing Assistant II 13.03
12223 - Nursing Assistant III 14.21
12224 - Nursing Assistant IV 15.95
12235 - Optical Dispenser 17.04
12236 - Optical Technician 17.90
12250 - Pharmacy Technician 15.30
12280 - Phlebotomist 15.74
12305 - Radiologic Technologist 25.25
12311 - Registered Nurse I 23.28
12312 - Registered Nurse II 29.25
12313 - Registered Nurse II Specialist 29.25
12314 - Registered Nurse III 34.84
12315 - Registered Nurse III Anesthetist 34.84

12316 - Registered Nurse IV		41.76
12317 - Scheduler (Drug and Alcohol Testing)		24.81
12320 - Substance Abuse Treatment Counselor		17.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.10
13012 - Exhibits Specialist II		25.28
13013 - Exhibits Specialist III		30.92
13041 - Illustrator I		18.61
13042 - Illustrator II		23.45
13043 - Illustrator III		30.92
13047 - Librarian		25.96
13050 - Library Aide/Clerk		12.12
13054 - Library Information Technology Systems Administrator		25.57
13058 - Library Technician		15.73
13061 - Media Specialist I		16.32
13062 - Media Specialist II		18.25
13063 - Media Specialist III		20.36
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		34.71
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		16.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.48
14043 - Computer Operator III		19.49
14044 - Computer Operator IV		21.66
14045 - Computer Operator V		23.98
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.62
14160 - Personal Computer Support Technician		21.66
14170 - System Support Specialist		24.93
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.96
15020 - Aircrew Training Devices Instructor (Rated)		35.04
15030 - Air Crew Training Devices Instructor (Pilot)		41.60
15050 - Computer Based Training Specialist / Instructor		28.96
15060 - Educational Technologist		37.32
15070 - Flight Instructor (Pilot)		41.60
15080 - Graphic Artist		21.30
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.00

15086 - Maintenance Test Pilot Rotary Wing 42.00
15088 - Non-Maintenance Test/Co-Pilot 42.00
15090 - Technical Instructor 20.16
15095 - Technical Instructor/Course Developer 24.64
15110 - Test Proctor 16.29
15120 - Tutor 16.29
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.22
19040 - Tool And Die Maker 26.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.74
21030 - Material Coordinator 24.70
21040 - Material Expediter 24.70
21050 - Material Handling Laborer 15.24
21071 - Order Filler 15.88
21080 - Production Line Worker (Food Processing) 20.74
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 18.74
21150 - Stock Clerk 23.83
21210 - Tools And Parts Attendant 20.74
21410 - Warehouse Specialist 20.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.96
23019 - Aircraft Logs and Records Technician 22.31
23021 - Aircraft Mechanic I 25.21
23022 - Aircraft Mechanic II 25.96
23023 - Aircraft Mechanic III 26.84
23040 - Aircraft Mechanic Helper 19.90
23050 - Aircraft Painter 25.66
23060 - Aircraft Servicer 22.31
23070 - Aircraft Survival Flight Equipment Technician 25.66
23080 - Aircraft Worker 23.26
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.26
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.21
23110 - Appliance Mechanic 23.53

23120 - Bicycle Repairer	20.76
23125 - Cable Splicer	27.73
23130 - Carpenter Maintenance	23.21
23140 - Carpet Layer	22.75
23160 - Electrician Maintenance	31.87
23181 - Electronics Technician Maintenance I	23.26
23182 - Electronics Technician Maintenance II	24.06
23183 - Electronics Technician Maintenance III	25.21
23260 - Fabric Worker	22.31
23290 - Fire Alarm System Mechanic	30.50
23310 - Fire Extinguisher Repairer	21.22
23311 - Fuel Distribution System Mechanic	25.21
23312 - Fuel Distribution System Operator	21.22
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment Mechanic	25.21
23381 - Ground Support Equipment Servicer	22.31
23382 - Ground Support Equipment Worker	23.26
23391 - Gunsmith I	21.22
23392 - Gunsmith II	23.26
23393 - Gunsmith III	25.21
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.57
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.36
23430 - Heavy Equipment Mechanic	22.95
23440 - Heavy Equipment Operator	25.93
23460 - Instrument Mechanic	25.21
23465 - Laboratory/Shelter Mechanic	24.06
23470 - Laborer	15.09
23510 - Locksmith	24.06
23530 - Machinery Maintenance Mechanic	25.13
23550 - Machinist Maintenance	23.04
23580 - Maintenance Trades Helper	19.47
23591 - Metrology Technician I	25.21
23592 - Metrology Technician II	25.96
23593 - Metrology Technician III	26.84
23640 - Millwright	35.27
23710 - Office Appliance Repairer	24.06
23760 - Painter Maintenance	21.10
23790 - Pipefitter Maintenance	31.16
23810 - Plumber Maintenance	29.61
23820 - Pneudraulic Systems Mechanic	25.21
23850 - Rigger	25.21
23870 - Scale Mechanic	23.26
23890 - Sheet-Metal Worker Maintenance	26.30
23910 - Small Engine Mechanic	23.26
23931 - Telecommunications Mechanic I	33.19
23932 - Telecommunications Mechanic II	34.17
23950 - Telephone Lineman	25.21
23960 - Welder Combination Maintenance	22.10

23965 - Well Driller	25.21
23970 - Woodcraft Worker	25.21
23980 - Woodworker	21.22
24000 - Personal Needs Occupations	
24550 - Case Manager	16.70
24570 - Child Care Attendant	10.34
24580 - Child Care Center Clerk	12.90
24610 - Chore Aide	11.14
24620 - Family Readiness And Support Services Coordinator	16.70
24630 - Homemaker	16.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.21
25040 - Sewage Plant Operator	23.00
25070 - Stationary Engineer	25.21
25190 - Ventilation Equipment Tender	19.90
25210 - Water Treatment Plant Operator	23.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.82
27007 - Baggage Inspector	12.87
27008 - Corrections Officer	22.48
27010 - Court Security Officer	22.70
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	22.48
27070 - Firefighter	20.58
27101 - Guard I	12.87
27102 - Guard II	17.04
27131 - Police Officer I	23.25
27132 - Police Officer II	25.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.37
28042 - Carnival Equipment Repairer	14.26
28043 - Carnival Worker	10.70
28210 - Gate Attendant/Gate Tender	16.76
28310 - Lifeguard	14.93
28350 - Park Attendant (Aide)	18.76
28510 - Recreation Aide/Health Facility Attendant	13.69
28515 - Recreation Specialist	23.23
28630 - Sports Official	14.93
28690 - Swimming Pool Operator	19.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.72
29020 - Hatch Tender	27.72
29030 - Line Handler	27.72
29041 - Stevedore I	26.93
29042 - Stevedore II	28.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.25
30022 - Archeological Technician II		19.29
30023 - Archeological Technician III		23.43
30030 - Cartographic Technician		23.91
30040 - Civil Engineering Technician		22.31
30051 - Cryogenic Technician I		24.16
30052 - Cryogenic Technician II		26.69
30061 - Drafter/CAD Operator I		17.25
30062 - Drafter/CAD Operator II		19.29
30063 - Drafter/CAD Operator III		21.51
30064 - Drafter/CAD Operator IV		26.47
30081 - Engineering Technician I		16.36
30082 - Engineering Technician II		18.36
30083 - Engineering Technician III		20.53
30084 - Engineering Technician IV		25.45
30085 - Engineering Technician V		31.13
30086 - Engineering Technician VI		37.66
30090 - Environmental Technician		23.91
30095 - Evidence Control Specialist		21.80
30210 - Laboratory Technician		21.97
30221 - Latent Fingerprint Technician I		24.16
30222 - Latent Fingerprint Technician II		26.69
30240 - Mathematical Technician		23.91
30361 - Paralegal/Legal Assistant I		19.18
30362 - Paralegal/Legal Assistant II		23.75
30363 - Paralegal/Legal Assistant III		29.06
30364 - Paralegal/Legal Assistant IV		35.16
30375 - Petroleum Supply Specialist		26.69
30390 - Photo-Optics Technician		23.91
30395 - Radiation Control Technician		26.69
30461 - Technical Writer I		23.33
30462 - Technical Writer II		28.56
30463 - Technical Writer III		33.42
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.47
30502 - Weather Forecaster II		32.20
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.51
30621 - Weather Observer Senior	(see 2)	23.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		16.27
31030 - Bus Driver		20.52
31043 - Driver Courier		18.27
31260 - Parking and Lot Attendant		15.02
31290 - Shuttle Bus Driver		19.48

31310 - Taxi Driver	13.95
31361 - Truckdriver Light	19.48
31362 - Truckdriver Medium	20.48
31363 - Truckdriver Heavy	19.94
31364 - Truckdriver Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.99
99050 - Desk Clerk	10.97
99095 - Embalmer	31.98
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.31
99252 - Laboratory Animal Caretaker II	14.03
99260 - Marketing Analyst	24.32
99310 - Mortician	31.98
99410 - Pest Controller	27.29
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	22.13
99711 - Recycling Specialist	25.52
99730 - Refuse Collector	20.42
99810 - Sales Clerk	11.47
99820 - School Crossing Guard	12.10
99830 - Survey Party Chief	21.75
99831 - Surveying Aide	12.43
99832 - Surveying Technician	18.58
99840 - Vending Machine Attendant	25.52
99841 - Vending Machine Repairer	29.82
99842 - Vending Machine Repairer Helper	25.52

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4866
Revision No.: 11
Date Of Last Revision: 06/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Saginaw

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.46
01012 - Accounting Clerk II		16.23
01013 - Accounting Clerk III		18.16
01020 - Administrative Assistant		27.95
01035 - Court Reporter		17.76
01041 - Customer Service Representative I		11.18
01042 - Customer Service Representative II		12.57
01043 - Customer Service Representative III		13.71
01051 - Data Entry Operator I		12.55
01052 - Data Entry Operator II		13.69
01060 - Dispatcher Motor Vehicle		15.61
01070 - Document Preparation Clerk		17.83

01090 - Duplicating Machine Operator 17.83
01111 - General Clerk I 13.52
01112 - General Clerk II 14.75
01113 - General Clerk III 16.55
01120 - Housing Referral Assistant 19.80
01141 - Messenger Courier 12.79
01191 - Order Clerk I 18.33
01192 - Order Clerk II 19.99
01261 - Personnel Assistant (Employment) I 16.72
01262 - Personnel Assistant (Employment) II 18.70
01263 - Personnel Assistant (Employment) III 20.86
01270 - Production Control Clerk 24.70
01290 - Rental Clerk 14.54
01300 - Scheduler Maintenance 15.87
01311 - Secretary I 15.87
01312 - Secretary II 17.76
01313 - Secretary III 19.80
01320 - Service Order Dispatcher 14.39
01410 - Supply Technician 27.95
01420 - Survey Worker 17.67
01460 - Switchboard Operator/Receptionist 13.72
01531 - Travel Clerk I 13.59
01532 - Travel Clerk II 14.74
01533 - Travel Clerk III 15.91
01611 - Word Processor I 15.47
01612 - Word Processor II 17.37
01613 - Word Processor III 19.43
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.12
05010 - Automotive Electrician 20.14
05040 - Automotive Glass Installer 19.51
05070 - Automotive Worker 19.51
05110 - Mobile Equipment Servicer 18.27
05130 - Motor Equipment Metal Mechanic 20.76
05160 - Motor Equipment Metal Worker 19.51
05190 - Motor Vehicle Mechanic 20.76
05220 - Motor Vehicle Mechanic Helper 17.65
05250 - Motor Vehicle Upholstery Worker 18.89
05280 - Motor Vehicle Wrecker 19.51
05310 - Painter Automotive 20.14
05340 - Radiator Repair Specialist 19.51
05370 - Tire Repairer 16.81
05400 - Transmission Repair Specialist 20.76
07000 - Food Preparation And Service Occupations
07010 - Baker 12.66
07041 - Cook I 13.30
07042 - Cook II 14.58
07070 - Dishwasher 10.00
07130 - Food Service Worker 11.20
07210 - Meat Cutter 17.49

07260 - Waiter/Waitress	10.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.53
09040 - Furniture Handler	17.06
09080 - Furniture Refinisher	23.53
09090 - Furniture Refinisher Helper	19.68
09110 - Furniture Repairer Minor	21.82
09130 - Upholsterer	23.53
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.16
11060 - Elevator Operator	15.77
11090 - Gardener	15.86
11122 - Housekeeping Aide	15.77
11150 - Janitor	15.77
11210 - Laborer Grounds Maintenance	13.01
11240 - Maid or Houseman	11.58
11260 - Pruner	12.00
11270 - Tractor Operator	14.88
11330 - Trail Maintenance Worker	13.01
11360 - Window Cleaner	17.09
12000 - Health Occupations	
12010 - Ambulance Driver	20.03
12011 - Breath Alcohol Technician	20.03
12012 - Certified Occupational Therapist Assistant	27.48
12015 - Certified Physical Therapist Assistant	25.45
12020 - Dental Assistant	16.45
12025 - Dental Hygienist	29.95
12030 - EKG Technician	29.68
12035 - Electroneurodiagnostic Technologist	29.68
12040 - Emergency Medical Technician	20.03
12071 - Licensed Practical Nurse I	17.90
12072 - Licensed Practical Nurse II	20.03
12073 - Licensed Practical Nurse III	22.33
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	22.07
12160 - Medical Record Clerk	19.00
12190 - Medical Record Technician	21.26
12195 - Medical Transcriptionist	17.52
12210 - Nuclear Medicine Technologist	44.01
12221 - Nursing Assistant I	11.59
12222 - Nursing Assistant II	13.03
12223 - Nursing Assistant III	14.21
12224 - Nursing Assistant IV	15.95
12235 - Optical Dispenser	17.04
12236 - Optical Technician	17.90
12250 - Pharmacy Technician	15.30
12280 - Phlebotomist	15.74
12305 - Radiologic Technologist	25.25
12311 - Registered Nurse I	23.28
12312 - Registered Nurse II	29.25

12313 - Registered Nurse II Specialist		29.25
12314 - Registered Nurse III		34.84
12315 - Registered Nurse III Anesthetist		34.84
12316 - Registered Nurse IV		41.76
12317 - Scheduler (Drug and Alcohol Testing)		24.81
12320 - Substance Abuse Treatment Counselor		17.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.10
13012 - Exhibits Specialist II		25.28
13013 - Exhibits Specialist III		30.92
13041 - Illustrator I		18.61
13042 - Illustrator II		23.45
13043 - Illustrator III		30.92
13047 - Librarian		25.96
13050 - Library Aide/Clerk		12.12
13054 - Library Information Technology Systems Administrator		25.57
13058 - Library Technician		15.73
13061 - Media Specialist I		16.32
13062 - Media Specialist II		18.25
13063 - Media Specialist III		20.36
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		34.71
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		16.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.48
14043 - Computer Operator III		19.49
14044 - Computer Operator IV		21.66
14045 - Computer Operator V		23.98
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.62
14160 - Personal Computer Support Technician		21.66
14170 - System Support Specialist		24.93
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.96
15020 - Aircrew Training Devices Instructor (Rated)		35.04
15030 - Air Crew Training Devices Instructor (Pilot)		41.60
15050 - Computer Based Training Specialist / Instructor		28.96
15060 - Educational Technologist		37.32

15070 - Flight Instructor (Pilot) 41.60
15080 - Graphic Artist 21.30
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.00
15086 - Maintenance Test Pilot Rotary Wing 42.00
15088 - Non-Maintenance Test/Co-Pilot 42.00
15090 - Technical Instructor 20.16
15095 - Technical Instructor/Course Developer 24.64
15110 - Test Proctor 16.29
15120 - Tutor 16.29
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.22
19040 - Tool And Die Maker 26.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.74
21030 - Material Coordinator 24.70
21040 - Material Expediter 24.70
21050 - Material Handling Laborer 15.24
21071 - Order Filler 15.88
21080 - Production Line Worker (Food Processing) 20.74
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 18.74
21150 - Stock Clerk 23.83
21210 - Tools And Parts Attendant 20.74
21410 - Warehouse Specialist 20.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.96
23019 - Aircraft Logs and Records Technician 22.31
23021 - Aircraft Mechanic I 25.21
23022 - Aircraft Mechanic II 25.96
23023 - Aircraft Mechanic III 26.84
23040 - Aircraft Mechanic Helper 19.90
23050 - Aircraft Painter 25.66
23060 - Aircraft Servicer 22.31
23070 - Aircraft Survival Flight Equipment Technician 25.66
23080 - Aircraft Worker 23.26
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.26

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.21
23110 - Appliance Mechanic 23.53
23120 - Bicycle Repairer 20.76
23125 - Cable Splicer 27.73
23130 - Carpenter Maintenance 23.21
23140 - Carpet Layer 22.75
23160 - Electrician Maintenance 31.87
23181 - Electronics Technician Maintenance I 23.26
23182 - Electronics Technician Maintenance II 24.06
23183 - Electronics Technician Maintenance III 25.21
23260 - Fabric Worker 22.31
23290 - Fire Alarm System Mechanic 30.50
23310 - Fire Extinguisher Repairer 21.22
23311 - Fuel Distribution System Mechanic 25.21
23312 - Fuel Distribution System Operator 21.22
23370 - General Maintenance Worker 18.58
23380 - Ground Support Equipment Mechanic 25.21
23381 - Ground Support Equipment Servicer 22.31
23382 - Ground Support Equipment Worker 23.26
23391 - Gunsmith I 21.22
23392 - Gunsmith II 23.26
23393 - Gunsmith III 25.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.57
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.36
23430 - Heavy Equipment Mechanic 22.95
23440 - Heavy Equipment Operator 25.93
23460 - Instrument Mechanic 25.21
23465 - Laboratory/Shelter Mechanic 24.06
23470 - Laborer 15.09
23510 - Locksmith 24.06
23530 - Machinery Maintenance Mechanic 25.13
23550 - Machinist Maintenance 23.04
23580 - Maintenance Trades Helper 19.47
23591 - Metrology Technician I 25.21
23592 - Metrology Technician II 25.96
23593 - Metrology Technician III 26.84
23640 - Millwright 35.27
23710 - Office Appliance Repairer 24.06
23760 - Painter Maintenance 21.10
23790 - Pipefitter Maintenance 31.16
23810 - Plumber Maintenance 29.61
23820 - Pneudraulic Systems Mechanic 25.21
23850 - Rigger 25.21
23870 - Scale Mechanic 23.26
23890 - Sheet-Metal Worker Maintenance 26.30
23910 - Small Engine Mechanic 23.26
23931 - Telecommunications Mechanic I 33.19

23932 - Telecommunications Mechanic II 34.17
23950 - Telephone Lineman 25.21
23960 - Welder Combination Maintenance 22.10
23965 - Well Driller 25.21
23970 - Woodcraft Worker 25.21
23980 - Woodworker 21.22
24000 - Personal Needs Occupations
24550 - Case Manager 16.70
24570 - Child Care Attendant 10.34
24580 - Child Care Center Clerk 12.90
24610 - Chore Aide 11.14
24620 - Family Readiness And Support Services Coordinator 16.70
24630 - Homemaker 16.70
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.21
25040 - Sewage Plant Operator 23.00
25070 - Stationary Engineer 25.21
25190 - Ventilation Equipment Tender 19.90
25210 - Water Treatment Plant Operator 23.00
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.82
27007 - Baggage Inspector 12.87
27008 - Corrections Officer 22.48
27010 - Court Security Officer 22.70
27030 - Detection Dog Handler 17.04
27040 - Detention Officer 22.48
27070 - Firefighter 20.58
27101 - Guard I 12.87
27102 - Guard II 17.04
27131 - Police Officer I 23.25
27132 - Police Officer II 25.85
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.37
28042 - Carnival Equipment Repairer 14.26
28043 - Carnival Worker 10.70
28210 - Gate Attendant/Gate Tender 16.76
28310 - Lifeguard 14.93
28350 - Park Attendant (Aide) 18.76
28510 - Recreation Aide/Health Facility Attendant 13.69
28515 - Recreation Specialist 23.23
28630 - Sports Official 14.93
28690 - Swimming Pool Operator 19.46
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.72
29020 - Hatch Tender 27.72
29030 - Line Handler 27.72
29041 - Stevedore I 26.93
29042 - Stevedore II 28.96
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.25
30022 - Archeological Technician II 19.29
30023 - Archeological Technician III 23.43
30030 - Cartographic Technician 23.91
30040 - Civil Engineering Technician 22.31
30051 - Cryogenic Technician I 24.16
30052 - Cryogenic Technician II 26.69
30061 - Drafter/CAD Operator I 17.25
30062 - Drafter/CAD Operator II 19.29
30063 - Drafter/CAD Operator III 21.51
30064 - Drafter/CAD Operator IV 26.47
30081 - Engineering Technician I 16.36
30082 - Engineering Technician II 18.36
30083 - Engineering Technician III 20.53
30084 - Engineering Technician IV 25.45
30085 - Engineering Technician V 31.13
30086 - Engineering Technician VI 37.66
30090 - Environmental Technician 23.91
30095 - Evidence Control Specialist 21.80
30210 - Laboratory Technician 21.97
30221 - Latent Fingerprint Technician I 24.16
30222 - Latent Fingerprint Technician II 26.69
30240 - Mathematical Technician 23.91
30361 - Paralegal/Legal Assistant I 19.18
30362 - Paralegal/Legal Assistant II 23.75
30363 - Paralegal/Legal Assistant III 29.06
30364 - Paralegal/Legal Assistant IV 35.16
30375 - Petroleum Supply Specialist 26.69
30390 - Photo-Optics Technician 23.91
30395 - Radiation Control Technician 26.69
30461 - Technical Writer I 23.33
30462 - Technical Writer II 28.56
30463 - Technical Writer III 33.42
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.47
30502 - Weather Forecaster II 32.20
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.51
30621 - Weather Observer Senior (see 2) 23.42
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.27
31030 - Bus Driver 20.52

31043 - Driver Courier	18.27
31260 - Parking and Lot Attendant	15.02
31290 - Shuttle Bus Driver	19.48
31310 - Taxi Driver	13.95
31361 - Truckdriver Light	19.48
31362 - Truckdriver Medium	20.48
31363 - Truckdriver Heavy	19.94
31364 - Truckdriver Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.99
99050 - Desk Clerk	10.97
99095 - Embalmer	31.98
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.31
99252 - Laboratory Animal Caretaker II	14.03
99260 - Marketing Analyst	24.32
99310 - Mortician	31.98
99410 - Pest Controller	27.29
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	22.13
99711 - Recycling Specialist	25.52
99730 - Refuse Collector	20.42
99810 - Sales Clerk	11.47
99820 - School Crossing Guard	12.10
99830 - Survey Party Chief	21.75
99831 - Surveying Aide	12.43
99832 - Surveying Technician	18.58
99840 - Vending Machine Attendant	25.52
99841 - Vending Machine Repairer	29.82
99842 - Vending Machine Repairer Helper	25.52

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4867
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Lapeer Macomb Oakland St Clair

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.09
01013 - Accounting Clerk III		19.12
01020 - Administrative Assistant		28.79
01035 - Court Reporter		21.78
01041 - Customer Service Representative I		13.85
01042 - Customer Service Representative II		15.58
01043 - Customer Service Representative III		17.00
01051 - Data Entry Operator I		15.67
01052 - Data Entry Operator II		17.10
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		16.81
01090 - Duplicating Machine Operator		16.81
01111 - General Clerk I		13.91
01112 - General Clerk II		15.19

01113 - General Clerk III 17.04
01120 - Housing Referral Assistant 22.04
01141 - Messenger Courier 14.54
01191 - Order Clerk I 15.58
01192 - Order Clerk II 17.24
01261 - Personnel Assistant (Employment) I 18.01
01262 - Personnel Assistant (Employment) II 20.15
01263 - Personnel Assistant (Employment) III 22.46
01270 - Production Control Clerk 26.74
01290 - Rental Clerk 15.38
01300 - Scheduler Maintenance 17.30
01311 - Secretary I 17.30
01312 - Secretary II 19.35
01313 - Secretary III 22.04
01320 - Service Order Dispatcher 19.04
01410 - Supply Technician 28.79
01420 - Survey Worker 20.33
01460 - Switchboard Operator/Receptionist 14.63
01531 - Travel Clerk I 17.38
01532 - Travel Clerk II 18.88
01533 - Travel Clerk III 20.42
01611 - Word Processor I 15.63
01612 - Word Processor II 17.55
01613 - Word Processor III 19.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 28.98
05010 - Automotive Electrician 22.58
05040 - Automotive Glass Installer 21.84
05070 - Automotive Worker 21.84
05110 - Mobile Equipment Servicer 20.43
05130 - Motor Equipment Metal Mechanic 23.31
05160 - Motor Equipment Metal Worker 21.84
05190 - Motor Vehicle Mechanic 23.31
05220 - Motor Vehicle Mechanic Helper 19.71
05250 - Motor Vehicle Upholstery Worker 21.12
05280 - Motor Vehicle Wrecker 21.84
05310 - Painter Automotive 22.58
05340 - Radiator Repair Specialist 21.84
05370 - Tire Repairer 19.58
05400 - Transmission Repair Specialist 23.31
07000 - Food Preparation And Service Occupations
07010 - Baker 18.55
07041 - Cook I 13.99
07042 - Cook II 15.07
07070 - Dishwasher 11.64
07130 - Food Service Worker 11.76
07210 - Meat Cutter 16.26
07260 - Waiter/Waitress 12.36
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.44

09040 - Furniture Handler 18.10
09080 - Furniture Refinisher 23.44
09090 - Furniture Refinisher Helper 20.50
09110 - Furniture Repairer Minor 21.98
09130 - Upholsterer 23.44
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.97
11060 - Elevator Operator 14.97
11090 - Gardener 17.41
11122 - Housekeeping Aide 13.41
11150 - Janitor 13.41
11210 - Laborer Grounds Maintenance 14.78
11240 - Maid or Houseman 12.13
11260 - Pruner 13.63
11270 - Tractor Operator 16.34
11330 - Trail Maintenance Worker 14.78
11360 - Window Cleaner 14.24
12000 - Health Occupations
12010 - Ambulance Driver 19.69
12011 - Breath Alcohol Technician 23.38
12012 - Certified Occupational Therapist Assistant 26.91
12015 - Certified Physical Therapist Assistant 26.39
12020 - Dental Assistant 17.77
12025 - Dental Hygienist 34.41
12030 - EKG Technician 28.81
12035 - Electroneurodiagnostic Technologist 28.81
12040 - Emergency Medical Technician 19.69
12071 - Licensed Practical Nurse I 20.89
12072 - Licensed Practical Nurse II 23.38
12073 - Licensed Practical Nurse III 26.06
12100 - Medical Assistant 16.33
12130 - Medical Laboratory Technician 26.00
12160 - Medical Record Clerk 16.44
12190 - Medical Record Technician 21.42
12195 - Medical Transcriptionist 18.11
12210 - Nuclear Medicine Technologist 35.44
12221 - Nursing Assistant I 11.92
12222 - Nursing Assistant II 13.41
12223 - Nursing Assistant III 14.63
12224 - Nursing Assistant IV 16.42
12235 - Optical Dispenser 19.36
12236 - Optical Technician 17.74
12250 - Pharmacy Technician 17.78
12280 - Phlebotomist 16.15
12305 - Radiologic Technologist 28.41
12311 - Registered Nurse I 29.83
12312 - Registered Nurse II 32.20
12313 - Registered Nurse II Specialist 32.20
12314 - Registered Nurse III 44.14
12315 - Registered Nurse III Anesthetist 44.14

12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		28.96
12320 - Substance Abuse Treatment Counselor		22.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.47
13012 - Exhibits Specialist II		26.61
13013 - Exhibits Specialist III		32.54
13041 - Illustrator I		26.95
13042 - Illustrator II		33.39
13043 - Illustrator III		39.40
13047 - Librarian		30.28
13050 - Library Aide/Clerk		13.49
13054 - Library Information Technology Systems Administrator		27.34
13058 - Library Technician		18.56
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.75
13063 - Media Specialist III		23.13
13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13090 - Technical Order Library Clerk		17.32
13110 - Video Teleconference Technician		23.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.16
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.40
14044 - Computer Operator IV		23.77
14045 - Computer Operator V		26.33
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.16
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		30.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		50.79
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		33.22
15070 - Flight Instructor (Pilot)		50.79
15080 - Graphic Artist		32.69
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.19

15086 - Maintenance Test Pilot Rotary Wing 43.19
15088 - Non-Maintenance Test/Co-Pilot 43.19
15090 - Technical Instructor 26.84
15095 - Technical Instructor/Course Developer 32.69
15110 - Test Proctor 21.80
15120 - Tutor 21.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.08
16030 - Counter Attendant 11.08
16040 - Dry Cleaner 14.90
16070 - Finisher Flatwork Machine 11.08
16090 - Presser Hand 11.08
16110 - Presser Machine Drycleaning 11.08
16130 - Presser Machine Shirts 11.08
16160 - Presser Machine Wearing Apparel Laundry 11.08
16190 - Sewing Machine Operator 16.22
16220 - Tailor 17.48
16250 - Washer Machine 12.35
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.18
19040 - Tool And Die Maker 29.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.65
21030 - Material Coordinator 26.74
21040 - Material Expediter 26.74
21050 - Material Handling Laborer 18.05
21071 - Order Filler 16.69
21080 - Production Line Worker (Food Processing) 20.65
21110 - Shipping Packer 17.34
21130 - Shipping/Receiving Clerk 17.34
21140 - Store Worker I 19.40
21150 - Stock Clerk 24.66
21210 - Tools And Parts Attendant 20.65
21410 - Warehouse Specialist 20.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.43
23019 - Aircraft Logs and Records Technician 28.95
23021 - Aircraft Mechanic I 32.34
23022 - Aircraft Mechanic II 33.43
23023 - Aircraft Mechanic III 34.57
23040 - Aircraft Mechanic Helper 26.18
23050 - Aircraft Painter 31.05
23060 - Aircraft Servicer 28.95
23070 - Aircraft Survival Flight Equipment Technician 31.05
23080 - Aircraft Worker 30.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.34
23110 - Appliance Mechanic 26.02

23120 - Bicycle Repairer 20.53
23125 - Cable Splicer 38.62
23130 - Carpenter Maintenance 26.77
23140 - Carpet Layer 24.10
23160 - Electrician Maintenance 33.17
23181 - Electronics Technician Maintenance I 28.09
23182 - Electronics Technician Maintenance II 29.02
23183 - Electronics Technician Maintenance III 31.31
23260 - Fabric Worker 24.46
23290 - Fire Alarm System Mechanic 24.83
23310 - Fire Extinguisher Repairer 23.57
23311 - Fuel Distribution System Mechanic 34.47
23312 - Fuel Distribution System Operator 29.74
23370 - General Maintenance Worker 23.96
23380 - Ground Support Equipment Mechanic 32.34
23381 - Ground Support Equipment Servicer 28.95
23382 - Ground Support Equipment Worker 30.06
23391 - Gunsmith I 23.57
23392 - Gunsmith II 25.40
23393 - Gunsmith III 27.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.71
23430 - Heavy Equipment Mechanic 29.63
23440 - Heavy Equipment Operator 28.20
23460 - Instrument Mechanic 31.25
23465 - Laboratory/Shelter Mechanic 26.23
23470 - Laborer 16.69
23510 - Locksmith 25.57
23530 - Machinery Maintenance Mechanic 28.66
23550 - Machinist Maintenance 27.99
23580 - Maintenance Trades Helper 19.60
23591 - Metrology Technician I 31.25
23592 - Metrology Technician II 32.31
23593 - Metrology Technician III 33.40
23640 - Millwright 35.53
23710 - Office Appliance Repairer 24.76
23760 - Painter Maintenance 26.60
23790 - Pipefitter Maintenance 34.97
23810 - Plumber Maintenance 33.58
23820 - Pneudraulic Systems Mechanic 27.32
23850 - Rigger 27.15
23870 - Scale Mechanic 25.40
23890 - Sheet-Metal Worker Maintenance 29.74
23910 - Small Engine Mechanic 23.98
23931 - Telecommunications Mechanic I 26.82
23932 - Telecommunications Mechanic II 27.72
23950 - Telephone Lineman 28.92
23960 - Welder Combination Maintenance 26.46

23965 - Well Driller		27.32
23970 - Woodcraft Worker		27.32
23980 - Woodworker		23.57
24000 - Personal Needs Occupations		
24550 - Case Manager		16.29
24570 - Child Care Attendant		13.85
24580 - Child Care Center Clerk		18.10
24610 - Chore Aide		11.92
24620 - Family Readiness And Support Services Coordinator		16.29
24630 - Homemaker		19.20
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		36.05
25040 - Sewage Plant Operator		25.78
25070 - Stationary Engineer		36.05
25190 - Ventilation Equipment Tender		28.71
25210 - Water Treatment Plant Operator		25.78
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.85
27007 - Baggage Inspector		12.93
27008 - Corrections Officer		27.71
27010 - Court Security Officer		26.39
27030 - Detection Dog Handler		19.75
27040 - Detention Officer		27.71
27070 - Firefighter		25.06
27101 - Guard I		12.93
27102 - Guard II		19.75
27131 - Police Officer I		28.11
27132 - Police Officer II		31.23
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.14
28042 - Carnival Equipment Repairer		14.65
28043 - Carnival Worker		12.22
28210 - Gate Attendant/Gate Tender		14.82
28310 - Lifeguard		13.00
28350 - Park Attendant (Aide)		16.58
28510 - Recreation Aide/Health Facility Attendant		12.10
28515 - Recreation Specialist		20.54
28630 - Sports Official		13.20
28690 - Swimming Pool Operator		20.87
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.32
29020 - Hatch Tender		27.32
29030 - Line Handler		27.32
29041 - Stevedore I		26.40
29042 - Stevedore II		28.28
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.80
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.20
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.26

30021 - Archeological Technician I		20.08
30022 - Archeological Technician II		22.47
30023 - Archeological Technician III		27.83
30030 - Cartographic Technician		27.83
30040 - Civil Engineering Technician		27.83
30051 - Cryogenic Technician I		30.82
30052 - Cryogenic Technician II		34.05
30061 - Drafter/CAD Operator I		20.08
30062 - Drafter/CAD Operator II		22.47
30063 - Drafter/CAD Operator III		25.05
30064 - Drafter/CAD Operator IV		30.82
30081 - Engineering Technician I		18.36
30082 - Engineering Technician II		21.64
30083 - Engineering Technician III		25.16
30084 - Engineering Technician IV		31.16
30085 - Engineering Technician V		36.70
30086 - Engineering Technician VI		44.38
30090 - Environmental Technician		26.39
30095 - Evidence Control Specialist		26.39
30210 - Laboratory Technician		23.91
30221 - Latent Fingerprint Technician I		31.95
30222 - Latent Fingerprint Technician II		35.29
30240 - Mathematical Technician		27.83
30361 - Paralegal/Legal Assistant I		20.88
30362 - Paralegal/Legal Assistant II		25.86
30363 - Paralegal/Legal Assistant III		31.63
30364 - Paralegal/Legal Assistant IV		38.28
30375 - Petroleum Supply Specialist		32.29
30390 - Photo-Optics Technician		27.83
30395 - Radiation Control Technician		32.29
30461 - Technical Writer I		25.91
30462 - Technical Writer II		31.72
30463 - Technical Writer III		36.42
30491 - Unexploded Ordnance (UXO) Technician I		27.84
30492 - Unexploded Ordnance (UXO) Technician II		33.68
30493 - Unexploded Ordnance (UXO) Technician III		40.37
30494 - Unexploded (UXO) Safety Escort		27.84
30495 - Unexploded (UXO) Sweep Personnel		27.84
30501 - Weather Forecaster I		30.82
30502 - Weather Forecaster II		37.49
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.05
30621 - Weather Observer Senior	(see 2)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.68
31020 - Bus Aide		14.82
31030 - Bus Driver		18.91
31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		12.47
31290 - Shuttle Bus Driver		18.08

31310 - Taxi Driver	15.03
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	19.61
31363 - Truckdriver Heavy	21.82
31364 - Truckdriver Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	10.96
99050 - Desk Clerk	12.54
99095 - Embalmer	33.88
99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker I	13.63
99252 - Laboratory Animal Caretaker II	15.18
99260 - Marketing Analyst	32.14
99310 - Mortician	33.88
99410 - Pest Controller	22.38
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	23.70
99711 - Recycling Specialist	27.35
99730 - Refuse Collector	21.88
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	12.22
99830 - Survey Party Chief	25.55
99831 - Surveying Aide	13.30
99832 - Surveying Technician	20.36
99840 - Vending Machine Attendant	20.56
99841 - Vending Machine Repairer	23.69
99842 - Vending Machine Repairer Helper	20.56

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4868
Revision No.: 15
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Lapeer Macomb Oakland St Clair

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.09
01013 - Accounting Clerk III		19.12
01020 - Administrative Assistant		28.79
01035 - Court Reporter		21.78
01041 - Customer Service Representative I		13.85
01042 - Customer Service Representative II		15.58
01043 - Customer Service Representative III		17.00
01051 - Data Entry Operator I		15.67
01052 - Data Entry Operator II		17.10
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		16.81

01090 - Duplicating Machine Operator 16.81
01111 - General Clerk I 13.91
01112 - General Clerk II 15.19
01113 - General Clerk III 17.04
01120 - Housing Referral Assistant 22.04
01141 - Messenger Courier 14.54
01191 - Order Clerk I 15.58
01192 - Order Clerk II 17.24
01261 - Personnel Assistant (Employment) I 18.01
01262 - Personnel Assistant (Employment) II 20.15
01263 - Personnel Assistant (Employment) III 22.46
01270 - Production Control Clerk 26.74
01290 - Rental Clerk 15.38
01300 - Scheduler Maintenance 17.30
01311 - Secretary I 17.30
01312 - Secretary II 19.35
01313 - Secretary III 22.04
01320 - Service Order Dispatcher 19.04
01410 - Supply Technician 28.79
01420 - Survey Worker 20.33
01460 - Switchboard Operator/Receptionist 14.63
01531 - Travel Clerk I 17.38
01532 - Travel Clerk II 18.88
01533 - Travel Clerk III 20.42
01611 - Word Processor I 15.63
01612 - Word Processor II 17.55
01613 - Word Processor III 19.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 28.98
05010 - Automotive Electrician 22.58
05040 - Automotive Glass Installer 21.84
05070 - Automotive Worker 21.84
05110 - Mobile Equipment Servicer 20.43
05130 - Motor Equipment Metal Mechanic 23.31
05160 - Motor Equipment Metal Worker 21.84
05190 - Motor Vehicle Mechanic 23.31
05220 - Motor Vehicle Mechanic Helper 19.71
05250 - Motor Vehicle Upholstery Worker 21.12
05280 - Motor Vehicle Wrecker 21.84
05310 - Painter Automotive 22.58
05340 - Radiator Repair Specialist 21.84
05370 - Tire Repairer 19.58
05400 - Transmission Repair Specialist 23.31
07000 - Food Preparation And Service Occupations
07010 - Baker 18.55
07041 - Cook I 13.99
07042 - Cook II 15.07
07070 - Dishwasher 11.64
07130 - Food Service Worker 11.76
07210 - Meat Cutter 16.26

07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.97
11060 - Elevator Operator	14.97
11090 - Gardener	17.41
11122 - Housekeeping Aide	13.41
11150 - Janitor	13.41
11210 - Laborer Grounds Maintenance	14.78
11240 - Maid or Houseman	12.13
11260 - Pruner	13.63
11270 - Tractor Operator	16.34
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	19.69
12011 - Breath Alcohol Technician	23.38
12012 - Certified Occupational Therapist Assistant	26.91
12015 - Certified Physical Therapist Assistant	26.39
12020 - Dental Assistant	17.77
12025 - Dental Hygienist	34.41
12030 - EKG Technician	28.81
12035 - Electroneurodiagnostic Technologist	28.81
12040 - Emergency Medical Technician	19.69
12071 - Licensed Practical Nurse I	20.89
12072 - Licensed Practical Nurse II	23.38
12073 - Licensed Practical Nurse III	26.06
12100 - Medical Assistant	16.33
12130 - Medical Laboratory Technician	26.00
12160 - Medical Record Clerk	16.44
12190 - Medical Record Technician	21.42
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	35.44
12221 - Nursing Assistant I	11.92
12222 - Nursing Assistant II	13.41
12223 - Nursing Assistant III	14.63
12224 - Nursing Assistant IV	16.42
12235 - Optical Dispenser	19.36
12236 - Optical Technician	17.74
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	16.15
12305 - Radiologic Technologist	28.41
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20

12313 - Registered Nurse II Specialist		32.20
12314 - Registered Nurse III		44.14
12315 - Registered Nurse III Anesthetist		44.14
12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		28.96
12320 - Substance Abuse Treatment Counselor		22.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.47
13012 - Exhibits Specialist II		26.61
13013 - Exhibits Specialist III		32.54
13041 - Illustrator I		26.95
13042 - Illustrator II		33.39
13043 - Illustrator III		39.40
13047 - Librarian		30.28
13050 - Library Aide/Clerk		13.49
13054 - Library Information Technology Systems Administrator		27.34
13058 - Library Technician		18.56
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.75
13063 - Media Specialist III		23.13
13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13090 - Technical Order Library Clerk		17.32
13110 - Video Teleconference Technician		23.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.16
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.40
14044 - Computer Operator IV		23.77
14045 - Computer Operator V		26.33
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.16
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		30.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		50.79
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		33.22

15070 - Flight Instructor (Pilot) 50.79
15080 - Graphic Artist 32.69
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.19
15086 - Maintenance Test Pilot Rotary Wing 43.19
15088 - Non-Maintenance Test/Co-Pilot 43.19
15090 - Technical Instructor 26.84
15095 - Technical Instructor/Course Developer 32.69
15110 - Test Proctor 21.80
15120 - Tutor 21.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.08
16030 - Counter Attendant 11.08
16040 - Dry Cleaner 14.90
16070 - Finisher Flatwork Machine 11.08
16090 - Presser Hand 11.08
16110 - Presser Machine Drycleaning 11.08
16130 - Presser Machine Shirts 11.08
16160 - Presser Machine Wearing Apparel Laundry 11.08
16190 - Sewing Machine Operator 16.22
16220 - Tailor 17.48
16250 - Washer Machine 12.35
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.18
19040 - Tool And Die Maker 29.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.65
21030 - Material Coordinator 26.74
21040 - Material Expediter 26.74
21050 - Material Handling Laborer 18.05
21071 - Order Filler 16.69
21080 - Production Line Worker (Food Processing) 20.65
21110 - Shipping Packer 17.34
21130 - Shipping/Receiving Clerk 17.34
21140 - Store Worker I 19.40
21150 - Stock Clerk 24.66
21210 - Tools And Parts Attendant 20.65
21410 - Warehouse Specialist 20.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.43
23019 - Aircraft Logs and Records Technician 28.95
23021 - Aircraft Mechanic I 32.34
23022 - Aircraft Mechanic II 33.43
23023 - Aircraft Mechanic III 34.57
23040 - Aircraft Mechanic Helper 26.18
23050 - Aircraft Painter 31.05
23060 - Aircraft Servicer 28.95
23070 - Aircraft Survival Flight Equipment Technician 31.05
23080 - Aircraft Worker 30.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.06

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.34
23110 - Appliance Mechanic 26.02
23120 - Bicycle Repairer 20.53
23125 - Cable Splicer 38.62
23130 - Carpenter Maintenance 26.77
23140 - Carpet Layer 24.10
23160 - Electrician Maintenance 33.17
23181 - Electronics Technician Maintenance I 28.09
23182 - Electronics Technician Maintenance II 29.02
23183 - Electronics Technician Maintenance III 31.31
23260 - Fabric Worker 24.46
23290 - Fire Alarm System Mechanic 24.83
23310 - Fire Extinguisher Repairer 23.57
23311 - Fuel Distribution System Mechanic 34.47
23312 - Fuel Distribution System Operator 29.74
23370 - General Maintenance Worker 23.96
23380 - Ground Support Equipment Mechanic 32.34
23381 - Ground Support Equipment Servicer 28.95
23382 - Ground Support Equipment Worker 30.06
23391 - Gunsmith I 23.57
23392 - Gunsmith II 25.40
23393 - Gunsmith III 27.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.71
23430 - Heavy Equipment Mechanic 29.63
23440 - Heavy Equipment Operator 28.20
23460 - Instrument Mechanic 31.25
23465 - Laboratory/Shelter Mechanic 26.23
23470 - Laborer 16.69
23510 - Locksmith 25.57
23530 - Machinery Maintenance Mechanic 28.66
23550 - Machinist Maintenance 27.99
23580 - Maintenance Trades Helper 19.60
23591 - Metrology Technician I 31.25
23592 - Metrology Technician II 32.31
23593 - Metrology Technician III 33.40
23640 - Millwright 35.53
23710 - Office Appliance Repairer 24.76
23760 - Painter Maintenance 26.60
23790 - Pipefitter Maintenance 34.97
23810 - Plumber Maintenance 33.58
23820 - Pneudraulic Systems Mechanic 27.32
23850 - Rigger 27.15
23870 - Scale Mechanic 25.40
23890 - Sheet-Metal Worker Maintenance 29.74
23910 - Small Engine Mechanic 23.98
23931 - Telecommunications Mechanic I 26.82

23932 - Telecommunications Mechanic II 27.72
23950 - Telephone Lineman 28.92
23960 - Welder Combination Maintenance 26.46
23965 - Well Driller 27.32
23970 - Woodcraft Worker 27.32
23980 - Woodworker 23.57
24000 - Personal Needs Occupations
24550 - Case Manager 16.29
24570 - Child Care Attendant 13.85
24580 - Child Care Center Clerk 18.10
24610 - Chore Aide 11.92
24620 - Family Readiness And Support Services Coordinator 16.29
24630 - Homemaker 19.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 36.05
25040 - Sewage Plant Operator 25.78
25070 - Stationary Engineer 36.05
25190 - Ventilation Equipment Tender 28.71
25210 - Water Treatment Plant Operator 25.78
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.85
27007 - Baggage Inspector 12.93
27008 - Corrections Officer 27.71
27010 - Court Security Officer 26.39
27030 - Detection Dog Handler 19.75
27040 - Detention Officer 27.71
27070 - Firefighter 25.06
27101 - Guard I 12.93
27102 - Guard II 19.75
27131 - Police Officer I 28.11
27132 - Police Officer II 31.23
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.14
28042 - Carnival Equipment Repairer 14.65
28043 - Carnival Worker 12.22
28210 - Gate Attendant/Gate Tender 14.82
28310 - Lifeguard 13.00
28350 - Park Attendant (Aide) 16.58
28510 - Recreation Aide/Health Facility Attendant 12.10
28515 - Recreation Specialist 20.54
28630 - Sports Official 13.20
28690 - Swimming Pool Operator 20.87
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.32
29020 - Hatch Tender 27.32
29030 - Line Handler 27.32
29041 - Stevedore I 26.40
29042 - Stevedore II 28.28
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.80
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.26
30021 - Archeological Technician I 20.08
30022 - Archeological Technician II 22.47
30023 - Archeological Technician III 27.83
30030 - Cartographic Technician 27.83
30040 - Civil Engineering Technician 27.83
30051 - Cryogenic Technician I 30.82
30052 - Cryogenic Technician II 34.05
30061 - Drafter/CAD Operator I 20.08
30062 - Drafter/CAD Operator II 22.47
30063 - Drafter/CAD Operator III 25.05
30064 - Drafter/CAD Operator IV 30.82
30081 - Engineering Technician I 18.36
30082 - Engineering Technician II 21.64
30083 - Engineering Technician III 25.16
30084 - Engineering Technician IV 31.16
30085 - Engineering Technician V 36.70
30086 - Engineering Technician VI 44.38
30090 - Environmental Technician 26.39
30095 - Evidence Control Specialist 26.39
30210 - Laboratory Technician 23.91
30221 - Latent Fingerprint Technician I 31.95
30222 - Latent Fingerprint Technician II 35.29
30240 - Mathematical Technician 27.83
30361 - Paralegal/Legal Assistant I 20.88
30362 - Paralegal/Legal Assistant II 25.86
30363 - Paralegal/Legal Assistant III 31.63
30364 - Paralegal/Legal Assistant IV 38.28
30375 - Petroleum Supply Specialist 32.29
30390 - Photo-Optics Technician 27.83
30395 - Radiation Control Technician 32.29
30461 - Technical Writer I 25.91
30462 - Technical Writer II 31.72
30463 - Technical Writer III 36.42
30491 - Unexploded Ordnance (UXO) Technician I 27.84
30492 - Unexploded Ordnance (UXO) Technician II 33.68
30493 - Unexploded Ordnance (UXO) Technician III 40.37
30494 - Unexploded (UXO) Safety Escort 27.84
30495 - Unexploded (UXO) Sweep Personnel 27.84
30501 - Weather Forecaster I 30.82
30502 - Weather Forecaster II 37.49
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.05
30621 - Weather Observer Senior (see 2) 27.55
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.68
31020 - Bus Aide 14.82
31030 - Bus Driver 18.91

31043 - Driver Courier	17.03
31260 - Parking and Lot Attendant	12.47
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	15.03
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	19.61
31363 - Truckdriver Heavy	21.82
31364 - Truckdriver Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	10.96
99050 - Desk Clerk	12.54
99095 - Embalmer	33.88
99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker I	13.63
99252 - Laboratory Animal Caretaker II	15.18
99260 - Marketing Analyst	32.14
99310 - Mortician	33.88
99410 - Pest Controller	22.38
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	23.70
99711 - Recycling Specialist	27.35
99730 - Refuse Collector	21.88
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	12.22
99830 - Survey Party Chief	25.55
99831 - Surveying Aide	13.30
99832 - Surveying Technician	20.36
99840 - Vending Machine Attendant	20.56
99841 - Vending Machine Repairer	23.69
99842 - Vending Machine Repairer Helper	20.56

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4869
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Livingston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.09
01013 - Accounting Clerk III		19.12
01020 - Administrative Assistant		28.79
01035 - Court Reporter		21.78
01041 - Customer Service Representative I		13.85
01042 - Customer Service Representative II		15.58
01043 - Customer Service Representative III		17.00
01051 - Data Entry Operator I		15.67
01052 - Data Entry Operator II		17.10
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		16.81
01090 - Duplicating Machine Operator		16.81
01111 - General Clerk I		13.91
01112 - General Clerk II		15.19

01113 - General Clerk III 17.04
01120 - Housing Referral Assistant 22.04
01141 - Messenger Courier 14.54
01191 - Order Clerk I 15.58
01192 - Order Clerk II 17.24
01261 - Personnel Assistant (Employment) I 18.01
01262 - Personnel Assistant (Employment) II 20.15
01263 - Personnel Assistant (Employment) III 22.46
01270 - Production Control Clerk 26.74
01290 - Rental Clerk 15.38
01300 - Scheduler Maintenance 17.30
01311 - Secretary I 17.30
01312 - Secretary II 19.35
01313 - Secretary III 22.04
01320 - Service Order Dispatcher 19.04
01410 - Supply Technician 28.79
01420 - Survey Worker 20.33
01460 - Switchboard Operator/Receptionist 14.63
01531 - Travel Clerk I 17.38
01532 - Travel Clerk II 18.88
01533 - Travel Clerk III 20.42
01611 - Word Processor I 15.63
01612 - Word Processor II 17.55
01613 - Word Processor III 19.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 28.98
05010 - Automotive Electrician 22.58
05040 - Automotive Glass Installer 21.84
05070 - Automotive Worker 21.84
05110 - Mobile Equipment Servicer 20.43
05130 - Motor Equipment Metal Mechanic 23.31
05160 - Motor Equipment Metal Worker 21.84
05190 - Motor Vehicle Mechanic 23.31
05220 - Motor Vehicle Mechanic Helper 19.71
05250 - Motor Vehicle Upholstery Worker 21.12
05280 - Motor Vehicle Wrecker 21.84
05310 - Painter Automotive 22.58
05340 - Radiator Repair Specialist 21.84
05370 - Tire Repairer 19.58
05400 - Transmission Repair Specialist 23.31
07000 - Food Preparation And Service Occupations
07010 - Baker 15.07
07041 - Cook I 13.99
07042 - Cook II 15.07
07070 - Dishwasher 11.64
07130 - Food Service Worker 11.76
07210 - Meat Cutter 16.26
07260 - Waiter/Waitress 12.36
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.44

09040 - Furniture Handler 18.10
09080 - Furniture Refinisher 23.44
09090 - Furniture Refinisher Helper 20.50
09110 - Furniture Repairer Minor 21.98
09130 - Upholsterer 23.44
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.91
11060 - Elevator Operator 14.91
11090 - Gardener 17.41
11122 - Housekeeping Aide 13.41
11150 - Janitor 13.41
11210 - Laborer Grounds Maintenance 14.78
11240 - Maid or Houseman 12.13
11260 - Pruner 13.63
11270 - Tractor Operator 16.34
11330 - Trail Maintenance Worker 14.78
11360 - Window Cleaner 14.24
12000 - Health Occupations
12010 - Ambulance Driver 19.69
12011 - Breath Alcohol Technician 23.38
12012 - Certified Occupational Therapist Assistant 26.91
12015 - Certified Physical Therapist Assistant 26.39
12020 - Dental Assistant 17.77
12025 - Dental Hygienist 34.41
12030 - EKG Technician 28.81
12035 - Electroneurodiagnostic Technologist 28.81
12040 - Emergency Medical Technician 19.69
12071 - Licensed Practical Nurse I 20.89
12072 - Licensed Practical Nurse II 23.38
12073 - Licensed Practical Nurse III 26.06
12100 - Medical Assistant 16.33
12130 - Medical Laboratory Technician 26.00
12160 - Medical Record Clerk 16.44
12190 - Medical Record Technician 21.42
12195 - Medical Transcriptionist 18.11
12210 - Nuclear Medicine Technologist 35.44
12221 - Nursing Assistant I 11.92
12222 - Nursing Assistant II 13.41
12223 - Nursing Assistant III 14.63
12224 - Nursing Assistant IV 16.42
12235 - Optical Dispenser 19.36
12236 - Optical Technician 17.74
12250 - Pharmacy Technician 17.78
12280 - Phlebotomist 16.15
12305 - Radiologic Technologist 28.41
12311 - Registered Nurse I 29.83
12312 - Registered Nurse II 32.20
12313 - Registered Nurse II Specialist 32.20
12314 - Registered Nurse III 44.14
12315 - Registered Nurse III Anesthetist 44.14

12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		28.96
12320 - Substance Abuse Treatment Counselor		22.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.47
13012 - Exhibits Specialist II		26.61
13013 - Exhibits Specialist III		32.54
13041 - Illustrator I		26.95
13042 - Illustrator II		33.39
13043 - Illustrator III		40.84
13047 - Librarian		30.28
13050 - Library Aide/Clerk		13.49
13054 - Library Information Technology Systems Administrator		27.34
13058 - Library Technician		18.56
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.75
13063 - Media Specialist III		22.13
13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.27
13074 - Photographer IV		33.95
13075 - Photographer V		39.82
13090 - Technical Order Library Clerk		17.32
13110 - Video Teleconference Technician		23.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.16
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.40
14044 - Computer Operator IV		23.77
14045 - Computer Operator V		26.33
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.16
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		30.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		50.79
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		33.22
15070 - Flight Instructor (Pilot)		50.79
15080 - Graphic Artist		32.69
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.19

15086 - Maintenance Test Pilot Rotary Wing 43.19
15088 - Non-Maintenance Test/Co-Pilot 43.19
15090 - Technical Instructor 26.84
15095 - Technical Instructor/Course Developer 32.69
15110 - Test Proctor 21.80
15120 - Tutor 21.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.08
16030 - Counter Attendant 11.08
16040 - Dry Cleaner 14.90
16070 - Finisher Flatwork Machine 11.08
16090 - Presser Hand 11.08
16110 - Presser Machine Drycleaning 11.08
16130 - Presser Machine Shirts 11.08
16160 - Presser Machine Wearing Apparel Laundry 11.08
16190 - Sewing Machine Operator 16.22
16220 - Tailor 17.48
16250 - Washer Machine 12.35
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.18
19040 - Tool And Die Maker 29.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.65
21030 - Material Coordinator 26.74
21040 - Material Expediter 26.74
21050 - Material Handling Laborer 18.05
21071 - Order Filler 16.69
21080 - Production Line Worker (Food Processing) 20.65
21110 - Shipping Packer 17.34
21130 - Shipping/Receiving Clerk 17.34
21140 - Store Worker I 19.40
21150 - Stock Clerk 24.66
21210 - Tools And Parts Attendant 20.65
21410 - Warehouse Specialist 20.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.43
23019 - Aircraft Logs and Records Technician 28.95
23021 - Aircraft Mechanic I 32.34
23022 - Aircraft Mechanic II 33.43
23023 - Aircraft Mechanic III 34.57
23040 - Aircraft Mechanic Helper 26.18
23050 - Aircraft Painter 31.05
23060 - Aircraft Servicer 28.95
23070 - Aircraft Survival Flight Equipment Technician 31.05
23080 - Aircraft Worker 30.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.34
23110 - Appliance Mechanic 26.02

23120 - Bicycle Repairer 20.53
23125 - Cable Splicer 38.62
23130 - Carpenter Maintenance 26.77
23140 - Carpet Layer 24.10
23160 - Electrician Maintenance 33.17
23181 - Electronics Technician Maintenance I 28.09
23182 - Electronics Technician Maintenance II 29.02
23183 - Electronics Technician Maintenance III 31.31
23260 - Fabric Worker 24.46
23290 - Fire Alarm System Mechanic 24.42
23310 - Fire Extinguisher Repairer 23.57
23311 - Fuel Distribution System Mechanic 34.47
23312 - Fuel Distribution System Operator 29.74
23370 - General Maintenance Worker 23.96
23380 - Ground Support Equipment Mechanic 32.34
23381 - Ground Support Equipment Servicer 28.95
23382 - Ground Support Equipment Worker 30.06
23391 - Gunsmith I 23.57
23392 - Gunsmith II 25.40
23393 - Gunsmith III 27.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.71
23430 - Heavy Equipment Mechanic 29.63
23440 - Heavy Equipment Operator 28.20
23460 - Instrument Mechanic 31.25
23465 - Laboratory/Shelter Mechanic 26.23
23470 - Laborer 16.69
23510 - Locksmith 25.57
23530 - Machinery Maintenance Mechanic 28.66
23550 - Machinist Maintenance 27.99
23580 - Maintenance Trades Helper 19.60
23591 - Metrology Technician I 31.25
23592 - Metrology Technician II 32.31
23593 - Metrology Technician III 33.40
23640 - Millwright 35.53
23710 - Office Appliance Repairer 24.76
23760 - Painter Maintenance 26.60
23790 - Pipefitter Maintenance 34.97
23810 - Plumber Maintenance 33.58
23820 - Pneudraulic Systems Mechanic 27.32
23850 - Rigger 27.15
23870 - Scale Mechanic 25.40
23890 - Sheet-Metal Worker Maintenance 29.74
23910 - Small Engine Mechanic 23.98
23931 - Telecommunications Mechanic I 26.82
23932 - Telecommunications Mechanic II 27.72
23950 - Telephone Lineman 28.92
23960 - Welder Combination Maintenance 26.46

23965 - Well Driller		27.32
23970 - Woodcraft Worker		27.32
23980 - Woodworker		23.57
24000 - Personal Needs Occupations		
24550 - Case Manager		16.29
24570 - Child Care Attendant		13.85
24580 - Child Care Center Clerk		18.10
24610 - Chore Aide		11.92
24620 - Family Readiness And Support Services Coordinator		16.29
24630 - Homemaker		19.20
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		36.05
25040 - Sewage Plant Operator		25.78
25070 - Stationary Engineer		36.05
25190 - Ventilation Equipment Tender		28.71
25210 - Water Treatment Plant Operator		25.78
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.85
27007 - Baggage Inspector		12.93
27008 - Corrections Officer		27.71
27010 - Court Security Officer		26.39
27030 - Detection Dog Handler		19.75
27040 - Detention Officer		27.71
27070 - Firefighter		25.06
27101 - Guard I		12.93
27102 - Guard II		19.75
27131 - Police Officer I		28.11
27132 - Police Officer II		31.23
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.14
28042 - Carnival Equipment Repairer		14.65
28043 - Carnival Worker		12.22
28210 - Gate Attendant/Gate Tender		14.82
28310 - Lifeguard		13.00
28350 - Park Attendant (Aide)		16.58
28510 - Recreation Aide/Health Facility Attendant		12.10
28515 - Recreation Specialist		20.54
28630 - Sports Official		13.20
28690 - Swimming Pool Operator		20.87
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.32
29020 - Hatch Tender		27.32
29030 - Line Handler		27.32
29041 - Stevedore I		26.40
29042 - Stevedore II		28.28
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.80
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.20
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.26

30021 - Archeological Technician I		20.08
30022 - Archeological Technician II		22.47
30023 - Archeological Technician III		27.83
30030 - Cartographic Technician		27.83
30040 - Civil Engineering Technician		27.83
30051 - Cryogenic Technician I		30.82
30052 - Cryogenic Technician II		34.05
30061 - Drafter/CAD Operator I		20.08
30062 - Drafter/CAD Operator II		22.47
30063 - Drafter/CAD Operator III		25.05
30064 - Drafter/CAD Operator IV		30.82
30081 - Engineering Technician I		18.36
30082 - Engineering Technician II		21.64
30083 - Engineering Technician III		25.16
30084 - Engineering Technician IV		31.16
30085 - Engineering Technician V		36.70
30086 - Engineering Technician VI		44.38
30090 - Environmental Technician		26.05
30095 - Evidence Control Specialist		26.39
30210 - Laboratory Technician		23.91
30221 - Latent Fingerprint Technician I		31.95
30222 - Latent Fingerprint Technician II		35.29
30240 - Mathematical Technician		27.83
30361 - Paralegal/Legal Assistant I		20.88
30362 - Paralegal/Legal Assistant II		25.86
30363 - Paralegal/Legal Assistant III		31.63
30364 - Paralegal/Legal Assistant IV		38.28
30375 - Petroleum Supply Specialist		32.29
30390 - Photo-Optics Technician		27.83
30395 - Radiation Control Technician		32.29
30461 - Technical Writer I		25.91
30462 - Technical Writer II		31.72
30463 - Technical Writer III		36.42
30491 - Unexploded Ordnance (UXO) Technician I		27.84
30492 - Unexploded Ordnance (UXO) Technician II		33.68
30493 - Unexploded Ordnance (UXO) Technician III		40.37
30494 - Unexploded (UXO) Safety Escort		27.84
30495 - Unexploded (UXO) Sweep Personnel		27.84
30501 - Weather Forecaster I		30.82
30502 - Weather Forecaster II		37.49
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.05
30621 - Weather Observer Senior	(see 2)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.68
31020 - Bus Aide		14.82
31030 - Bus Driver		19.11
31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		12.47
31290 - Shuttle Bus Driver		18.08

31310 - Taxi Driver	15.03
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	19.61
31363 - Truckdriver Heavy	21.82
31364 - Truckdriver Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	10.96
99050 - Desk Clerk	12.54
99095 - Embalmer	33.88
99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker I	13.63
99252 - Laboratory Animal Caretaker II	15.18
99260 - Marketing Analyst	32.14
99310 - Mortician	33.88
99410 - Pest Controller	22.38
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	23.70
99711 - Recycling Specialist	27.35
99730 - Refuse Collector	21.88
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	12.22
99830 - Survey Party Chief	25.55
99831 - Surveying Aide	13.30
99832 - Surveying Technician	20.36
99840 - Vending Machine Attendant	20.56
99841 - Vending Machine Repairer	23.69
99842 - Vending Machine Repairer Helper	20.56

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4870
Revision No.: 16
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Livingston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.09
01013 - Accounting Clerk III		19.12
01020 - Administrative Assistant		28.79
01035 - Court Reporter		21.78
01041 - Customer Service Representative I		13.85
01042 - Customer Service Representative II		15.58
01043 - Customer Service Representative III		17.00
01051 - Data Entry Operator I		15.67
01052 - Data Entry Operator II		17.10
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		16.81

01090 - Duplicating Machine Operator 16.81
01111 - General Clerk I 13.91
01112 - General Clerk II 15.19
01113 - General Clerk III 17.04
01120 - Housing Referral Assistant 22.04
01141 - Messenger Courier 14.54
01191 - Order Clerk I 15.58
01192 - Order Clerk II 17.24
01261 - Personnel Assistant (Employment) I 18.01
01262 - Personnel Assistant (Employment) II 20.15
01263 - Personnel Assistant (Employment) III 22.46
01270 - Production Control Clerk 26.74
01290 - Rental Clerk 15.38
01300 - Scheduler Maintenance 17.30
01311 - Secretary I 17.30
01312 - Secretary II 19.35
01313 - Secretary III 22.04
01320 - Service Order Dispatcher 19.04
01410 - Supply Technician 28.79
01420 - Survey Worker 20.33
01460 - Switchboard Operator/Receptionist 14.63
01531 - Travel Clerk I 17.38
01532 - Travel Clerk II 18.88
01533 - Travel Clerk III 20.42
01611 - Word Processor I 15.63
01612 - Word Processor II 17.55
01613 - Word Processor III 19.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 28.98
05010 - Automotive Electrician 22.58
05040 - Automotive Glass Installer 21.84
05070 - Automotive Worker 21.84
05110 - Mobile Equipment Servicer 20.43
05130 - Motor Equipment Metal Mechanic 23.31
05160 - Motor Equipment Metal Worker 21.84
05190 - Motor Vehicle Mechanic 23.31
05220 - Motor Vehicle Mechanic Helper 19.71
05250 - Motor Vehicle Upholstery Worker 21.12
05280 - Motor Vehicle Wrecker 21.84
05310 - Painter Automotive 22.58
05340 - Radiator Repair Specialist 21.84
05370 - Tire Repairer 19.58
05400 - Transmission Repair Specialist 23.31
07000 - Food Preparation And Service Occupations
07010 - Baker 15.07
07041 - Cook I 13.99
07042 - Cook II 15.07
07070 - Dishwasher 11.64
07130 - Food Service Worker 11.76
07210 - Meat Cutter 16.26

07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.91
11060 - Elevator Operator	14.91
11090 - Gardener	17.41
11122 - Housekeeping Aide	13.41
11150 - Janitor	13.41
11210 - Laborer Grounds Maintenance	14.78
11240 - Maid or Houseman	12.13
11260 - Pruner	13.63
11270 - Tractor Operator	16.34
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	19.69
12011 - Breath Alcohol Technician	23.38
12012 - Certified Occupational Therapist Assistant	26.91
12015 - Certified Physical Therapist Assistant	26.39
12020 - Dental Assistant	17.77
12025 - Dental Hygienist	34.41
12030 - EKG Technician	28.81
12035 - Electroneurodiagnostic Technologist	28.81
12040 - Emergency Medical Technician	19.69
12071 - Licensed Practical Nurse I	20.89
12072 - Licensed Practical Nurse II	23.38
12073 - Licensed Practical Nurse III	26.06
12100 - Medical Assistant	16.33
12130 - Medical Laboratory Technician	26.00
12160 - Medical Record Clerk	16.44
12190 - Medical Record Technician	21.42
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	35.44
12221 - Nursing Assistant I	11.92
12222 - Nursing Assistant II	13.41
12223 - Nursing Assistant III	14.63
12224 - Nursing Assistant IV	16.42
12235 - Optical Dispenser	19.36
12236 - Optical Technician	17.74
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	16.15
12305 - Radiologic Technologist	28.41
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20

12313 - Registered Nurse II Specialist		32.20
12314 - Registered Nurse III		44.14
12315 - Registered Nurse III Anesthetist		44.14
12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		28.96
12320 - Substance Abuse Treatment Counselor		22.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.47
13012 - Exhibits Specialist II		26.61
13013 - Exhibits Specialist III		32.54
13041 - Illustrator I		26.95
13042 - Illustrator II		33.39
13043 - Illustrator III		40.84
13047 - Librarian		30.28
13050 - Library Aide/Clerk		13.49
13054 - Library Information Technology Systems Administrator		27.34
13058 - Library Technician		18.56
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.75
13063 - Media Specialist III		22.13
13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.27
13074 - Photographer IV		33.95
13075 - Photographer V		39.82
13090 - Technical Order Library Clerk		17.32
13110 - Video Teleconference Technician		23.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.16
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.40
14044 - Computer Operator IV		23.77
14045 - Computer Operator V		26.33
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.16
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		30.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		50.79
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		33.22

15070 - Flight Instructor (Pilot) 50.79
15080 - Graphic Artist 32.69
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.19
15086 - Maintenance Test Pilot Rotary Wing 43.19
15088 - Non-Maintenance Test/Co-Pilot 43.19
15090 - Technical Instructor 26.84
15095 - Technical Instructor/Course Developer 32.69
15110 - Test Proctor 21.80
15120 - Tutor 21.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.08
16030 - Counter Attendant 11.08
16040 - Dry Cleaner 14.90
16070 - Finisher Flatwork Machine 11.08
16090 - Presser Hand 11.08
16110 - Presser Machine Drycleaning 11.08
16130 - Presser Machine Shirts 11.08
16160 - Presser Machine Wearing Apparel Laundry 11.08
16190 - Sewing Machine Operator 16.22
16220 - Tailor 17.48
16250 - Washer Machine 12.35
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.18
19040 - Tool And Die Maker 29.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.65
21030 - Material Coordinator 26.74
21040 - Material Expediter 26.74
21050 - Material Handling Laborer 18.05
21071 - Order Filler 16.69
21080 - Production Line Worker (Food Processing) 20.65
21110 - Shipping Packer 17.34
21130 - Shipping/Receiving Clerk 17.34
21140 - Store Worker I 19.40
21150 - Stock Clerk 24.66
21210 - Tools And Parts Attendant 20.65
21410 - Warehouse Specialist 20.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.43
23019 - Aircraft Logs and Records Technician 28.95
23021 - Aircraft Mechanic I 32.34
23022 - Aircraft Mechanic II 33.43
23023 - Aircraft Mechanic III 34.57
23040 - Aircraft Mechanic Helper 26.18
23050 - Aircraft Painter 31.05
23060 - Aircraft Servicer 28.95
23070 - Aircraft Survival Flight Equipment Technician 31.05
23080 - Aircraft Worker 30.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.06

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.34
23110 - Appliance Mechanic 26.02
23120 - Bicycle Repairer 20.53
23125 - Cable Splicer 38.62
23130 - Carpenter Maintenance 26.77
23140 - Carpet Layer 24.10
23160 - Electrician Maintenance 33.17
23181 - Electronics Technician Maintenance I 28.09
23182 - Electronics Technician Maintenance II 29.02
23183 - Electronics Technician Maintenance III 31.31
23260 - Fabric Worker 24.46
23290 - Fire Alarm System Mechanic 24.42
23310 - Fire Extinguisher Repairer 23.57
23311 - Fuel Distribution System Mechanic 34.47
23312 - Fuel Distribution System Operator 29.74
23370 - General Maintenance Worker 23.96
23380 - Ground Support Equipment Mechanic 32.34
23381 - Ground Support Equipment Servicer 28.95
23382 - Ground Support Equipment Worker 30.06
23391 - Gunsmith I 23.57
23392 - Gunsmith II 25.40
23393 - Gunsmith III 27.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.71
23430 - Heavy Equipment Mechanic 29.63
23440 - Heavy Equipment Operator 28.20
23460 - Instrument Mechanic 31.25
23465 - Laboratory/Shelter Mechanic 26.23
23470 - Laborer 16.69
23510 - Locksmith 25.57
23530 - Machinery Maintenance Mechanic 28.66
23550 - Machinist Maintenance 27.99
23580 - Maintenance Trades Helper 19.60
23591 - Metrology Technician I 31.25
23592 - Metrology Technician II 32.31
23593 - Metrology Technician III 33.40
23640 - Millwright 35.53
23710 - Office Appliance Repairer 24.76
23760 - Painter Maintenance 26.60
23790 - Pipefitter Maintenance 34.97
23810 - Plumber Maintenance 33.58
23820 - Pneudraulic Systems Mechanic 27.32
23850 - Rigger 27.15
23870 - Scale Mechanic 25.40
23890 - Sheet-Metal Worker Maintenance 29.74
23910 - Small Engine Mechanic 23.98
23931 - Telecommunications Mechanic I 26.82

23932 - Telecommunications Mechanic II 27.72
23950 - Telephone Lineman 28.92
23960 - Welder Combination Maintenance 26.46
23965 - Well Driller 27.32
23970 - Woodcraft Worker 27.32
23980 - Woodworker 23.57
24000 - Personal Needs Occupations
24550 - Case Manager 16.29
24570 - Child Care Attendant 13.85
24580 - Child Care Center Clerk 18.10
24610 - Chore Aide 11.92
24620 - Family Readiness And Support Services Coordinator 16.29
24630 - Homemaker 19.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 36.05
25040 - Sewage Plant Operator 25.78
25070 - Stationary Engineer 36.05
25190 - Ventilation Equipment Tender 28.71
25210 - Water Treatment Plant Operator 25.78
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.85
27007 - Baggage Inspector 12.93
27008 - Corrections Officer 27.71
27010 - Court Security Officer 26.39
27030 - Detection Dog Handler 19.75
27040 - Detention Officer 27.71
27070 - Firefighter 25.06
27101 - Guard I 12.93
27102 - Guard II 19.75
27131 - Police Officer I 28.11
27132 - Police Officer II 31.23
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.14
28042 - Carnival Equipment Repairer 14.65
28043 - Carnival Worker 12.22
28210 - Gate Attendant/Gate Tender 14.82
28310 - Lifeguard 13.00
28350 - Park Attendant (Aide) 16.58
28510 - Recreation Aide/Health Facility Attendant 12.10
28515 - Recreation Specialist 20.54
28630 - Sports Official 13.20
28690 - Swimming Pool Operator 20.87
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.32
29020 - Hatch Tender 27.32
29030 - Line Handler 27.32
29041 - Stevedore I 26.40
29042 - Stevedore II 28.28
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.80
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.26
30021 - Archeological Technician I 20.08
30022 - Archeological Technician II 22.47
30023 - Archeological Technician III 27.83
30030 - Cartographic Technician 27.83
30040 - Civil Engineering Technician 27.83
30051 - Cryogenic Technician I 30.82
30052 - Cryogenic Technician II 34.05
30061 - Drafter/CAD Operator I 20.08
30062 - Drafter/CAD Operator II 22.47
30063 - Drafter/CAD Operator III 25.05
30064 - Drafter/CAD Operator IV 30.82
30081 - Engineering Technician I 18.36
30082 - Engineering Technician II 21.64
30083 - Engineering Technician III 25.16
30084 - Engineering Technician IV 31.16
30085 - Engineering Technician V 36.70
30086 - Engineering Technician VI 44.38
30090 - Environmental Technician 26.05
30095 - Evidence Control Specialist 26.39
30210 - Laboratory Technician 23.91
30221 - Latent Fingerprint Technician I 31.95
30222 - Latent Fingerprint Technician II 35.29
30240 - Mathematical Technician 27.83
30361 - Paralegal/Legal Assistant I 20.88
30362 - Paralegal/Legal Assistant II 25.86
30363 - Paralegal/Legal Assistant III 31.63
30364 - Paralegal/Legal Assistant IV 38.28
30375 - Petroleum Supply Specialist 32.29
30390 - Photo-Optics Technician 27.83
30395 - Radiation Control Technician 32.29
30461 - Technical Writer I 25.91
30462 - Technical Writer II 31.72
30463 - Technical Writer III 36.42
30491 - Unexploded Ordnance (UXO) Technician I 27.84
30492 - Unexploded Ordnance (UXO) Technician II 33.68
30493 - Unexploded Ordnance (UXO) Technician III 40.37
30494 - Unexploded (UXO) Safety Escort 27.84
30495 - Unexploded (UXO) Sweep Personnel 27.84
30501 - Weather Forecaster I 30.82
30502 - Weather Forecaster II 37.49
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.05
30621 - Weather Observer Senior (see 2) 27.55
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.68
31020 - Bus Aide 14.82
31030 - Bus Driver 19.11

31043 - Driver Courier	17.03
31260 - Parking and Lot Attendant	12.47
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	15.03
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	19.61
31363 - Truckdriver Heavy	21.82
31364 - Truckdriver Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	10.96
99050 - Desk Clerk	12.54
99095 - Embalmer	33.88
99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker I	13.63
99252 - Laboratory Animal Caretaker II	15.18
99260 - Marketing Analyst	32.14
99310 - Mortician	33.88
99410 - Pest Controller	22.38
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	23.70
99711 - Recycling Specialist	27.35
99730 - Refuse Collector	21.88
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	12.22
99830 - Survey Party Chief	25.55
99831 - Surveying Aide	13.30
99832 - Surveying Technician	20.36
99840 - Vending Machine Attendant	20.56
99841 - Vending Machine Repairer	23.69
99842 - Vending Machine Repairer Helper	20.56

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4871
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Alger Baraga Chippewa Delta Dickinson Gogebic Houghton Iron Keweenaw Luce Mackinac Marquette Menominee Ontonagon Schoolcraft

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.90
01012 - Accounting Clerk II		15.60
01013 - Accounting Clerk III		19.42
01020 - Administrative Assistant		25.62
01035 - Court Reporter		20.59
01041 - Customer Service Representative I		12.54
01042 - Customer Service Representative II		14.10
01043 - Customer Service Representative III		15.38
01051 - Data Entry Operator I		15.58
01052 - Data Entry Operator II		17.00
01060 - Dispatcher Motor Vehicle		18.17
01070 - Document Preparation Clerk		14.11
01090 - Duplicating Machine Operator		14.11

01111 - General Clerk I	12.83
01112 - General Clerk II	15.60
01113 - General Clerk III	17.71
01120 - Housing Referral Assistant	19.76
01141 - Messenger Courier	11.81
01191 - Order Clerk I	15.43
01192 - Order Clerk II	16.83
01261 - Personnel Assistant (Employment) I	16.02
01262 - Personnel Assistant (Employment) II	17.92
01263 - Personnel Assistant (Employment) III	19.98
01270 - Production Control Clerk	27.33
01290 - Rental Clerk	11.41
01300 - Scheduler Maintenance	15.84
01311 - Secretary I	15.84
01312 - Secretary II	17.73
01313 - Secretary III	19.76
01320 - Service Order Dispatcher	16.24
01410 - Supply Technician	25.62
01420 - Survey Worker	18.91
01460 - Switchboard Operator/Receptionist	14.03
01531 - Travel Clerk I	13.94
01532 - Travel Clerk II	15.09
01533 - Travel Clerk III	16.33
01611 - Word Processor I	14.11
01612 - Word Processor II	15.84
01613 - Word Processor III	17.73
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.44
05010 - Automotive Electrician	19.38
05040 - Automotive Glass Installer	18.56
05070 - Automotive Worker	18.56
05110 - Mobile Equipment Servicer	16.89
05130 - Motor Equipment Metal Mechanic	20.20
05160 - Motor Equipment Metal Worker	18.56
05190 - Motor Vehicle Mechanic	20.20
05220 - Motor Vehicle Mechanic Helper	16.09
05250 - Motor Vehicle Upholstery Worker	17.67
05280 - Motor Vehicle Wrecker	18.56
05310 - Painter Automotive	19.38
05340 - Radiator Repair Specialist	18.56
05370 - Tire Repairer	16.31
05400 - Transmission Repair Specialist	20.20
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.10
07041 - Cook I	13.02
07042 - Cook II	14.57
07070 - Dishwasher	10.61
07130 - Food Service Worker	11.21
07210 - Meat Cutter	16.22
07260 - Waiter/Waitress	11.21

09000 - Furniture Maintenance And Repair Occupations
  09010 - Electrostatic Spray Painter 24.79
  09040 - Furniture Handler 17.73
  09080 - Furniture Refinisher 24.79
  09090 - Furniture Refinisher Helper 20.18
  09110 - Furniture Repairer Minor 22.59
  09130 - Upholsterer 24.79
11000 - General Services And Support Occupations
  11030 - Cleaner Vehicles 12.48
  11060 - Elevator Operator 12.22
  11090 - Gardener 14.77
  11122 - Housekeeping Aide 12.22
  11150 - Janitor 12.22
  11210 - Laborer Grounds Maintenance 12.59
  11240 - Maid or Houseman 11.86
  11260 - Pruner 12.00
  11270 - Tractor Operator 13.94
  11330 - Trail Maintenance Worker 12.59
  11360 - Window Cleaner 13.02
12000 - Health Occupations
  12010 - Ambulance Driver 15.47
  12011 - Breath Alcohol Technician 18.40
  12012 - Certified Occupational Therapist Assistant 28.21
  12015 - Certified Physical Therapist Assistant 24.71
  12020 - Dental Assistant 18.21
  12025 - Dental Hygienist 33.34
  12030 - EKG Technician 23.98
  12035 - Electroneurodiagnostic Technologist 23.98
  12040 - Emergency Medical Technician 15.47
  12071 - Licensed Practical Nurse I 16.44
  12072 - Licensed Practical Nurse II 18.40
  12073 - Licensed Practical Nurse III 20.51
  12100 - Medical Assistant 14.63
  12130 - Medical Laboratory Technician 22.55
  12160 - Medical Record Clerk 16.62
  12190 - Medical Record Technician 18.60
  12195 - Medical Transcriptionist 17.34
  12210 - Nuclear Medicine Technologist 40.43
  12221 - Nursing Assistant I 12.02
  12222 - Nursing Assistant II 13.51
  12223 - Nursing Assistant III 14.74
  12224 - Nursing Assistant IV 16.54
  12235 - Optical Dispenser 16.65
  12236 - Optical Technician 16.44
  12250 - Pharmacy Technician 16.79
  12280 - Phlebotomist 15.42
  12305 - Radiologic Technologist 27.02
  12311 - Registered Nurse I 24.41
  12312 - Registered Nurse II 29.87
  12313 - Registered Nurse II Specialist 29.87

12314 - Registered Nurse III		36.14
12315 - Registered Nurse III Anesthetist		36.14
12316 - Registered Nurse IV		43.31
12317 - Scheduler (Drug and Alcohol Testing)		22.79
12320 - Substance Abuse Treatment Counselor		18.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.97
13012 - Exhibits Specialist II		22.26
13013 - Exhibits Specialist III		27.23
13041 - Illustrator I		17.97
13042 - Illustrator II		22.26
13043 - Illustrator III		27.23
13047 - Librarian		24.66
13050 - Library Aide/Clerk		14.34
13054 - Library Information Technology Systems Administrator		22.26
13058 - Library Technician		16.65
13061 - Media Specialist I		16.07
13062 - Media Specialist II		17.97
13063 - Media Specialist III		20.04
13071 - Photographer I		15.33
13072 - Photographer II		17.16
13073 - Photographer III		21.25
13074 - Photographer IV		25.99
13075 - Photographer V		31.45
13090 - Technical Order Library Clerk		15.76
13110 - Video Teleconference Technician		17.68
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.47
14042 - Computer Operator II		16.20
14043 - Computer Operator III		18.05
14044 - Computer Operator IV		20.05
14045 - Computer Operator V		22.21
14071 - Computer Programmer I		20.85
14072 - Computer Programmer II		25.83
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.47
14160 - Personal Computer Support Technician		20.05
14170 - System Support Specialist		25.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.14
15020 - Aircrew Training Devices Instructor (Rated)		35.26
15030 - Air Crew Training Devices Instructor (Pilot)		42.26
15050 - Computer Based Training Specialist / Instructor		29.14
15060 - Educational Technologist		27.33
15070 - Flight Instructor (Pilot)		42.26

15080 - Graphic Artist 22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.26
15086 - Maintenance Test Pilot Rotary Wing 42.26
15088 - Non-Maintenance Test/Co-Pilot 42.26
15090 - Technical Instructor 20.87
15095 - Technical Instructor/Course Developer 25.53
15110 - Test Proctor 16.85
15120 - Tutor 16.85
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.55
16030 - Counter Attendant 14.55
16040 - Dry Cleaner 16.62
16070 - Finisher Flatwork Machine 14.55
16090 - Presser Hand 14.55
16110 - Presser Machine Drycleaning 14.55
16130 - Presser Machine Shirts 14.55
16160 - Presser Machine Wearing Apparel Laundry 14.55
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.25
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.07
19040 - Tool And Die Maker 29.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.26
21030 - Material Coordinator 27.33
21040 - Material Expediter 27.33
21050 - Material Handling Laborer 12.65
21071 - Order Filler 12.79
21080 - Production Line Worker (Food Processing) 22.26
21110 - Shipping Packer 16.83
21130 - Shipping/Receiving Clerk 16.83
21140 - Store Worker I 16.09
21150 - Stock Clerk 19.46
21210 - Tools And Parts Attendant 22.26
21410 - Warehouse Specialist 22.26
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.30
23019 - Aircraft Logs and Records Technician 24.63
23021 - Aircraft Mechanic I 28.15
23022 - Aircraft Mechanic II 29.30
23023 - Aircraft Mechanic III 30.48
23040 - Aircraft Mechanic Helper 22.14
23050 - Aircraft Painter 27.01
23060 - Aircraft Servicer 24.63
23070 - Aircraft Survival Flight Equipment Technician 27.01
23080 - Aircraft Worker 25.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 28.15

II
23110 - Appliance Mechanic 24.75
23120 - Bicycle Repairer 16.31
23125 - Cable Splicer 32.88
23130 - Carpenter Maintenance 20.52
23140 - Carpet Layer 23.70
23160 - Electrician Maintenance 31.17
23181 - Electronics Technician Maintenance I 34.32
23182 - Electronics Technician Maintenance II 35.85
23183 - Electronics Technician Maintenance III 37.36
23260 - Fabric Worker 22.56
23290 - Fire Alarm System Mechanic 25.80
23310 - Fire Extinguisher Repairer 21.40
23311 - Fuel Distribution System Mechanic 26.64
23312 - Fuel Distribution System Operator 22.23
23370 - General Maintenance Worker 18.94
23380 - Ground Support Equipment Mechanic 28.15
23381 - Ground Support Equipment Servicer 24.63
23382 - Ground Support Equipment Worker 25.87
23391 - Gunsmith I 21.40
23392 - Gunsmith II 23.70
23393 - Gunsmith III 25.80
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.68
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.70
23430 - Heavy Equipment Mechanic 23.90
23440 - Heavy Equipment Operator 23.90
23460 - Instrument Mechanic 25.80
23465 - Laboratory/Shelter Mechanic 24.75
23470 - Laborer 12.65
23510 - Locksmith 24.75
23530 - Machinery Maintenance Mechanic 25.88
23550 - Machinist Maintenance 19.21
23580 - Maintenance Trades Helper 16.09
23591 - Metrology Technician I 25.80
23592 - Metrology Technician II 26.86
23593 - Metrology Technician III 27.93
23640 - Millwright 27.14
23710 - Office Appliance Repairer 21.44
23760 - Painter Maintenance 19.04
23790 - Pipefitter Maintenance 30.26
23810 - Plumber Maintenance 29.04
23820 - Pneudraulic Systems Mechanic 25.80
23850 - Rigger 25.80
23870 - Scale Mechanic 23.70
23890 - Sheet-Metal Worker Maintenance 27.49
23910 - Small Engine Mechanic 20.08
23931 - Telecommunications Mechanic I 25.82
23932 - Telecommunications Mechanic II 26.88

23950 - Telephone Lineman 25.80
23960 - Welder Combination Maintenance 19.62
23965 - Well Driller 25.92
23970 - Woodcraft Worker 25.80
23980 - Woodworker 21.40
24000 - Personal Needs Occupations
24550 - Case Manager 13.86
24570 - Child Care Attendant 10.96
24580 - Child Care Center Clerk 13.67
24610 - Chore Aide 11.66
24620 - Family Readiness And Support Services Coordinator 13.86
24630 - Homemaker 14.66
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.82
25040 - Sewage Plant Operator 23.47
25070 - Stationary Engineer 30.82
25190 - Ventilation Equipment Tender 24.17
25210 - Water Treatment Plant Operator 23.03
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.38
27007 - Baggage Inspector 12.39
27008 - Corrections Officer 27.71
27010 - Court Security Officer 23.35
27030 - Detection Dog Handler 13.92
27040 - Detention Officer 27.71
27070 - Firefighter 18.82
27101 - Guard I 12.39
27102 - Guard II 13.92
27131 - Police Officer I 22.63
27132 - Police Officer II 25.14
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.65
28042 - Carnival Equipment Repairer 14.32
28043 - Carnival Worker 11.67
28210 - Gate Attendant/Gate Tender 16.99
28310 - Lifeguard 14.65
28350 - Park Attendant (Aide) 19.02
28510 - Recreation Aide/Health Facility Attendant 13.88
28515 - Recreation Specialist 23.55
28630 - Sports Official 15.14
28690 - Swimming Pool Operator 17.06
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.70
29020 - Hatch Tender 23.70
29030 - Line Handler 23.70
29041 - Stevedore I 22.56
29042 - Stevedore II 24.75
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.58
30022 - Archeological Technician II 19.67
30023 - Archeological Technician III 24.36
30030 - Cartographic Technician 24.36
30040 - Civil Engineering Technician 26.72
30051 - Cryogenic Technician I 26.99
30052 - Cryogenic Technician II 29.81
30061 - Drafter/CAD Operator I 17.58
30062 - Drafter/CAD Operator II 19.67
30063 - Drafter/CAD Operator III 21.93
30064 - Drafter/CAD Operator IV 26.99
30081 - Engineering Technician I 17.07
30082 - Engineering Technician II 19.16
30083 - Engineering Technician III 21.43
30084 - Engineering Technician IV 26.56
30085 - Engineering Technician V 32.49
30086 - Engineering Technician VI 39.30
30090 - Environmental Technician 24.36
30095 - Evidence Control Specialist 24.36
30210 - Laboratory Technician 21.93
30221 - Latent Fingerprint Technician I 26.99
30222 - Latent Fingerprint Technician II 29.81
30240 - Mathematical Technician 24.36
30361 - Paralegal/Legal Assistant I 19.79
30362 - Paralegal/Legal Assistant II 24.51
30363 - Paralegal/Legal Assistant III 29.99
30364 - Paralegal/Legal Assistant IV 36.27
30375 - Petroleum Supply Specialist 29.81
30390 - Photo-Optics Technician 23.50
30395 - Radiation Control Technician 29.81
30461 - Technical Writer I 24.36
30462 - Technical Writer II 29.81
30463 - Technical Writer III 36.06
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.99
30502 - Weather Forecaster II 32.83
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.93
30621 - Weather Observer Senior (see 2) 24.36
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 10.81
31030 - Bus Driver 13.80
31043 - Driver Courier 13.82

31260 - Parking and Lot Attendant	11.43
31290 - Shuttle Bus Driver	14.67
31310 - Taxi Driver	11.41
31361 - Truckdriver Light	14.67
31362 - Truckdriver Medium	16.34
31363 - Truckdriver Heavy	18.94
31364 - Truckdriver Tractor-Trailer	18.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.64
99050 - Desk Clerk	11.23
99095 - Embalmer	27.12
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.91
99252 - Laboratory Animal Caretaker II	13.71
99260 - Marketing Analyst	23.70
99310 - Mortician	27.12
99410 - Pest Controller	23.35
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.38
99711 - Recycling Specialist	21.42
99730 - Refuse Collector	17.76
99810 - Sales Clerk	11.78
99820 - School Crossing Guard	11.84
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	13.44
99832 - Surveying Technician	20.57
99840 - Vending Machine Attendant	15.02
99841 - Vending Machine Repairer	17.37
99842 - Vending Machine Repairer Helper	15.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4872
Revision No.: 15
Date Of Last Revision: 06/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Alger Baraga Chippewa Delta Dickinson Gogebic Houghton Iron Keweenaw Luce Mackinac Marquette Menominee Ontonagon Schoolcraft

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.90
01012 - Accounting Clerk II		15.60
01013 - Accounting Clerk III		19.42
01020 - Administrative Assistant		25.62
01035 - Court Reporter		20.59
01041 - Customer Service Representative I		12.54
01042 - Customer Service Representative II		14.10
01043 - Customer Service Representative III		15.38
01051 - Data Entry Operator I		15.58
01052 - Data Entry Operator II		17.00

01060 - Dispatcher Motor Vehicle 18.17
01070 - Document Preparation Clerk 14.11
01090 - Duplicating Machine Operator 14.11
01111 - General Clerk I 12.83
01112 - General Clerk II 15.60
01113 - General Clerk III 17.71
01120 - Housing Referral Assistant 19.76
01141 - Messenger Courier 11.81
01191 - Order Clerk I 15.43
01192 - Order Clerk II 16.83
01261 - Personnel Assistant (Employment) I 16.02
01262 - Personnel Assistant (Employment) II 17.92
01263 - Personnel Assistant (Employment) III 19.98
01270 - Production Control Clerk 27.33
01290 - Rental Clerk 11.41
01300 - Scheduler Maintenance 15.84
01311 - Secretary I 15.84
01312 - Secretary II 17.73
01313 - Secretary III 19.76
01320 - Service Order Dispatcher 16.24
01410 - Supply Technician 25.62
01420 - Survey Worker 18.91
01460 - Switchboard Operator/Receptionist 14.03
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 14.11
01612 - Word Processor II 15.84
01613 - Word Processor III 17.73
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.44
05010 - Automotive Electrician 19.38
05040 - Automotive Glass Installer 18.56
05070 - Automotive Worker 18.56
05110 - Mobile Equipment Servicer 16.89
05130 - Motor Equipment Metal Mechanic 20.20
05160 - Motor Equipment Metal Worker 18.56
05190 - Motor Vehicle Mechanic 20.20
05220 - Motor Vehicle Mechanic Helper 16.09
05250 - Motor Vehicle Upholstery Worker 17.67
05280 - Motor Vehicle Wrecker 18.56
05310 - Painter Automotive 19.38
05340 - Radiator Repair Specialist 18.56
05370 - Tire Repairer 16.31
05400 - Transmission Repair Specialist 20.20
07000 - Food Preparation And Service Occupations
07010 - Baker 14.10
07041 - Cook I 13.02
07042 - Cook II 14.57
07070 - Dishwasher 10.61

07130 - Food Service Worker 11.21
07210 - Meat Cutter 16.22
07260 - Waiter/Waitress 11.21
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.79
09040 - Furniture Handler 17.73
09080 - Furniture Refinisher 24.79
09090 - Furniture Refinisher Helper 20.18
09110 - Furniture Repairer Minor 22.59
09130 - Upholsterer 24.79
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.48
11060 - Elevator Operator 12.22
11090 - Gardener 14.77
11122 - Housekeeping Aide 12.22
11150 - Janitor 12.22
11210 - Laborer Grounds Maintenance 12.59
11240 - Maid or Houseman 11.86
11260 - Pruner 12.00
11270 - Tractor Operator 13.94
11330 - Trail Maintenance Worker 12.59
11360 - Window Cleaner 13.02
12000 - Health Occupations
12010 - Ambulance Driver 15.47
12011 - Breath Alcohol Technician 18.40
12012 - Certified Occupational Therapist Assistant 28.21
12015 - Certified Physical Therapist Assistant 24.71
12020 - Dental Assistant 18.21
12025 - Dental Hygienist 33.34
12030 - EKG Technician 23.98
12035 - Electroneurodiagnostic Technologist 23.98
12040 - Emergency Medical Technician 15.47
12071 - Licensed Practical Nurse I 16.44
12072 - Licensed Practical Nurse II 18.40
12073 - Licensed Practical Nurse III 20.51
12100 - Medical Assistant 14.63
12130 - Medical Laboratory Technician 22.55
12160 - Medical Record Clerk 16.62
12190 - Medical Record Technician 18.60
12195 - Medical Transcriptionist 17.34
12210 - Nuclear Medicine Technologist 40.43
12221 - Nursing Assistant I 12.02
12222 - Nursing Assistant II 13.51
12223 - Nursing Assistant III 14.74
12224 - Nursing Assistant IV 16.54
12235 - Optical Dispenser 16.65
12236 - Optical Technician 16.44
12250 - Pharmacy Technician 16.79
12280 - Phlebotomist 15.42
12305 - Radiologic Technologist 27.02

12311 - Registered Nurse I		24.41
12312 - Registered Nurse II		29.87
12313 - Registered Nurse II Specialist		29.87
12314 - Registered Nurse III		36.14
12315 - Registered Nurse III Anesthetist		36.14
12316 - Registered Nurse IV		43.31
12317 - Scheduler (Drug and Alcohol Testing)		22.79
12320 - Substance Abuse Treatment Counselor		18.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.97
13012 - Exhibits Specialist II		22.26
13013 - Exhibits Specialist III		27.23
13041 - Illustrator I		17.97
13042 - Illustrator II		22.26
13043 - Illustrator III		27.23
13047 - Librarian		24.66
13050 - Library Aide/Clerk		14.34
13054 - Library Information Technology Systems Administrator		22.26
13058 - Library Technician		16.65
13061 - Media Specialist I		16.07
13062 - Media Specialist II		17.97
13063 - Media Specialist III		20.04
13071 - Photographer I		15.33
13072 - Photographer II		17.16
13073 - Photographer III		21.25
13074 - Photographer IV		25.99
13075 - Photographer V		31.45
13090 - Technical Order Library Clerk		15.76
13110 - Video Teleconference Technician		17.68
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.47
14042 - Computer Operator II		16.20
14043 - Computer Operator III		18.05
14044 - Computer Operator IV		20.05
14045 - Computer Operator V		22.21
14071 - Computer Programmer I		20.85
14072 - Computer Programmer II		25.83
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.47
14160 - Personal Computer Support Technician		20.05
14170 - System Support Specialist		25.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.14
15020 - Aircrew Training Devices Instructor (Rated)		35.26
15030 - Air Crew Training Devices Instructor (Pilot)		42.26

15050 - Computer Based Training Specialist / Instructor 29.14
15060 - Educational Technologist 27.33
15070 - Flight Instructor (Pilot) 42.26
15080 - Graphic Artist 22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.26
15086 - Maintenance Test Pilot Rotary Wing 42.26
15088 - Non-Maintenance Test/Co-Pilot 42.26
15090 - Technical Instructor 20.87
15095 - Technical Instructor/Course Developer 25.53
15110 - Test Proctor 16.85
15120 - Tutor 16.85
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.55
16030 - Counter Attendant 14.55
16040 - Dry Cleaner 16.62
16070 - Finisher Flatwork Machine 14.55
16090 - Presser Hand 14.55
16110 - Presser Machine Drycleaning 14.55
16130 - Presser Machine Shirts 14.55
16160 - Presser Machine Wearing Apparel Laundry 14.55
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.25
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.07
19040 - Tool And Die Maker 29.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.26
21030 - Material Coordinator 27.33
21040 - Material Expediter 27.33
21050 - Material Handling Laborer 12.65
21071 - Order Filler 12.79
21080 - Production Line Worker (Food Processing) 22.26
21110 - Shipping Packer 16.83
21130 - Shipping/Receiving Clerk 16.83
21140 - Store Worker I 16.09
21150 - Stock Clerk 19.46
21210 - Tools And Parts Attendant 22.26
21410 - Warehouse Specialist 22.26
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.30
23019 - Aircraft Logs and Records Technician 24.63
23021 - Aircraft Mechanic I 28.15
23022 - Aircraft Mechanic II 29.30
23023 - Aircraft Mechanic III 30.48
23040 - Aircraft Mechanic Helper 22.14
23050 - Aircraft Painter 27.01
23060 - Aircraft Servicer 24.63
23070 - Aircraft Survival Flight Equipment Technician 27.01
23080 - Aircraft Worker 25.87

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.15
23110 - Appliance Mechanic 24.75
23120 - Bicycle Repairer 16.31
23125 - Cable Splicer 32.88
23130 - Carpenter Maintenance 20.52
23140 - Carpet Layer 23.70
23160 - Electrician Maintenance 31.17
23181 - Electronics Technician Maintenance I 34.32
23182 - Electronics Technician Maintenance II 35.85
23183 - Electronics Technician Maintenance III 37.36
23260 - Fabric Worker 22.56
23290 - Fire Alarm System Mechanic 25.80
23310 - Fire Extinguisher Repairer 21.40
23311 - Fuel Distribution System Mechanic 26.64
23312 - Fuel Distribution System Operator 22.23
23370 - General Maintenance Worker 18.94
23380 - Ground Support Equipment Mechanic 28.15
23381 - Ground Support Equipment Servicer 24.63
23382 - Ground Support Equipment Worker 25.87
23391 - Gunsmith I 21.40
23392 - Gunsmith II 23.70
23393 - Gunsmith III 25.80
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.68
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.70
23430 - Heavy Equipment Mechanic 23.90
23440 - Heavy Equipment Operator 23.90
23460 - Instrument Mechanic 25.80
23465 - Laboratory/Shelter Mechanic 24.75
23470 - Laborer 12.65
23510 - Locksmith 24.75
23530 - Machinery Maintenance Mechanic 25.88
23550 - Machinist Maintenance 19.21
23580 - Maintenance Trades Helper 16.09
23591 - Metrology Technician I 25.80
23592 - Metrology Technician II 26.86
23593 - Metrology Technician III 27.93
23640 - Millwright 27.14
23710 - Office Appliance Repairer 21.44
23760 - Painter Maintenance 19.04
23790 - Pipefitter Maintenance 30.26
23810 - Plumber Maintenance 29.04
23820 - Pneudraulic Systems Mechanic 25.80
23850 - Rigger 25.80
23870 - Scale Mechanic 23.70
23890 - Sheet-Metal Worker Maintenance 27.49

23910 - Small Engine Mechanic 20.08
23931 - Telecommunications Mechanic I 25.82
23932 - Telecommunications Mechanic II 26.88
23950 - Telephone Lineman 25.80
23960 - Welder Combination Maintenance 19.62
23965 - Well Driller 25.92
23970 - Woodcraft Worker 25.80
23980 - Woodworker 21.40
24000 - Personal Needs Occupations
24550 - Case Manager 13.86
24570 - Child Care Attendant 10.96
24580 - Child Care Center Clerk 13.67
24610 - Chore Aide 11.66
24620 - Family Readiness And Support Services Coordinator 13.86
24630 - Homemaker 14.66
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.82
25040 - Sewage Plant Operator 23.47
25070 - Stationary Engineer 30.82
25190 - Ventilation Equipment Tender 24.17
25210 - Water Treatment Plant Operator 23.03
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.38
27007 - Baggage Inspector 12.39
27008 - Corrections Officer 27.71
27010 - Court Security Officer 23.35
27030 - Detection Dog Handler 13.92
27040 - Detention Officer 27.71
27070 - Firefighter 18.82
27101 - Guard I 12.39
27102 - Guard II 13.92
27131 - Police Officer I 22.63
27132 - Police Officer II 25.14
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.65
28042 - Carnival Equipment Repairer 14.32
28043 - Carnival Worker 11.67
28210 - Gate Attendant/Gate Tender 16.99
28310 - Lifeguard 14.65
28350 - Park Attendant (Aide) 19.02
28510 - Recreation Aide/Health Facility Attendant 13.88
28515 - Recreation Specialist 23.55
28630 - Sports Official 15.14
28690 - Swimming Pool Operator 17.06
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.70
29020 - Hatch Tender 23.70
29030 - Line Handler 23.70
29041 - Stevedore I 22.56

29042 - Stevedore II 24.75
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.58
30022 - Archeological Technician II 19.67
30023 - Archeological Technician III 24.36
30030 - Cartographic Technician 24.36
30040 - Civil Engineering Technician 26.72
30051 - Cryogenic Technician I 26.99
30052 - Cryogenic Technician II 29.81
30061 - Drafter/CAD Operator I 17.58
30062 - Drafter/CAD Operator II 19.67
30063 - Drafter/CAD Operator III 21.93
30064 - Drafter/CAD Operator IV 26.99
30081 - Engineering Technician I 17.07
30082 - Engineering Technician II 19.16
30083 - Engineering Technician III 21.43
30084 - Engineering Technician IV 26.56
30085 - Engineering Technician V 32.49
30086 - Engineering Technician VI 39.30
30090 - Environmental Technician 24.36
30095 - Evidence Control Specialist 24.36
30210 - Laboratory Technician 21.93
30221 - Latent Fingerprint Technician I 26.99
30222 - Latent Fingerprint Technician II 29.81
30240 - Mathematical Technician 24.36
30361 - Paralegal/Legal Assistant I 19.79
30362 - Paralegal/Legal Assistant II 24.51
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30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.99
30502 - Weather Forecaster II 32.83
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.93
30621 - Weather Observer Senior (see 2) 24.36
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67

31020 - Bus Aide	10.81
31030 - Bus Driver	13.80
31043 - Driver Courier	13.82
31260 - Parking and Lot Attendant	11.43
31290 - Shuttle Bus Driver	14.67
31310 - Taxi Driver	11.41
31361 - Truckdriver Light	14.67
31362 - Truckdriver Medium	16.34
31363 - Truckdriver Heavy	18.94
31364 - Truckdriver Tractor-Trailer	18.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.64
99050 - Desk Clerk	11.23
99095 - Embalmer	27.12
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.91
99252 - Laboratory Animal Caretaker II	13.71
99260 - Marketing Analyst	23.70
99310 - Mortician	27.12
99410 - Pest Controller	23.35
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.38
99711 - Recycling Specialist	21.42
99730 - Refuse Collector	17.76
99810 - Sales Clerk	11.78
99820 - School Crossing Guard	11.84
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	13.44
99832 - Surveying Technician	20.57
99840 - Vending Machine Attendant	15.02
99841 - Vending Machine Repairer	17.37
99842 - Vending Machine Repairer Helper	15.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4873
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Alcona Alpena Arenac Cheboygan Crawford Iosco Montmorency Ogemaw Oscoda Otsego Presque Isle Roscommon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		23.91
01035 - Court Reporter		16.99
01041 - Customer Service Representative I		11.80
01042 - Customer Service Representative II		13.26
01043 - Customer Service Representative III		14.47
01051 - Data Entry Operator I		12.28
01052 - Data Entry Operator II		13.61
01060 - Dispatcher Motor Vehicle		17.46
01070 - Document Preparation Clerk		13.40
01090 - Duplicating Machine Operator		13.40
01111 - General Clerk I		13.15

01112 - General Clerk II	14.35
01113 - General Clerk III	16.11
01120 - Housing Referral Assistant	18.95
01141 - Messenger Courier	11.63
01191 - Order Clerk I	14.70
01192 - Order Clerk II	16.04
01261 - Personnel Assistant (Employment) I	16.72
01262 - Personnel Assistant (Employment) II	18.70
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	25.48
01290 - Rental Clerk	13.70
01300 - Scheduler Maintenance	15.19
01311 - Secretary I	15.19
01312 - Secretary II	16.99
01313 - Secretary III	18.95
01320 - Service Order Dispatcher	15.60
01410 - Supply Technician	23.91
01420 - Survey Worker	14.46
01460 - Switchboard Operator/Receptionist	12.65
01531 - Travel Clerk I	13.59
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	15.91
01611 - Word Processor I	13.40
01612 - Word Processor II	15.04
01613 - Word Processor III	16.83
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.01
05010 - Automotive Electrician	15.41
05040 - Automotive Glass Installer	14.85
05070 - Automotive Worker	14.85
05110 - Mobile Equipment Servicer	13.71
05130 - Motor Equipment Metal Mechanic	15.95
05160 - Motor Equipment Metal Worker	14.85
05190 - Motor Vehicle Mechanic	18.92
05220 - Motor Vehicle Mechanic Helper	13.07
05250 - Motor Vehicle Upholstery Worker	14.33
05280 - Motor Vehicle Wrecker	14.85
05310 - Painter Automotive	15.41
05340 - Radiator Repair Specialist	14.85
05370 - Tire Repairer	13.41
05400 - Transmission Repair Specialist	15.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.25
07041 - Cook I	12.23
07042 - Cook II	13.45
07070 - Dishwasher	10.18
07130 - Food Service Worker	10.98
07210 - Meat Cutter	14.58
07260 - Waiter/Waitress	10.11
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 21.43
09040 - Furniture Handler 15.98
09080 - Furniture Refinisher 21.51
09090 - Furniture Refinisher Helper 18.24
09110 - Furniture Repairer Minor 19.99
09130 - Upholsterer 21.43
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.73
11060 - Elevator Operator 12.49
11090 - Gardener 14.64
11122 - Housekeeping Aide 12.49
11150 - Janitor 12.49
11210 - Laborer Grounds Maintenance 13.01
11240 - Maid or Houseman 10.97
11260 - Pruner 12.00
11270 - Tractor Operator 14.61
11330 - Trail Maintenance Worker 13.01
11360 - Window Cleaner 13.43
12000 - Health Occupations
12010 - Ambulance Driver 17.64
12011 - Breath Alcohol Technician 18.12
12012 - Certified Occupational Therapist Assistant 24.86
12015 - Certified Physical Therapist Assistant 24.69
12020 - Dental Assistant 18.38
12025 - Dental Hygienist 33.65
12030 - EKG Technician 27.45
12035 - Electroneurodiagnostic Technologist 27.45
12040 - Emergency Medical Technician 17.64
12071 - Licensed Practical Nurse I 16.19
12072 - Licensed Practical Nurse II 18.12
12073 - Licensed Practical Nurse III 20.19
12100 - Medical Assistant 14.88
12130 - Medical Laboratory Technician 23.91
12160 - Medical Record Clerk 15.63
12190 - Medical Record Technician 17.56
12195 - Medical Transcriptionist 16.59
12210 - Nuclear Medicine Technologist 39.80
12221 - Nursing Assistant I 11.43
12222 - Nursing Assistant II 12.85
12223 - Nursing Assistant III 14.02
12224 - Nursing Assistant IV 15.74
12235 - Optical Dispenser 17.04
12236 - Optical Technician 16.19
12250 - Pharmacy Technician 14.52
12280 - Phlebotomist 15.74
12305 - Radiologic Technologist 25.04
12311 - Registered Nurse I 23.13
12312 - Registered Nurse II 29.25
12313 - Registered Nurse II Specialist 29.25
12314 - Registered Nurse III 34.84

12315 - Registered Nurse III Anesthetist		34.84
12316 - Registered Nurse IV		42.34
12317 - Scheduler (Drug and Alcohol Testing)		22.44
12320 - Substance Abuse Treatment Counselor		25.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.64
13012 - Exhibits Specialist II		22.75
13013 - Exhibits Specialist III		27.67
13041 - Illustrator I		19.64
13042 - Illustrator II		22.75
13043 - Illustrator III		27.67
13047 - Librarian		25.04
13050 - Library Aide/Clerk		12.12
13054 - Library Information Technology Systems Administrator		22.62
13058 - Library Technician		15.72
13061 - Media Specialist I		16.32
13062 - Media Specialist II		18.25
13063 - Media Specialist III		20.36
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		32.49
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.89
14043 - Computer Operator III		17.72
14044 - Computer Operator IV		19.69
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.35
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.20
14160 - Personal Computer Support Technician		19.69
14170 - System Support Specialist		21.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.50
15020 - Aircrew Training Devices Instructor (Rated)		29.66
15030 - Air Crew Training Devices Instructor (Pilot)		35.53
15050 - Computer Based Training Specialist / Instructor		24.50
15060 - Educational Technologist		31.04
15070 - Flight Instructor (Pilot)		35.53
15080 - Graphic Artist		20.45

15085 - Maintenance Test Pilot Fixed Jet/Prop 35.53
15086 - Maintenance Test Pilot Rotary Wing 35.53
15088 - Non-Maintenance Test/Co-Pilot 35.53
15090 - Technical Instructor 22.17
15095 - Technical Instructor/Course Developer 26.37
15110 - Test Proctor 17.39
15120 - Tutor 17.39
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.11
19040 - Tool And Die Maker 25.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.74
21030 - Material Coordinator 25.48
21040 - Material Expediter 25.48
21050 - Material Handling Laborer 14.43
21071 - Order Filler 12.65
21080 - Production Line Worker (Food Processing) 20.74
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 17.42
21150 - Stock Clerk 21.65
21210 - Tools And Parts Attendant 20.74
21410 - Warehouse Specialist 20.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.97
23019 - Aircraft Logs and Records Technician 20.42
23021 - Aircraft Mechanic I 23.04
23022 - Aircraft Mechanic II 23.97
23023 - Aircraft Mechanic III 24.93
23040 - Aircraft Mechanic Helper 18.62
23050 - Aircraft Painter 23.59
23060 - Aircraft Servicer 20.42
23070 - Aircraft Survival Flight Equipment Technician 23.59
23080 - Aircraft Worker 21.14
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.14
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.04

23110 - Appliance Mechanic 22.95
23120 - Bicycle Repairer 20.06
23125 - Cable Splicer 37.95
23130 - Carpenter Maintenance 22.99
23140 - Carpet Layer 22.09
23160 - Electrician Maintenance 29.53
23181 - Electronics Technician Maintenance I 23.28
23182 - Electronics Technician Maintenance II 24.31
23183 - Electronics Technician Maintenance III 25.34
23260 - Fabric Worker 21.12
23290 - Fire Alarm System Mechanic 24.04
23310 - Fire Extinguisher Repairer 20.06
23311 - Fuel Distribution System Mechanic 33.30
23312 - Fuel Distribution System Operator 27.70
23370 - General Maintenance Worker 17.93
23380 - Ground Support Equipment Mechanic 23.04
23381 - Ground Support Equipment Servicer 20.42
23382 - Ground Support Equipment Worker 21.14
23391 - Gunsmith I 20.06
23392 - Gunsmith II 22.09
23393 - Gunsmith III 24.04
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.90
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.66
23430 - Heavy Equipment Mechanic 22.78
23440 - Heavy Equipment Operator 23.29
23460 - Instrument Mechanic 24.04
23465 - Laboratory/Shelter Mechanic 22.95
23470 - Laborer 15.09
23510 - Locksmith 22.95
23530 - Machinery Maintenance Mechanic 23.04
23550 - Machinist Maintenance 23.04
23580 - Maintenance Trades Helper 17.28
23591 - Metrology Technician I 24.04
23592 - Metrology Technician II 24.93
23593 - Metrology Technician III 25.90
23640 - Millwright 30.95
23710 - Office Appliance Repairer 22.95
23760 - Painter Maintenance 19.95
23790 - Pipefitter Maintenance 26.28
23810 - Plumber Maintenance 24.44
23820 - Pneudraulic Systems Mechanic 24.04
23850 - Rigger 24.04
23870 - Scale Mechanic 22.09
23890 - Sheet-Metal Worker Maintenance 24.41
23910 - Small Engine Mechanic 21.16
23931 - Telecommunications Mechanic I 27.43
23932 - Telecommunications Mechanic II 28.44
23950 - Telephone Lineman 26.77

23960 - Welder Combination Maintenance		22.10
23965 - Well Driller		24.04
23970 - Woodcraft Worker		24.04
23980 - Woodworker		20.06
24000 - Personal Needs Occupations		
24550 - Case Manager		13.41
24570 - Child Care Attendant		10.79
24580 - Child Care Center Clerk		13.30
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services Coordinator		13.41
24630 - Homemaker		13.41
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.76
25040 - Sewage Plant Operator		22.47
25070 - Stationary Engineer		24.76
25190 - Ventilation Equipment Tender		18.85
25210 - Water Treatment Plant Operator		21.62
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.23
27007 - Baggage Inspector		14.20
27008 - Corrections Officer		20.44
27010 - Court Security Officer		21.43
27030 - Detection Dog Handler		16.73
27040 - Detention Officer		20.44
27070 - Firefighter		21.31
27101 - Guard I		14.20
27102 - Guard II		16.73
27131 - Police Officer I		23.87
27132 - Police Officer II		26.52
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.47
28042 - Carnival Equipment Repairer		15.07
28043 - Carnival Worker		12.30
28210 - Gate Attendant/Gate Tender		15.40
28310 - Lifeguard		13.99
28350 - Park Attendant (Aide)		17.23
28510 - Recreation Aide/Health Facility Attendant		13.43
28515 - Recreation Specialist		19.38
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		18.88
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.91
29020 - Hatch Tender		22.91
29030 - Line Handler		22.91
29041 - Stevedore I		21.88
29042 - Stevedore II		23.94
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.49
30022 - Archeological Technician II 19.57
30023 - Archeological Technician III 23.83
30030 - Cartographic Technician 24.24
30040 - Civil Engineering Technician 26.72
30051 - Cryogenic Technician I 26.85
30052 - Cryogenic Technician II 29.65
30061 - Drafter/CAD Operator I 17.49
30062 - Drafter/CAD Operator II 19.57
30063 - Drafter/CAD Operator III 21.82
30064 - Drafter/CAD Operator IV 26.85
30081 - Engineering Technician I 16.17
30082 - Engineering Technician II 18.13
30083 - Engineering Technician III 20.28
30084 - Engineering Technician IV 25.14
30085 - Engineering Technician V 30.72
30086 - Engineering Technician VI 35.87
30090 - Environmental Technician 24.24
30095 - Evidence Control Specialist 24.24
30210 - Laboratory Technician 21.97
30221 - Latent Fingerprint Technician I 26.85
30222 - Latent Fingerprint Technician II 29.65
30240 - Mathematical Technician 24.24
30361 - Paralegal/Legal Assistant I 19.67
30362 - Paralegal/Legal Assistant II 24.37
30363 - Paralegal/Legal Assistant III 29.80
30364 - Paralegal/Legal Assistant IV 36.06
30375 - Petroleum Supply Specialist 29.65
30390 - Photo-Optics Technician 23.91
30395 - Radiation Control Technician 29.65
30461 - Technical Writer I 24.24
30462 - Technical Writer II 29.65
30463 - Technical Writer III 35.87
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.85
30502 - Weather Forecaster II 32.66
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.82
30621 - Weather Observer Senior (see 2) 24.24
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.96
31030 - Bus Driver 17.85
31043 - Driver Courier 14.35
31260 - Parking and Lot Attendant 12.21

31290 - Shuttle Bus Driver	15.35
31310 - Taxi Driver	14.59
31361 - Truckdriver Light	14.66
31362 - Truckdriver Medium	15.05
31363 - Truckdriver Heavy	19.39
31364 - Truckdriver Tractor-Trailer	19.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.78
99050 - Desk Clerk	11.25
99095 - Embalmer	27.17
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	14.43
99260 - Marketing Analyst	24.35
99310 - Mortician	27.17
99410 - Pest Controller	25.98
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.76
99711 - Recycling Specialist	20.38
99730 - Refuse Collector	16.51
99810 - Sales Clerk	11.69
99820 - School Crossing Guard	16.79
99830 - Survey Party Chief	22.61
99831 - Surveying Aide	13.44
99832 - Surveying Technician	20.10
99840 - Vending Machine Attendant	23.19
99841 - Vending Machine Repairer	27.18
99842 - Vending Machine Repairer Helper	23.19

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4874
Revision No.: 14
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Alcona Alpena Arenac Cheboygan Crawford Iosco Montmorency Ogemaw Oscoda Otsego Presque Isle Roscommon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		23.91
01035 - Court Reporter		16.99
01041 - Customer Service Representative I		11.80
01042 - Customer Service Representative II		13.26
01043 - Customer Service Representative III		14.47
01051 - Data Entry Operator I		12.28
01052 - Data Entry Operator II		13.61
01060 - Dispatcher Motor Vehicle		17.46

01070 - Document Preparation Clerk 13.40
01090 - Duplicating Machine Operator 13.40
01111 - General Clerk I 13.15
01112 - General Clerk II 14.35
01113 - General Clerk III 16.11
01120 - Housing Referral Assistant 18.95
01141 - Messenger Courier 11.63
01191 - Order Clerk I 14.70
01192 - Order Clerk II 16.04
01261 - Personnel Assistant (Employment) I 16.72
01262 - Personnel Assistant (Employment) II 18.70
01263 - Personnel Assistant (Employment) III 20.86
01270 - Production Control Clerk 25.48
01290 - Rental Clerk 13.70
01300 - Scheduler Maintenance 15.19
01311 - Secretary I 15.19
01312 - Secretary II 16.99
01313 - Secretary III 18.95
01320 - Service Order Dispatcher 15.60
01410 - Supply Technician 23.91
01420 - Survey Worker 14.46
01460 - Switchboard Operator/Receptionist 12.65
01531 - Travel Clerk I 13.59
01532 - Travel Clerk II 14.74
01533 - Travel Clerk III 15.91
01611 - Word Processor I 13.40
01612 - Word Processor II 15.04
01613 - Word Processor III 16.83
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.01
05010 - Automotive Electrician 15.41
05040 - Automotive Glass Installer 14.85
05070 - Automotive Worker 14.85
05110 - Mobile Equipment Servicer 13.71
05130 - Motor Equipment Metal Mechanic 15.95
05160 - Motor Equipment Metal Worker 14.85
05190 - Motor Vehicle Mechanic 18.92
05220 - Motor Vehicle Mechanic Helper 13.07
05250 - Motor Vehicle Upholstery Worker 14.33
05280 - Motor Vehicle Wrecker 14.85
05310 - Painter Automotive 15.41
05340 - Radiator Repair Specialist 14.85
05370 - Tire Repairer 13.41
05400 - Transmission Repair Specialist 15.95
07000 - Food Preparation And Service Occupations
07010 - Baker 11.25
07041 - Cook I 12.23
07042 - Cook II 13.45
07070 - Dishwasher 10.18
07130 - Food Service Worker 10.98

07210 - Meat Cutter 14.58
07260 - Waiter/Waitress 10.11
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.43
09040 - Furniture Handler 15.98
09080 - Furniture Refinisher 21.51
09090 - Furniture Refinisher Helper 18.24
09110 - Furniture Repairer Minor 19.99
09130 - Upholsterer 21.43
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.73
11060 - Elevator Operator 12.49
11090 - Gardener 14.64
11122 - Housekeeping Aide 12.49
11150 - Janitor 12.49
11210 - Laborer Grounds Maintenance 13.01
11240 - Maid or Houseman 10.97
11260 - Pruner 12.00
11270 - Tractor Operator 14.61
11330 - Trail Maintenance Worker 13.01
11360 - Window Cleaner 13.43
12000 - Health Occupations
12010 - Ambulance Driver 17.64
12011 - Breath Alcohol Technician 18.12
12012 - Certified Occupational Therapist Assistant 24.86
12015 - Certified Physical Therapist Assistant 24.69
12020 - Dental Assistant 18.38
12025 - Dental Hygienist 33.65
12030 - EKG Technician 27.45
12035 - Electroneurodiagnostic Technologist 27.45
12040 - Emergency Medical Technician 17.64
12071 - Licensed Practical Nurse I 16.19
12072 - Licensed Practical Nurse II 18.12
12073 - Licensed Practical Nurse III 20.19
12100 - Medical Assistant 14.88
12130 - Medical Laboratory Technician 23.91
12160 - Medical Record Clerk 15.63
12190 - Medical Record Technician 17.56
12195 - Medical Transcriptionist 16.59
12210 - Nuclear Medicine Technologist 39.80
12221 - Nursing Assistant I 11.43
12222 - Nursing Assistant II 12.85
12223 - Nursing Assistant III 14.02
12224 - Nursing Assistant IV 15.74
12235 - Optical Dispenser 17.04
12236 - Optical Technician 16.19
12250 - Pharmacy Technician 14.52
12280 - Phlebotomist 15.74
12305 - Radiologic Technologist 25.04
12311 - Registered Nurse I 23.13

12312 - Registered Nurse II		29.25
12313 - Registered Nurse II Specialist		29.25
12314 - Registered Nurse III		34.84
12315 - Registered Nurse III Anesthetist		34.84
12316 - Registered Nurse IV		42.34
12317 - Scheduler (Drug and Alcohol Testing)		22.44
12320 - Substance Abuse Treatment Counselor		25.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.64
13012 - Exhibits Specialist II		22.75
13013 - Exhibits Specialist III		27.67
13041 - Illustrator I		19.64
13042 - Illustrator II		22.75
13043 - Illustrator III		27.67
13047 - Librarian		25.04
13050 - Library Aide/Clerk		12.12
13054 - Library Information Technology Systems Administrator		22.62
13058 - Library Technician		15.72
13061 - Media Specialist I		16.32
13062 - Media Specialist II		18.25
13063 - Media Specialist III		20.36
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		32.49
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.89
14043 - Computer Operator III		17.72
14044 - Computer Operator IV		19.69
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.35
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.20
14160 - Personal Computer Support Technician		19.69
14170 - System Support Specialist		21.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.50
15020 - Aircrew Training Devices Instructor (Rated)		29.66
15030 - Air Crew Training Devices Instructor (Pilot)		35.53
15050 - Computer Based Training Specialist / Instructor		24.50

15060 - Educational Technologist 31.04
15070 - Flight Instructor (Pilot) 35.53
15080 - Graphic Artist 20.45
15085 - Maintenance Test Pilot Fixed Jet/Prop 35.53
15086 - Maintenance Test Pilot Rotary Wing 35.53
15088 - Non-Maintenance Test/Co-Pilot 35.53
15090 - Technical Instructor 22.17
15095 - Technical Instructor/Course Developer 26.37
15110 - Test Proctor 17.39
15120 - Tutor 17.39
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.11
19040 - Tool And Die Maker 25.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.74
21030 - Material Coordinator 25.48
21040 - Material Expediter 25.48
21050 - Material Handling Laborer 14.43
21071 - Order Filler 12.65
21080 - Production Line Worker (Food Processing) 20.74
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 17.42
21150 - Stock Clerk 21.65
21210 - Tools And Parts Attendant 20.74
21410 - Warehouse Specialist 20.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.97
23019 - Aircraft Logs and Records Technician 20.42
23021 - Aircraft Mechanic I 23.04
23022 - Aircraft Mechanic II 23.97
23023 - Aircraft Mechanic III 24.93
23040 - Aircraft Mechanic Helper 18.62
23050 - Aircraft Painter 23.59
23060 - Aircraft Servicer 20.42
23070 - Aircraft Survival Flight Equipment Technician 23.59
23080 - Aircraft Worker 21.14
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 21.14

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 23.04
II
23110 - Appliance Mechanic 22.95
23120 - Bicycle Repairer 20.06
23125 - Cable Splicer 37.95
23130 - Carpenter Maintenance 22.99
23140 - Carpet Layer 22.09
23160 - Electrician Maintenance 29.53
23181 - Electronics Technician Maintenance I 23.28
23182 - Electronics Technician Maintenance II 24.31
23183 - Electronics Technician Maintenance III 25.34
23260 - Fabric Worker 21.12
23290 - Fire Alarm System Mechanic 24.04
23310 - Fire Extinguisher Repairer 20.06
23311 - Fuel Distribution System Mechanic 33.30
23312 - Fuel Distribution System Operator 27.70
23370 - General Maintenance Worker 17.93
23380 - Ground Support Equipment Mechanic 23.04
23381 - Ground Support Equipment Servicer 20.42
23382 - Ground Support Equipment Worker 21.14
23391 - Gunsmith I 20.06
23392 - Gunsmith II 22.09
23393 - Gunsmith III 24.04
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.90
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.66
23430 - Heavy Equipment Mechanic 22.78
23440 - Heavy Equipment Operator 23.29
23460 - Instrument Mechanic 24.04
23465 - Laboratory/Shelter Mechanic 22.95
23470 - Laborer 15.09
23510 - Locksmith 22.95
23530 - Machinery Maintenance Mechanic 23.04
23550 - Machinist Maintenance 23.04
23580 - Maintenance Trades Helper 17.28
23591 - Metrology Technician I 24.04
23592 - Metrology Technician II 24.93
23593 - Metrology Technician III 25.90
23640 - Millwright 30.95
23710 - Office Appliance Repairer 22.95
23760 - Painter Maintenance 19.95
23790 - Pipefitter Maintenance 26.28
23810 - Plumber Maintenance 24.44
23820 - Pneudraulic Systems Mechanic 24.04
23850 - Rigger 24.04
23870 - Scale Mechanic 22.09
23890 - Sheet-Metal Worker Maintenance 24.41
23910 - Small Engine Mechanic 21.16

23931 - Telecommunications Mechanic I	27.43
23932 - Telecommunications Mechanic II	28.44
23950 - Telephone Lineman	26.77
23960 - Welder Combination Maintenance	22.10
23965 - Well Driller	24.04
23970 - Woodcraft Worker	24.04
23980 - Woodworker	20.06
24000 - Personal Needs Occupations	
24550 - Case Manager	13.41
24570 - Child Care Attendant	10.79
24580 - Child Care Center Clerk	13.30
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	13.41
24630 - Homemaker	13.41
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.76
25040 - Sewage Plant Operator	22.47
25070 - Stationary Engineer	24.76
25190 - Ventilation Equipment Tender	18.85
25210 - Water Treatment Plant Operator	21.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.23
27007 - Baggage Inspector	14.20
27008 - Corrections Officer	20.44
27010 - Court Security Officer	21.43
27030 - Detection Dog Handler	16.73
27040 - Detention Officer	20.44
27070 - Firefighter	21.31
27101 - Guard I	14.20
27102 - Guard II	16.73
27131 - Police Officer I	23.87
27132 - Police Officer II	26.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.47
28042 - Carnival Equipment Repairer	15.07
28043 - Carnival Worker	12.30
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	13.99
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	19.38
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	18.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.91
29020 - Hatch Tender	22.91
29030 - Line Handler	22.91
29041 - Stevedore I	21.88
29042 - Stevedore II	23.94

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.49
30022 - Archeological Technician II		19.57
30023 - Archeological Technician III		23.83
30030 - Cartographic Technician		24.24
30040 - Civil Engineering Technician		26.72
30051 - Cryogenic Technician I		26.85
30052 - Cryogenic Technician II		29.65
30061 - Drafter/CAD Operator I		17.49
30062 - Drafter/CAD Operator II		19.57
30063 - Drafter/CAD Operator III		21.82
30064 - Drafter/CAD Operator IV		26.85
30081 - Engineering Technician I		16.17
30082 - Engineering Technician II		18.13
30083 - Engineering Technician III		20.28
30084 - Engineering Technician IV		25.14
30085 - Engineering Technician V		30.72
30086 - Engineering Technician VI		35.87
30090 - Environmental Technician		24.24
30095 - Evidence Control Specialist		24.24
30210 - Laboratory Technician		21.97
30221 - Latent Fingerprint Technician I		26.85
30222 - Latent Fingerprint Technician II		29.65
30240 - Mathematical Technician		24.24
30361 - Paralegal/Legal Assistant I		19.67
30362 - Paralegal/Legal Assistant II		24.37
30363 - Paralegal/Legal Assistant III		29.80
30364 - Paralegal/Legal Assistant IV		36.06
30375 - Petroleum Supply Specialist		29.65
30390 - Photo-Optics Technician		23.91
30395 - Radiation Control Technician		29.65
30461 - Technical Writer I		24.24
30462 - Technical Writer II		29.65
30463 - Technical Writer III		35.87
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.85
30502 - Weather Forecaster II		32.66
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.82
30621 - Weather Observer Senior	(see 2)	24.24

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.96

31030 - Bus Driver	17.85
31043 - Driver Courier	14.35
31260 - Parking and Lot Attendant	12.21
31290 - Shuttle Bus Driver	15.35
31310 - Taxi Driver	14.59
31361 - Truckdriver Light	14.66
31362 - Truckdriver Medium	15.05
31363 - Truckdriver Heavy	19.39
31364 - Truckdriver Tractor-Trailer	19.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.78
99050 - Desk Clerk	11.25
99095 - Embalmer	27.17
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	14.43
99260 - Marketing Analyst	24.35
99310 - Mortician	27.17
99410 - Pest Controller	25.98
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.76
99711 - Recycling Specialist	20.38
99730 - Refuse Collector	16.51
99810 - Sales Clerk	11.69
99820 - School Crossing Guard	16.79
99830 - Survey Party Chief	22.61
99831 - Surveying Aide	13.44
99832 - Surveying Technician	20.10
99840 - Vending Machine Attendant	23.19
99841 - Vending Machine Repairer	27.18
99842 - Vending Machine Repairer Helper	23.19

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4875
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Clare Gladwin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		23.91
01035 - Court Reporter		16.99
01041 - Customer Service Representative I		11.80
01042 - Customer Service Representative II		13.26
01043 - Customer Service Representative III		14.47
01051 - Data Entry Operator I		12.28
01052 - Data Entry Operator II		13.61
01060 - Dispatcher Motor Vehicle		17.46
01070 - Document Preparation Clerk		13.40
01090 - Duplicating Machine Operator		13.40
01111 - General Clerk I		13.15
01112 - General Clerk II		14.35

01113 - General Clerk III 16.11
01120 - Housing Referral Assistant 18.95
01141 - Messenger Courier 11.63
01191 - Order Clerk I 14.70
01192 - Order Clerk II 16.04
01261 - Personnel Assistant (Employment) I 16.72
01262 - Personnel Assistant (Employment) II 18.70
01263 - Personnel Assistant (Employment) III 20.86
01270 - Production Control Clerk 25.48
01290 - Rental Clerk 14.54
01300 - Scheduler Maintenance 15.19
01311 - Secretary I 15.19
01312 - Secretary II 16.99
01313 - Secretary III 18.95
01320 - Service Order Dispatcher 15.60
01410 - Supply Technician 23.91
01420 - Survey Worker 14.46
01460 - Switchboard Operator/Receptionist 12.65
01531 - Travel Clerk I 13.59
01532 - Travel Clerk II 14.74
01533 - Travel Clerk III 15.91
01611 - Word Processor I 13.40
01612 - Word Processor II 15.04
01613 - Word Processor III 16.83
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.12
05010 - Automotive Electrician 20.14
05040 - Automotive Glass Installer 19.51
05070 - Automotive Worker 19.51
05110 - Mobile Equipment Servicer 18.27
05130 - Motor Equipment Metal Mechanic 20.76
05160 - Motor Equipment Metal Worker 19.51
05190 - Motor Vehicle Mechanic 20.76
05220 - Motor Vehicle Mechanic Helper 17.65
05250 - Motor Vehicle Upholstery Worker 18.89
05280 - Motor Vehicle Wrecker 19.51
05310 - Painter Automotive 20.14
05340 - Radiator Repair Specialist 19.51
05370 - Tire Repairer 16.81
05400 - Transmission Repair Specialist 20.76
07000 - Food Preparation And Service Occupations
07010 - Baker 12.65
07041 - Cook I 12.23
07042 - Cook II 13.45
07070 - Dishwasher 10.18
07130 - Food Service Worker 10.98
07210 - Meat Cutter 14.15
07260 - Waiter/Waitress 10.61
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.95

09040 - Furniture Handler 16.43
09080 - Furniture Refinisher 22.95
09090 - Furniture Refinisher Helper 18.85
09110 - Furniture Repairer Minor 21.12
09130 - Upholsterer 22.95
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.73
11060 - Elevator Operator 12.65
11090 - Gardener 14.60
11122 - Housekeeping Aide 12.65
11150 - Janitor 12.65
11210 - Laborer Grounds Maintenance 13.01
11240 - Maid or Houseman 10.97
11260 - Pruner 12.00
11270 - Tractor Operator 14.64
11330 - Trail Maintenance Worker 13.01
11360 - Window Cleaner 13.43
12000 - Health Occupations
12010 - Ambulance Driver 17.65
12011 - Breath Alcohol Technician 18.12
12012 - Certified Occupational Therapist Assistant 24.86
12015 - Certified Physical Therapist Assistant 24.69
12020 - Dental Assistant 18.38
12025 - Dental Hygienist 33.65
12030 - EKG Technician 27.45
12035 - Electroneurodiagnostic Technologist 27.45
12040 - Emergency Medical Technician 17.64
12071 - Licensed Practical Nurse I 16.19
12072 - Licensed Practical Nurse II 18.12
12073 - Licensed Practical Nurse III 20.19
12100 - Medical Assistant 14.88
12130 - Medical Laboratory Technician 23.91
12160 - Medical Record Clerk 15.63
12190 - Medical Record Technician 17.56
12195 - Medical Transcriptionist 16.59
12210 - Nuclear Medicine Technologist 39.80
12221 - Nursing Assistant I 11.43
12222 - Nursing Assistant II 12.85
12223 - Nursing Assistant III 14.02
12224 - Nursing Assistant IV 15.74
12235 - Optical Dispenser 17.04
12236 - Optical Technician 16.19
12250 - Pharmacy Technician 14.52
12280 - Phlebotomist 15.74
12305 - Radiologic Technologist 25.04
12311 - Registered Nurse I 23.28
12312 - Registered Nurse II 29.25
12313 - Registered Nurse II Specialist 29.25
12314 - Registered Nurse III 34.84
12315 - Registered Nurse III Anesthetist 34.84

12316 - Registered Nurse IV		42.34
12317 - Scheduler (Drug and Alcohol Testing)		22.44
12320 - Substance Abuse Treatment Counselor		25.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.10
13012 - Exhibits Specialist II		25.28
13013 - Exhibits Specialist III		30.92
13041 - Illustrator I		18.61
13042 - Illustrator II		23.45
13043 - Illustrator III		30.92
13047 - Librarian		25.96
13050 - Library Aide/Clerk		12.12
13054 - Library Information Technology Systems Administrator		25.57
13058 - Library Technician		15.73
13061 - Media Specialist I		16.32
13062 - Media Specialist II		18.25
13063 - Media Specialist III		20.36
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		34.71
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.89
14043 - Computer Operator III		17.72
14044 - Computer Operator IV		19.69
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.82
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.91
14160 - Personal Computer Support Technician		19.69
14170 - System Support Specialist		21.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.93
15020 - Aircrew Training Devices Instructor (Rated)		30.15
15030 - Air Crew Training Devices Instructor (Pilot)		35.53
15050 - Computer Based Training Specialist / Instructor		24.93
15060 - Educational Technologist		31.04
15070 - Flight Instructor (Pilot)		35.53
15080 - Graphic Artist		22.51
15085 - Maintenance Test Pilot Fixed Jet/Prop		35.53

15086 - Maintenance Test Pilot Rotary Wing 35.53
15088 - Non-Maintenance Test/Co-Pilot 35.53
15090 - Technical Instructor 22.18
15095 - Technical Instructor/Course Developer 27.10
15110 - Test Proctor 17.92
15120 - Tutor 17.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.11
19040 - Tool And Die Maker 25.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.74
21030 - Material Coordinator 25.48
21040 - Material Expediter 25.48
21050 - Material Handling Laborer 15.24
21071 - Order Filler 15.90
21080 - Production Line Worker (Food Processing) 20.74
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 17.42
21150 - Stock Clerk 21.65
21210 - Tools And Parts Attendant 20.74
21410 - Warehouse Specialist 20.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.97
23019 - Aircraft Logs and Records Technician 20.92
23021 - Aircraft Mechanic I 23.04
23022 - Aircraft Mechanic II 23.97
23023 - Aircraft Mechanic III 24.93
23040 - Aircraft Mechanic Helper 19.55
23050 - Aircraft Painter 25.66
23060 - Aircraft Servicer 20.92
23070 - Aircraft Survival Flight Equipment Technician 25.66
23080 - Aircraft Worker 21.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.04
23110 - Appliance Mechanic 22.95

23120 - Bicycle Repairer 20.06
23125 - Cable Splicer 38.12
23130 - Carpenter Maintenance 23.21
23140 - Carpet Layer 22.09
23160 - Electrician Maintenance 29.53
23181 - Electronics Technician Maintenance I 23.28
23182 - Electronics Technician Maintenance II 24.31
23183 - Electronics Technician Maintenance III 25.34
23260 - Fabric Worker 21.12
23290 - Fire Alarm System Mechanic 24.04
23310 - Fire Extinguisher Repairer 20.06
23311 - Fuel Distribution System Mechanic 33.30
23312 - Fuel Distribution System Operator 27.70
23370 - General Maintenance Worker 18.58
23380 - Ground Support Equipment Mechanic 23.04
23381 - Ground Support Equipment Servicer 20.92
23382 - Ground Support Equipment Worker 21.61
23391 - Gunsmith I 20.06
23392 - Gunsmith II 22.09
23393 - Gunsmith III 24.04
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.90
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.66
23430 - Heavy Equipment Mechanic 22.78
23440 - Heavy Equipment Operator 23.29
23460 - Instrument Mechanic 24.04
23465 - Laboratory/Shelter Mechanic 22.95
23470 - Laborer 15.09
23510 - Locksmith 22.95
23530 - Machinery Maintenance Mechanic 25.13
23550 - Machinist Maintenance 23.04
23580 - Maintenance Trades Helper 17.38
23591 - Metrology Technician I 24.04
23592 - Metrology Technician II 24.93
23593 - Metrology Technician III 25.90
23640 - Millwright 32.40
23710 - Office Appliance Repairer 22.95
23760 - Painter Maintenance 21.10
23790 - Pipefitter Maintenance 28.95
23810 - Plumber Maintenance 25.41
23820 - Pneudraulic Systems Mechanic 24.04
23850 - Rigger 24.04
23870 - Scale Mechanic 22.09
23890 - Sheet-Metal Worker Maintenance 24.41
23910 - Small Engine Mechanic 21.16
23931 - Telecommunications Mechanic I 27.43
23932 - Telecommunications Mechanic II 28.44
23950 - Telephone Lineman 26.77
23960 - Welder Combination Maintenance 22.10

23965 - Well Driller	24.04
23970 - Woodcraft Worker	24.04
23980 - Woodworker	20.06
24000 - Personal Needs Occupations	
24550 - Case Manager	12.79
24570 - Child Care Attendant	10.79
24580 - Child Care Center Clerk	13.30
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	12.79
24630 - Homemaker	13.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.76
25040 - Sewage Plant Operator	22.60
25070 - Stationary Engineer	24.76
25190 - Ventilation Equipment Tender	18.85
25210 - Water Treatment Plant Operator	22.60
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.23
27007 - Baggage Inspector	14.20
27008 - Corrections Officer	20.44
27010 - Court Security Officer	21.43
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	20.44
27070 - Firefighter	21.31
27101 - Guard I	14.20
27102 - Guard II	17.04
27131 - Police Officer I	23.87
27132 - Police Officer II	26.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.29
28042 - Carnival Equipment Repairer	15.96
28043 - Carnival Worker	12.44
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	13.99
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	19.38
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	21.41
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.91
29020 - Hatch Tender	22.91
29030 - Line Handler	22.91
29041 - Stevedore I	22.25
29042 - Stevedore II	23.94
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.49
30022 - Archeological Technician II		19.57
30023 - Archeological Technician III		24.24
30030 - Cartographic Technician		24.24
30040 - Civil Engineering Technician		26.72
30051 - Cryogenic Technician I		26.85
30052 - Cryogenic Technician II		29.65
30061 - Drafter/CAD Operator I		17.49
30062 - Drafter/CAD Operator II		19.57
30063 - Drafter/CAD Operator III		21.82
30064 - Drafter/CAD Operator IV		26.85
30081 - Engineering Technician I		16.36
30082 - Engineering Technician II		18.36
30083 - Engineering Technician III		20.53
30084 - Engineering Technician IV		25.45
30085 - Engineering Technician V		31.13
30086 - Engineering Technician VI		37.66
30090 - Environmental Technician		24.24
30095 - Evidence Control Specialist		24.24
30210 - Laboratory Technician		21.97
30221 - Latent Fingerprint Technician I		26.85
30222 - Latent Fingerprint Technician II		29.65
30240 - Mathematical Technician		24.24
30361 - Paralegal/Legal Assistant I		19.67
30362 - Paralegal/Legal Assistant II		24.37
30363 - Paralegal/Legal Assistant III		29.80
30364 - Paralegal/Legal Assistant IV		36.06
30375 - Petroleum Supply Specialist		29.65
30390 - Photo-Optics Technician		23.91
30395 - Radiation Control Technician		29.65
30461 - Technical Writer I		24.24
30462 - Technical Writer II		29.65
30463 - Technical Writer III		35.87
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.85
30502 - Weather Forecaster II		32.66
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.82
30621 - Weather Observer Senior	(see 2)	24.24
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.96
31030 - Bus Driver		17.85
31043 - Driver Courier		14.35
31260 - Parking and Lot Attendant		12.21
31290 - Shuttle Bus Driver		14.99

31310 - Taxi Driver	15.07
31361 - Truckdriver Light	14.66
31362 - Truckdriver Medium	15.94
31363 - Truckdriver Heavy	19.53
31364 - Truckdriver Tractor-Trailer	19.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.78
99050 - Desk Clerk	11.25
99095 - Embalmer	31.98
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	14.43
99260 - Marketing Analyst	24.35
99310 - Mortician	31.98
99410 - Pest Controller	25.98
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.76
99711 - Recycling Specialist	20.38
99730 - Refuse Collector	16.51
99810 - Sales Clerk	11.69
99820 - School Crossing Guard	17.71
99830 - Survey Party Chief	23.54
99831 - Surveying Aide	13.45
99832 - Surveying Technician	20.10
99840 - Vending Machine Attendant	23.19
99841 - Vending Machine Repairer	27.18
99842 - Vending Machine Repairer Helper	23.19

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4876
Revision No.: 14
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Clare Gladwin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		23.91
01035 - Court Reporter		16.99
01041 - Customer Service Representative I		11.80
01042 - Customer Service Representative II		13.26
01043 - Customer Service Representative III		14.47
01051 - Data Entry Operator I		12.28
01052 - Data Entry Operator II		13.61
01060 - Dispatcher Motor Vehicle		17.46
01070 - Document Preparation Clerk		13.40

01090 - Duplicating Machine Operator 13.40
01111 - General Clerk I 13.15
01112 - General Clerk II 14.35
01113 - General Clerk III 16.11
01120 - Housing Referral Assistant 18.95
01141 - Messenger Courier 11.63
01191 - Order Clerk I 14.70
01192 - Order Clerk II 16.04
01261 - Personnel Assistant (Employment) I 16.72
01262 - Personnel Assistant (Employment) II 18.70
01263 - Personnel Assistant (Employment) III 20.86
01270 - Production Control Clerk 25.48
01290 - Rental Clerk 14.54
01300 - Scheduler Maintenance 15.19
01311 - Secretary I 15.19
01312 - Secretary II 16.99
01313 - Secretary III 18.95
01320 - Service Order Dispatcher 15.60
01410 - Supply Technician 23.91
01420 - Survey Worker 14.46
01460 - Switchboard Operator/Receptionist 12.65
01531 - Travel Clerk I 13.59
01532 - Travel Clerk II 14.74
01533 - Travel Clerk III 15.91
01611 - Word Processor I 13.40
01612 - Word Processor II 15.04
01613 - Word Processor III 16.83
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.12
05010 - Automotive Electrician 20.14
05040 - Automotive Glass Installer 19.51
05070 - Automotive Worker 19.51
05110 - Mobile Equipment Servicer 18.27
05130 - Motor Equipment Metal Mechanic 20.76
05160 - Motor Equipment Metal Worker 19.51
05190 - Motor Vehicle Mechanic 20.76
05220 - Motor Vehicle Mechanic Helper 17.65
05250 - Motor Vehicle Upholstery Worker 18.89
05280 - Motor Vehicle Wrecker 19.51
05310 - Painter Automotive 20.14
05340 - Radiator Repair Specialist 19.51
05370 - Tire Repairer 16.81
05400 - Transmission Repair Specialist 20.76
07000 - Food Preparation And Service Occupations
07010 - Baker 12.65
07041 - Cook I 12.23
07042 - Cook II 13.45
07070 - Dishwasher 10.18
07130 - Food Service Worker 10.98
07210 - Meat Cutter 14.15

07260 - Waiter/Waitress	10.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.95
09040 - Furniture Handler	16.43
09080 - Furniture Refinisher	22.95
09090 - Furniture Refinisher Helper	18.85
09110 - Furniture Repairer Minor	21.12
09130 - Upholsterer	22.95
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.73
11060 - Elevator Operator	12.65
11090 - Gardener	14.60
11122 - Housekeeping Aide	12.65
11150 - Janitor	12.65
11210 - Laborer Grounds Maintenance	13.01
11240 - Maid or Houseman	10.97
11260 - Pruner	12.00
11270 - Tractor Operator	14.64
11330 - Trail Maintenance Worker	13.01
11360 - Window Cleaner	13.43
12000 - Health Occupations	
12010 - Ambulance Driver	17.65
12011 - Breath Alcohol Technician	18.12
12012 - Certified Occupational Therapist Assistant	24.86
12015 - Certified Physical Therapist Assistant	24.69
12020 - Dental Assistant	18.38
12025 - Dental Hygienist	33.65
12030 - EKG Technician	27.45
12035 - Electroneurodiagnostic Technologist	27.45
12040 - Emergency Medical Technician	17.64
12071 - Licensed Practical Nurse I	16.19
12072 - Licensed Practical Nurse II	18.12
12073 - Licensed Practical Nurse III	20.19
12100 - Medical Assistant	14.88
12130 - Medical Laboratory Technician	23.91
12160 - Medical Record Clerk	15.63
12190 - Medical Record Technician	17.56
12195 - Medical Transcriptionist	16.59
12210 - Nuclear Medicine Technologist	39.80
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	17.04
12236 - Optical Technician	16.19
12250 - Pharmacy Technician	14.52
12280 - Phlebotomist	15.74
12305 - Radiologic Technologist	25.04
12311 - Registered Nurse I	23.28
12312 - Registered Nurse II	29.25

12313 - Registered Nurse II Specialist		29.25
12314 - Registered Nurse III		34.84
12315 - Registered Nurse III Anesthetist		34.84
12316 - Registered Nurse IV		42.34
12317 - Scheduler (Drug and Alcohol Testing)		22.44
12320 - Substance Abuse Treatment Counselor		25.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.10
13012 - Exhibits Specialist II		25.28
13013 - Exhibits Specialist III		30.92
13041 - Illustrator I		18.61
13042 - Illustrator II		23.45
13043 - Illustrator III		30.92
13047 - Librarian		25.96
13050 - Library Aide/Clerk		12.12
13054 - Library Information Technology Systems Administrator		25.57
13058 - Library Technician		15.73
13061 - Media Specialist I		16.32
13062 - Media Specialist II		18.25
13063 - Media Specialist III		20.36
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		34.71
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.89
14043 - Computer Operator III		17.72
14044 - Computer Operator IV		19.69
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.82
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.91
14160 - Personal Computer Support Technician		19.69
14170 - System Support Specialist		21.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.93
15020 - Aircrew Training Devices Instructor (Rated)		30.15
15030 - Air Crew Training Devices Instructor (Pilot)		35.53
15050 - Computer Based Training Specialist / Instructor		24.93
15060 - Educational Technologist		31.04

15070 - Flight Instructor (Pilot) 35.53
15080 - Graphic Artist 22.51
15085 - Maintenance Test Pilot Fixed Jet/Prop 35.53
15086 - Maintenance Test Pilot Rotary Wing 35.53
15088 - Non-Maintenance Test/Co-Pilot 35.53
15090 - Technical Instructor 22.18
15095 - Technical Instructor/Course Developer 27.10
15110 - Test Proctor 17.92
15120 - Tutor 17.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.11
19040 - Tool And Die Maker 25.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.74
21030 - Material Coordinator 25.48
21040 - Material Expediter 25.48
21050 - Material Handling Laborer 15.24
21071 - Order Filler 15.90
21080 - Production Line Worker (Food Processing) 20.74
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 17.42
21150 - Stock Clerk 21.65
21210 - Tools And Parts Attendant 20.74
21410 - Warehouse Specialist 20.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.97
23019 - Aircraft Logs and Records Technician 20.92
23021 - Aircraft Mechanic I 23.04
23022 - Aircraft Mechanic II 23.97
23023 - Aircraft Mechanic III 24.93
23040 - Aircraft Mechanic Helper 19.55
23050 - Aircraft Painter 25.66
23060 - Aircraft Servicer 20.92
23070 - Aircraft Survival Flight Equipment Technician 25.66
23080 - Aircraft Worker 21.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.61

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.04
23110 - Appliance Mechanic 22.95
23120 - Bicycle Repairer 20.06
23125 - Cable Splicer 38.12
23130 - Carpenter Maintenance 23.21
23140 - Carpet Layer 22.09
23160 - Electrician Maintenance 29.53
23181 - Electronics Technician Maintenance I 23.28
23182 - Electronics Technician Maintenance II 24.31
23183 - Electronics Technician Maintenance III 25.34
23260 - Fabric Worker 21.12
23290 - Fire Alarm System Mechanic 24.04
23310 - Fire Extinguisher Repairer 20.06
23311 - Fuel Distribution System Mechanic 33.30
23312 - Fuel Distribution System Operator 27.70
23370 - General Maintenance Worker 18.58
23380 - Ground Support Equipment Mechanic 23.04
23381 - Ground Support Equipment Servicer 20.92
23382 - Ground Support Equipment Worker 21.61
23391 - Gunsmith I 20.06
23392 - Gunsmith II 22.09
23393 - Gunsmith III 24.04
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.90
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.66
23430 - Heavy Equipment Mechanic 22.78
23440 - Heavy Equipment Operator 23.29
23460 - Instrument Mechanic 24.04
23465 - Laboratory/Shelter Mechanic 22.95
23470 - Laborer 15.09
23510 - Locksmith 22.95
23530 - Machinery Maintenance Mechanic 25.13
23550 - Machinist Maintenance 23.04
23580 - Maintenance Trades Helper 17.38
23591 - Metrology Technician I 24.04
23592 - Metrology Technician II 24.93
23593 - Metrology Technician III 25.90
23640 - Millwright 32.40
23710 - Office Appliance Repairer 22.95
23760 - Painter Maintenance 21.10
23790 - Pipefitter Maintenance 28.95
23810 - Plumber Maintenance 25.41
23820 - Pneudraulic Systems Mechanic 24.04
23850 - Rigger 24.04
23870 - Scale Mechanic 22.09
23890 - Sheet-Metal Worker Maintenance 24.41
23910 - Small Engine Mechanic 21.16
23931 - Telecommunications Mechanic I 27.43

23932 - Telecommunications Mechanic II 28.44
23950 - Telephone Lineman 26.77
23960 - Welder Combination Maintenance 22.10
23965 - Well Driller 24.04
23970 - Woodcraft Worker 24.04
23980 - Woodworker 20.06
24000 - Personal Needs Occupations
24550 - Case Manager 12.79
24570 - Child Care Attendant 10.79
24580 - Child Care Center Clerk 13.30
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 12.79
24630 - Homemaker 13.39
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.76
25040 - Sewage Plant Operator 22.60
25070 - Stationary Engineer 24.76
25190 - Ventilation Equipment Tender 18.85
25210 - Water Treatment Plant Operator 22.60
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.23
27007 - Baggage Inspector 14.20
27008 - Corrections Officer 20.44
27010 - Court Security Officer 21.43
27030 - Detection Dog Handler 17.04
27040 - Detention Officer 20.44
27070 - Firefighter 21.31
27101 - Guard I 14.20
27102 - Guard II 17.04
27131 - Police Officer I 23.87
27132 - Police Officer II 26.52
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.29
28042 - Carnival Equipment Repairer 15.96
28043 - Carnival Worker 12.44
28210 - Gate Attendant/Gate Tender 15.40
28310 - Lifeguard 13.99
28350 - Park Attendant (Aide) 17.23
28510 - Recreation Aide/Health Facility Attendant 13.43
28515 - Recreation Specialist 19.38
28630 - Sports Official 13.72
28690 - Swimming Pool Operator 21.41
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.91
29020 - Hatch Tender 22.91
29030 - Line Handler 22.91
29041 - Stevedore I 22.25
29042 - Stevedore II 23.94
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.49
30022 - Archeological Technician II 19.57
30023 - Archeological Technician III 24.24
30030 - Cartographic Technician 24.24
30040 - Civil Engineering Technician 26.72
30051 - Cryogenic Technician I 26.85
30052 - Cryogenic Technician II 29.65
30061 - Drafter/CAD Operator I 17.49
30062 - Drafter/CAD Operator II 19.57
30063 - Drafter/CAD Operator III 21.82
30064 - Drafter/CAD Operator IV 26.85
30081 - Engineering Technician I 16.36
30082 - Engineering Technician II 18.36
30083 - Engineering Technician III 20.53
30084 - Engineering Technician IV 25.45
30085 - Engineering Technician V 31.13
30086 - Engineering Technician VI 37.66
30090 - Environmental Technician 24.24
30095 - Evidence Control Specialist 24.24
30210 - Laboratory Technician 21.97
30221 - Latent Fingerprint Technician I 26.85
30222 - Latent Fingerprint Technician II 29.65
30240 - Mathematical Technician 24.24
30361 - Paralegal/Legal Assistant I 19.67
30362 - Paralegal/Legal Assistant II 24.37
30363 - Paralegal/Legal Assistant III 29.80
30364 - Paralegal/Legal Assistant IV 36.06
30375 - Petroleum Supply Specialist 29.65
30390 - Photo-Optics Technician 23.91
30395 - Radiation Control Technician 29.65
30461 - Technical Writer I 24.24
30462 - Technical Writer II 29.65
30463 - Technical Writer III 35.87
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.85
30502 - Weather Forecaster II 32.66
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.82
30621 - Weather Observer Senior (see 2) 24.24
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.96
31030 - Bus Driver 17.85

31043 - Driver Courier	14.35
31260 - Parking and Lot Attendant	12.21
31290 - Shuttle Bus Driver	14.99
31310 - Taxi Driver	15.07
31361 - Truckdriver Light	14.66
31362 - Truckdriver Medium	15.94
31363 - Truckdriver Heavy	19.53
31364 - Truckdriver Tractor-Trailer	19.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.78
99050 - Desk Clerk	11.25
99095 - Embalmer	31.98
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	14.43
99260 - Marketing Analyst	24.35
99310 - Mortician	31.98
99410 - Pest Controller	25.98
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.76
99711 - Recycling Specialist	20.38
99730 - Refuse Collector	16.51
99810 - Sales Clerk	11.69
99820 - School Crossing Guard	17.71
99830 - Survey Party Chief	23.54
99831 - Surveying Aide	13.45
99832 - Surveying Technician	20.10
99840 - Vending Machine Attendant	23.19
99841 - Vending Machine Repairer	27.18
99842 - Vending Machine Repairer Helper	23.19

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4877
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Antrim Benzie Charlevoix Emmet Grand Traverse Kalkaska Leelanau Manistee Missaukee Wexford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		24.95
01035 - Court Reporter		17.88
01041 - Customer Service Representative I		13.86
01042 - Customer Service Representative II		15.57
01043 - Customer Service Representative III		17.00
01051 - Data Entry Operator I		14.04
01052 - Data Entry Operator II		15.32
01060 - Dispatcher Motor Vehicle		19.13
01070 - Document Preparation Clerk		15.39
01090 - Duplicating Machine Operator		15.39
01111 - General Clerk I		13.42

01112 - General Clerk II	14.64
01113 - General Clerk III	16.43
01120 - Housing Referral Assistant	19.93
01141 - Messenger Courier	13.75
01191 - Order Clerk I	15.92
01192 - Order Clerk II	17.38
01261 - Personnel Assistant (Employment) I	16.72
01262 - Personnel Assistant (Employment) II	18.70
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	23.56
01290 - Rental Clerk	13.70
01300 - Scheduler Maintenance	15.98
01311 - Secretary I	15.98
01312 - Secretary II	17.88
01313 - Secretary III	19.93
01320 - Service Order Dispatcher	17.10
01410 - Supply Technician	24.95
01420 - Survey Worker	15.66
01460 - Switchboard Operator/Receptionist	14.26
01531 - Travel Clerk I	14.32
01532 - Travel Clerk II	15.55
01533 - Travel Clerk III	16.84
01611 - Word Processor I	16.60
01612 - Word Processor II	18.63
01613 - Word Processor III	20.85
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.31
05010 - Automotive Electrician	21.40
05040 - Automotive Glass Installer	20.48
05070 - Automotive Worker	20.48
05110 - Mobile Equipment Servicer	18.57
05130 - Motor Equipment Metal Mechanic	22.30
05160 - Motor Equipment Metal Worker	20.48
05190 - Motor Vehicle Mechanic	22.30
05220 - Motor Vehicle Mechanic Helper	17.49
05250 - Motor Vehicle Upholstery Worker	19.50
05280 - Motor Vehicle Wrecker	20.48
05310 - Painter Automotive	21.40
05340 - Radiator Repair Specialist	20.48
05370 - Tire Repairer	14.63
05400 - Transmission Repair Specialist	22.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.46
07041 - Cook I	14.04
07042 - Cook II	15.55
07070 - Dishwasher	10.53
07130 - Food Service Worker	11.68
07210 - Meat Cutter	16.53
07260 - Waiter/Waitress	11.01
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 18.30
09040 - Furniture Handler 13.62
09080 - Furniture Refinisher 18.30
09090 - Furniture Refinisher Helper 15.07
09110 - Furniture Repairer Minor 16.68
09130 - Upholsterer 18.30
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.00
11060 - Elevator Operator 13.28
11090 - Gardener 17.94
11122 - Housekeeping Aide 13.28
11150 - Janitor 13.28
11210 - Laborer Grounds Maintenance 14.86
11240 - Maid or Houseman 11.57
11260 - Pruner 13.94
11270 - Tractor Operator 16.95
11330 - Trail Maintenance Worker 14.86
11360 - Window Cleaner 14.15
12000 - Health Occupations
12010 - Ambulance Driver 17.64
12011 - Breath Alcohol Technician 20.28
12012 - Certified Occupational Therapist Assistant 27.82
12015 - Certified Physical Therapist Assistant 26.42
12020 - Dental Assistant 18.10
12025 - Dental Hygienist 32.56
12030 - EKG Technician 30.36
12035 - Electroneurodiagnostic Technologist 30.36
12040 - Emergency Medical Technician 17.64
12071 - Licensed Practical Nurse I 18.12
12072 - Licensed Practical Nurse II 20.28
12073 - Licensed Practical Nurse III 22.61
12100 - Medical Assistant 16.28
12130 - Medical Laboratory Technician 22.30
12160 - Medical Record Clerk 16.80
12190 - Medical Record Technician 18.80
12195 - Medical Transcriptionist 18.12
12210 - Nuclear Medicine Technologist 44.57
12221 - Nursing Assistant I 11.55
12222 - Nursing Assistant II 13.00
12223 - Nursing Assistant III 14.18
12224 - Nursing Assistant IV 15.92
12235 - Optical Dispenser 17.04
12236 - Optical Technician 18.12
12250 - Pharmacy Technician 15.92
12280 - Phlebotomist 16.70
12305 - Radiologic Technologist 28.04
12311 - Registered Nurse I 23.13
12312 - Registered Nurse II 29.25
12313 - Registered Nurse II Specialist 29.25
12314 - Registered Nurse III 34.84

12315 - Registered Nurse III Anesthetist		34.84
12316 - Registered Nurse IV		41.76
12317 - Scheduler (Drug and Alcohol Testing)		25.12
12320 - Substance Abuse Treatment Counselor		25.91
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.64
13012 - Exhibits Specialist II		22.75
13013 - Exhibits Specialist III		27.67
13041 - Illustrator I		19.64
13042 - Illustrator II		22.75
13043 - Illustrator III		27.67
13047 - Librarian		25.04
13050 - Library Aide/Clerk		13.22
13054 - Library Information Technology Systems Administrator		22.62
13058 - Library Technician		16.39
13061 - Media Specialist I		16.32
13062 - Media Specialist II		18.25
13063 - Media Specialist III		20.36
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		32.49
13090 - Technical Order Library Clerk		16.60
13110 - Video Teleconference Technician		18.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.48
14043 - Computer Operator III		19.49
14044 - Computer Operator IV		21.66
14045 - Computer Operator V		23.98
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.40
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.62
14160 - Personal Computer Support Technician		21.66
14170 - System Support Specialist		25.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.40
15020 - Aircrew Training Devices Instructor (Rated)		33.17
15030 - Air Crew Training Devices Instructor (Pilot)		39.75
15050 - Computer Based Training Specialist / Instructor		27.40
15060 - Educational Technologist		35.91
15070 - Flight Instructor (Pilot)		39.75
15080 - Graphic Artist		19.10

15085 - Maintenance Test Pilot Fixed Jet/Prop 39.75
15086 - Maintenance Test Pilot Rotary Wing 39.75
15088 - Non-Maintenance Test/Co-Pilot 39.75
15090 - Technical Instructor 24.39
15095 - Technical Instructor/Course Developer 29.01
15110 - Test Proctor 19.13
15120 - Tutor 19.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.11
19040 - Tool And Die Maker 25.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.74
21030 - Material Coordinator 23.56
21040 - Material Expediter 23.56
21050 - Material Handling Laborer 14.43
21071 - Order Filler 13.22
21080 - Production Line Worker (Food Processing) 20.74
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 16.09
21150 - Stock Clerk 19.46
21210 - Tools And Parts Attendant 20.74
21410 - Warehouse Specialist 20.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.88
23019 - Aircraft Logs and Records Technician 21.74
23021 - Aircraft Mechanic I 24.86
23022 - Aircraft Mechanic II 25.88
23023 - Aircraft Mechanic III 26.92
23040 - Aircraft Mechanic Helper 19.42
23050 - Aircraft Painter 23.85
23060 - Aircraft Servicer 21.74
23070 - Aircraft Survival Flight Equipment Technician 23.85
23080 - Aircraft Worker 22.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.86

23110 - Appliance Mechanic 23.85
23120 - Bicycle Repairer 16.80
23125 - Cable Splicer 37.95
23130 - Carpenter Maintenance 22.99
23140 - Carpet Layer 22.84
23160 - Electrician Maintenance 29.53
23181 - Electronics Technician Maintenance I 24.19
23182 - Electronics Technician Maintenance II 25.26
23183 - Electronics Technician Maintenance III 26.33
23260 - Fabric Worker 21.74
23290 - Fire Alarm System Mechanic 24.86
23310 - Fire Extinguisher Repairer 20.62
23311 - Fuel Distribution System Mechanic 33.56
23312 - Fuel Distribution System Operator 27.95
23370 - General Maintenance Worker 17.93
23380 - Ground Support Equipment Mechanic 24.86
23381 - Ground Support Equipment Servicer 21.74
23382 - Ground Support Equipment Worker 22.84
23391 - Gunsmith I 20.62
23392 - Gunsmith II 22.84
23393 - Gunsmith III 24.86
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.20
23430 - Heavy Equipment Mechanic 22.78
23440 - Heavy Equipment Operator 21.81
23460 - Instrument Mechanic 24.86
23465 - Laboratory/Shelter Mechanic 23.85
23470 - Laborer 15.09
23510 - Locksmith 23.85
23530 - Machinery Maintenance Mechanic 23.04
23550 - Machinist Maintenance 23.04
23580 - Maintenance Trades Helper 15.94
23591 - Metrology Technician I 24.86
23592 - Metrology Technician II 25.88
23593 - Metrology Technician III 26.92
23640 - Millwright 30.95
23710 - Office Appliance Repairer 19.00
23760 - Painter Maintenance 19.95
23790 - Pipefitter Maintenance 26.37
23810 - Plumber Maintenance 25.30
23820 - Pneudraulic Systems Mechanic 24.86
23850 - Rigger 24.86
23870 - Scale Mechanic 22.84
23890 - Sheet-Metal Worker Maintenance 26.67
23910 - Small Engine Mechanic 22.84
23931 - Telecommunications Mechanic I 27.25
23932 - Telecommunications Mechanic II 28.37
23950 - Telephone Lineman 24.93

23960 - Welder Combination Maintenance		22.10
23965 - Well Driller		24.86
23970 - Woodcraft Worker		24.86
23980 - Woodworker		20.62
24000 - Personal Needs Occupations		
24550 - Case Manager		14.27
24570 - Child Care Attendant		11.43
24580 - Child Care Center Clerk		14.26
24610 - Chore Aide		12.21
24620 - Family Readiness And Support Services Coordinator		14.27
24630 - Homemaker		14.27
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.86
25040 - Sewage Plant Operator		21.94
25070 - Stationary Engineer		24.86
25190 - Ventilation Equipment Tender		19.42
25210 - Water Treatment Plant Operator		21.94
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.05
27007 - Baggage Inspector		13.69
27008 - Corrections Officer		27.71
27010 - Court Security Officer		23.24
27030 - Detection Dog Handler		16.73
27040 - Detention Officer		27.71
27070 - Firefighter		18.76
27101 - Guard I		13.69
27102 - Guard II		16.73
27131 - Police Officer I		23.25
27132 - Police Officer II		25.85
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.60
28042 - Carnival Equipment Repairer		14.44
28043 - Carnival Worker		11.19
28210 - Gate Attendant/Gate Tender		17.05
28310 - Lifeguard		11.96
28350 - Park Attendant (Aide)		19.07
28510 - Recreation Aide/Health Facility Attendant		13.91
28515 - Recreation Specialist		21.38
28630 - Sports Official		15.18
28690 - Swimming Pool Operator		17.16
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.91
29020 - Hatch Tender		22.91
29030 - Line Handler		22.91
29041 - Stevedore I		21.88
29042 - Stevedore II		23.94
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.80
30022 - Archeological Technician II 19.92
30023 - Archeological Technician III 24.67
30030 - Cartographic Technician 24.67
30040 - Civil Engineering Technician 27.27
30051 - Cryogenic Technician I 27.32
30052 - Cryogenic Technician II 30.18
30061 - Drafter/CAD Operator I 17.80
30062 - Drafter/CAD Operator II 19.92
30063 - Drafter/CAD Operator III 22.20
30064 - Drafter/CAD Operator IV 27.32
30081 - Engineering Technician I 16.17
30082 - Engineering Technician II 18.13
30083 - Engineering Technician III 20.28
30084 - Engineering Technician IV 25.14
30085 - Engineering Technician V 30.72
30086 - Engineering Technician VI 33.90
30090 - Environmental Technician 23.91
30095 - Evidence Control Specialist 24.67
30210 - Laboratory Technician 22.20
30221 - Latent Fingerprint Technician I 27.32
30222 - Latent Fingerprint Technician II 30.18
30240 - Mathematical Technician 24.67
30361 - Paralegal/Legal Assistant I 19.04
30362 - Paralegal/Legal Assistant II 23.58
30363 - Paralegal/Legal Assistant III 28.85
30364 - Paralegal/Legal Assistant IV 34.90
30375 - Petroleum Supply Specialist 30.18
30390 - Photo-Optics Technician 24.67
30395 - Radiation Control Technician 30.18
30461 - Technical Writer I 24.67
30462 - Technical Writer II 30.18
30463 - Technical Writer III 36.51
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.32
30502 - Weather Forecaster II 33.24
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.20
30621 - Weather Observer Senior (see 2) 24.67
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.56
31030 - Bus Driver 18.47
31043 - Driver Courier 17.17
31260 - Parking and Lot Attendant 14.35

31290 - Shuttle Bus Driver	18.23
31310 - Taxi Driver	13.26
31361 - Truckdriver Light	18.23
31362 - Truckdriver Medium	19.22
31363 - Truckdriver Heavy	21.35
31364 - Truckdriver Tractor-Trailer	21.35
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.41
99050 - Desk Clerk	11.46
99095 - Embalmer	27.17
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.31
99252 - Laboratory Animal Caretaker II	14.03
99260 - Marketing Analyst	24.14
99310 - Mortician	27.17
99410 - Pest Controller	21.71
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.03
99711 - Recycling Specialist	21.70
99730 - Refuse Collector	17.85
99810 - Sales Clerk	12.51
99820 - School Crossing Guard	16.79
99830 - Survey Party Chief	26.04
99831 - Surveying Aide	15.48
99832 - Surveying Technician	23.16
99840 - Vending Machine Attendant	16.04
99841 - Vending Machine Repairer	19.72
99842 - Vending Machine Repairer Helper	17.10

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4878
Revision No.: 15
Date Of Last Revision: 06/23/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Antrim Benzie Charlevoix Emmet Grand Traverse Kalkaska Leelanau Manistee Missaukee Wexford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		24.95
01035 - Court Reporter		17.88
01041 - Customer Service Representative I		13.86
01042 - Customer Service Representative II		15.57
01043 - Customer Service Representative III		17.00
01051 - Data Entry Operator I		14.04
01052 - Data Entry Operator II		15.32
01060 - Dispatcher Motor Vehicle		19.13

01070 - Document Preparation Clerk 15.39
01090 - Duplicating Machine Operator 15.39
01111 - General Clerk I 13.42
01112 - General Clerk II 14.64
01113 - General Clerk III 16.43
01120 - Housing Referral Assistant 19.93
01141 - Messenger Courier 13.75
01191 - Order Clerk I 15.92
01192 - Order Clerk II 17.38
01261 - Personnel Assistant (Employment) I 16.72
01262 - Personnel Assistant (Employment) II 18.70
01263 - Personnel Assistant (Employment) III 20.86
01270 - Production Control Clerk 23.56
01290 - Rental Clerk 13.70
01300 - Scheduler Maintenance 15.98
01311 - Secretary I 15.98
01312 - Secretary II 17.88
01313 - Secretary III 19.93
01320 - Service Order Dispatcher 17.10
01410 - Supply Technician 24.95
01420 - Survey Worker 15.66
01460 - Switchboard Operator/Receptionist 14.26
01531 - Travel Clerk I 14.32
01532 - Travel Clerk II 15.55
01533 - Travel Clerk III 16.84
01611 - Word Processor I 16.60
01612 - Word Processor II 18.63
01613 - Word Processor III 20.85
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.31
05010 - Automotive Electrician 21.40
05040 - Automotive Glass Installer 20.48
05070 - Automotive Worker 20.48
05110 - Mobile Equipment Servicer 18.57
05130 - Motor Equipment Metal Mechanic 22.30
05160 - Motor Equipment Metal Worker 20.48
05190 - Motor Vehicle Mechanic 22.30
05220 - Motor Vehicle Mechanic Helper 17.49
05250 - Motor Vehicle Upholstery Worker 19.50
05280 - Motor Vehicle Wrecker 20.48
05310 - Painter Automotive 21.40
05340 - Radiator Repair Specialist 20.48
05370 - Tire Repairer 14.63
05400 - Transmission Repair Specialist 22.30
07000 - Food Preparation And Service Occupations
07010 - Baker 12.46
07041 - Cook I 14.04
07042 - Cook II 15.55
07070 - Dishwasher 10.53
07130 - Food Service Worker 11.68

07210 - Meat Cutter	16.53
07260 - Waiter/Waitress	11.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.30
09040 - Furniture Handler	13.62
09080 - Furniture Refinisher	18.30
09090 - Furniture Refinisher Helper	15.07
09110 - Furniture Repairer Minor	16.68
09130 - Upholsterer	18.30
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.00
11060 - Elevator Operator	13.28
11090 - Gardener	17.94
11122 - Housekeeping Aide	13.28
11150 - Janitor	13.28
11210 - Laborer Grounds Maintenance	14.86
11240 - Maid or Houseman	11.57
11260 - Pruner	13.94
11270 - Tractor Operator	16.95
11330 - Trail Maintenance Worker	14.86
11360 - Window Cleaner	14.15
12000 - Health Occupations	
12010 - Ambulance Driver	17.64
12011 - Breath Alcohol Technician	20.28
12012 - Certified Occupational Therapist Assistant	27.82
12015 - Certified Physical Therapist Assistant	26.42
12020 - Dental Assistant	18.10
12025 - Dental Hygienist	32.56
12030 - EKG Technician	30.36
12035 - Electroneurodiagnostic Technologist	30.36
12040 - Emergency Medical Technician	17.64
12071 - Licensed Practical Nurse I	18.12
12072 - Licensed Practical Nurse II	20.28
12073 - Licensed Practical Nurse III	22.61
12100 - Medical Assistant	16.28
12130 - Medical Laboratory Technician	22.30
12160 - Medical Record Clerk	16.80
12190 - Medical Record Technician	18.80
12195 - Medical Transcriptionist	18.12
12210 - Nuclear Medicine Technologist	44.57
12221 - Nursing Assistant I	11.55
12222 - Nursing Assistant II	13.00
12223 - Nursing Assistant III	14.18
12224 - Nursing Assistant IV	15.92
12235 - Optical Dispenser	17.04
12236 - Optical Technician	18.12
12250 - Pharmacy Technician	15.92
12280 - Phlebotomist	16.70
12305 - Radiologic Technologist	28.04
12311 - Registered Nurse I	23.13

12312 - Registered Nurse II		29.25
12313 - Registered Nurse II Specialist		29.25
12314 - Registered Nurse III		34.84
12315 - Registered Nurse III Anesthetist		34.84
12316 - Registered Nurse IV		41.76
12317 - Scheduler (Drug and Alcohol Testing)		25.12
12320 - Substance Abuse Treatment Counselor		25.91
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.64
13012 - Exhibits Specialist II		22.75
13013 - Exhibits Specialist III		27.67
13041 - Illustrator I		19.64
13042 - Illustrator II		22.75
13043 - Illustrator III		27.67
13047 - Librarian		25.04
13050 - Library Aide/Clerk		13.22
13054 - Library Information Technology Systems Administrator		22.62
13058 - Library Technician		16.39
13061 - Media Specialist I		16.32
13062 - Media Specialist II		18.25
13063 - Media Specialist III		20.36
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		32.49
13090 - Technical Order Library Clerk		16.60
13110 - Video Teleconference Technician		18.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.48
14043 - Computer Operator III		19.49
14044 - Computer Operator IV		21.66
14045 - Computer Operator V		23.98
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.40
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.62
14160 - Personal Computer Support Technician		21.66
14170 - System Support Specialist		25.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.40
15020 - Aircrew Training Devices Instructor (Rated)		33.17
15030 - Air Crew Training Devices Instructor (Pilot)		39.75
15050 - Computer Based Training Specialist / Instructor		27.40

15060 - Educational Technologist 35.91
15070 - Flight Instructor (Pilot) 39.75
15080 - Graphic Artist 19.10
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.75
15086 - Maintenance Test Pilot Rotary Wing 39.75
15088 - Non-Maintenance Test/Co-Pilot 39.75
15090 - Technical Instructor 24.39
15095 - Technical Instructor/Course Developer 29.01
15110 - Test Proctor 19.13
15120 - Tutor 19.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.11
19040 - Tool And Die Maker 25.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.74
21030 - Material Coordinator 23.56
21040 - Material Expediter 23.56
21050 - Material Handling Laborer 14.43
21071 - Order Filler 13.22
21080 - Production Line Worker (Food Processing) 20.74
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 16.09
21150 - Stock Clerk 19.46
21210 - Tools And Parts Attendant 20.74
21410 - Warehouse Specialist 20.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.88
23019 - Aircraft Logs and Records Technician 21.74
23021 - Aircraft Mechanic I 24.86
23022 - Aircraft Mechanic II 25.88
23023 - Aircraft Mechanic III 26.92
23040 - Aircraft Mechanic Helper 19.42
23050 - Aircraft Painter 23.85
23060 - Aircraft Servicer 21.74
23070 - Aircraft Survival Flight Equipment Technician 23.85
23080 - Aircraft Worker 22.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 22.84

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 24.86
II
23110 - Appliance Mechanic 23.85
23120 - Bicycle Repairer 16.80
23125 - Cable Splicer 37.95
23130 - Carpenter Maintenance 22.99
23140 - Carpet Layer 22.84
23160 - Electrician Maintenance 29.53
23181 - Electronics Technician Maintenance I 24.19
23182 - Electronics Technician Maintenance II 25.26
23183 - Electronics Technician Maintenance III 26.33
23260 - Fabric Worker 21.74
23290 - Fire Alarm System Mechanic 24.86
23310 - Fire Extinguisher Repairer 20.62
23311 - Fuel Distribution System Mechanic 33.56
23312 - Fuel Distribution System Operator 27.95
23370 - General Maintenance Worker 17.93
23380 - Ground Support Equipment Mechanic 24.86
23381 - Ground Support Equipment Servicer 21.74
23382 - Ground Support Equipment Worker 22.84
23391 - Gunsmith I 20.62
23392 - Gunsmith II 22.84
23393 - Gunsmith III 24.86
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.20
23430 - Heavy Equipment Mechanic 22.78
23440 - Heavy Equipment Operator 21.81
23460 - Instrument Mechanic 24.86
23465 - Laboratory/Shelter Mechanic 23.85
23470 - Laborer 15.09
23510 - Locksmith 23.85
23530 - Machinery Maintenance Mechanic 23.04
23550 - Machinist Maintenance 23.04
23580 - Maintenance Trades Helper 15.94
23591 - Metrology Technician I 24.86
23592 - Metrology Technician II 25.88
23593 - Metrology Technician III 26.92
23640 - Millwright 30.95
23710 - Office Appliance Repairer 19.00
23760 - Painter Maintenance 19.95
23790 - Pipefitter Maintenance 26.37
23810 - Plumber Maintenance 25.30
23820 - Pneudraulic Systems Mechanic 24.86
23850 - Rigger 24.86
23870 - Scale Mechanic 22.84
23890 - Sheet-Metal Worker Maintenance 26.67
23910 - Small Engine Mechanic 22.84

23931 - Telecommunications Mechanic I	27.25
23932 - Telecommunications Mechanic II	28.37
23950 - Telephone Lineman	24.93
23960 - Welder Combination Maintenance	22.10
23965 - Well Driller	24.86
23970 - Woodcraft Worker	24.86
23980 - Woodworker	20.62
24000 - Personal Needs Occupations	
24550 - Case Manager	14.27
24570 - Child Care Attendant	11.43
24580 - Child Care Center Clerk	14.26
24610 - Chore Aide	12.21
24620 - Family Readiness And Support Services Coordinator	14.27
24630 - Homemaker	14.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.86
25040 - Sewage Plant Operator	21.94
25070 - Stationary Engineer	24.86
25190 - Ventilation Equipment Tender	19.42
25210 - Water Treatment Plant Operator	21.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.05
27007 - Baggage Inspector	13.69
27008 - Corrections Officer	27.71
27010 - Court Security Officer	23.24
27030 - Detection Dog Handler	16.73
27040 - Detention Officer	27.71
27070 - Firefighter	18.76
27101 - Guard I	13.69
27102 - Guard II	16.73
27131 - Police Officer I	23.25
27132 - Police Officer II	25.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.60
28042 - Carnival Equipment Repairer	14.44
28043 - Carnival Worker	11.19
28210 - Gate Attendant/Gate Tender	17.05
28310 - Lifeguard	11.96
28350 - Park Attendant (Aide)	19.07
28510 - Recreation Aide/Health Facility Attendant	13.91
28515 - Recreation Specialist	21.38
28630 - Sports Official	15.18
28690 - Swimming Pool Operator	17.16
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.91
29020 - Hatch Tender	22.91
29030 - Line Handler	22.91
29041 - Stevedore I	21.88
29042 - Stevedore II	23.94

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.80
30022 - Archeological Technician II		19.92
30023 - Archeological Technician III		24.67
30030 - Cartographic Technician		24.67
30040 - Civil Engineering Technician		27.27
30051 - Cryogenic Technician I		27.32
30052 - Cryogenic Technician II		30.18
30061 - Drafter/CAD Operator I		17.80
30062 - Drafter/CAD Operator II		19.92
30063 - Drafter/CAD Operator III		22.20
30064 - Drafter/CAD Operator IV		27.32
30081 - Engineering Technician I		16.17
30082 - Engineering Technician II		18.13
30083 - Engineering Technician III		20.28
30084 - Engineering Technician IV		25.14
30085 - Engineering Technician V		30.72
30086 - Engineering Technician VI		33.90
30090 - Environmental Technician		23.91
30095 - Evidence Control Specialist		24.67
30210 - Laboratory Technician		22.20
30221 - Latent Fingerprint Technician I		27.32
30222 - Latent Fingerprint Technician II		30.18
30240 - Mathematical Technician		24.67
30361 - Paralegal/Legal Assistant I		19.04
30362 - Paralegal/Legal Assistant II		23.58
30363 - Paralegal/Legal Assistant III		28.85
30364 - Paralegal/Legal Assistant IV		34.90
30375 - Petroleum Supply Specialist		30.18
30390 - Photo-Optics Technician		24.67
30395 - Radiation Control Technician		30.18
30461 - Technical Writer I		24.67
30462 - Technical Writer II		30.18
30463 - Technical Writer III		36.51
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.32
30502 - Weather Forecaster II		33.24
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.20
30621 - Weather Observer Senior	(see 2)	24.67

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.56

31030 - Bus Driver	18.47
31043 - Driver Courier	17.17
31260 - Parking and Lot Attendant	14.35
31290 - Shuttle Bus Driver	18.23
31310 - Taxi Driver	13.26
31361 - Truckdriver Light	18.23
31362 - Truckdriver Medium	19.22
31363 - Truckdriver Heavy	21.35
31364 - Truckdriver Tractor-Trailer	21.35
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.41
99050 - Desk Clerk	11.46
99095 - Embalmer	27.17
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.31
99252 - Laboratory Animal Caretaker II	14.03
99260 - Marketing Analyst	24.14
99310 - Mortician	27.17
99410 - Pest Controller	21.71
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.03
99711 - Recycling Specialist	21.70
99730 - Refuse Collector	17.85
99810 - Sales Clerk	12.51
99820 - School Crossing Guard	16.79
99830 - Survey Party Chief	26.04
99831 - Surveying Aide	15.48
99832 - Surveying Technician	23.16
99840 - Vending Machine Attendant	16.04
99841 - Vending Machine Repairer	19.72
99842 - Vending Machine Repairer Helper	17.10

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4879
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Lenawee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.64
01012 - Accounting Clerk II		17.56
01013 - Accounting Clerk III		19.87
01020 - Administrative Assistant		26.95
01035 - Court Reporter		21.35
01041 - Customer Service Representative I		12.06
01042 - Customer Service Representative II		13.57
01043 - Customer Service Representative III		14.80
01051 - Data Entry Operator I		15.24
01052 - Data Entry Operator II		16.63
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.38
01090 - Duplicating Machine Operator		15.38
01111 - General Clerk I		14.57
01112 - General Clerk II		15.90

01113 - General Clerk III 17.85
01120 - Housing Referral Assistant 22.04
01141 - Messenger Courier 13.37
01191 - Order Clerk I 14.89
01192 - Order Clerk II 16.25
01261 - Personnel Assistant (Employment) I 17.30
01262 - Personnel Assistant (Employment) II 19.35
01263 - Personnel Assistant (Employment) III 21.57
01270 - Production Control Clerk 22.77
01290 - Rental Clerk 15.38
01300 - Scheduler Maintenance 17.30
01311 - Secretary I 17.30
01312 - Secretary II 19.35
01313 - Secretary III 22.04
01320 - Service Order Dispatcher 19.04
01410 - Supply Technician 26.95
01420 - Survey Worker 20.79
01460 - Switchboard Operator/Receptionist 13.67
01531 - Travel Clerk I 13.08
01532 - Travel Clerk II 14.20
01533 - Travel Clerk III 15.37
01611 - Word Processor I 17.15
01612 - Word Processor II 19.25
01613 - Word Processor III 21.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.09
05010 - Automotive Electrician 22.58
05040 - Automotive Glass Installer 21.84
05070 - Automotive Worker 21.84
05110 - Mobile Equipment Servicer 20.43
05130 - Motor Equipment Metal Mechanic 23.31
05160 - Motor Equipment Metal Worker 21.84
05190 - Motor Vehicle Mechanic 23.31
05220 - Motor Vehicle Mechanic Helper 19.71
05250 - Motor Vehicle Upholstery Worker 21.12
05280 - Motor Vehicle Wrecker 21.84
05310 - Painter Automotive 22.58
05340 - Radiator Repair Specialist 21.84
05370 - Tire Repairer 18.30
05400 - Transmission Repair Specialist 23.31
07000 - Food Preparation And Service Occupations
07010 - Baker 15.07
07041 - Cook I 13.99
07042 - Cook II 15.07
07070 - Dishwasher 11.35
07130 - Food Service Worker 11.35
07210 - Meat Cutter 16.29
07260 - Waiter/Waitress 12.05
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.98

09040 - Furniture Handler 18.10
09080 - Furniture Refinisher 23.83
09090 - Furniture Refinisher Helper 20.38
09110 - Furniture Repairer Minor 22.72
09130 - Upholsterer 22.98
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.91
11060 - Elevator Operator 14.91
11090 - Gardener 17.80
11122 - Housekeeping Aide 13.41
11150 - Janitor 13.41
11210 - Laborer Grounds Maintenance 14.78
11240 - Maid or Houseman 12.07
11260 - Pruner 13.63
11270 - Tractor Operator 15.88
11330 - Trail Maintenance Worker 14.78
11360 - Window Cleaner 14.29
12000 - Health Occupations
12010 - Ambulance Driver 19.69
12011 - Breath Alcohol Technician 20.71
12012 - Certified Occupational Therapist Assistant 27.34
12015 - Certified Physical Therapist Assistant 24.77
12020 - Dental Assistant 18.97
12025 - Dental Hygienist 38.71
12030 - EKG Technician 26.77
12035 - Electroneurodiagnostic Technologist 26.77
12040 - Emergency Medical Technician 19.69
12071 - Licensed Practical Nurse I 18.03
12072 - Licensed Practical Nurse II 20.17
12073 - Licensed Practical Nurse III 22.49
12100 - Medical Assistant 15.41
12130 - Medical Laboratory Technician 24.98
12160 - Medical Record Clerk 16.13
12190 - Medical Record Technician 20.17
12195 - Medical Transcriptionist 18.11
12210 - Nuclear Medicine Technologist 33.73
12221 - Nursing Assistant I 11.96
12222 - Nursing Assistant II 13.45
12223 - Nursing Assistant III 14.68
12224 - Nursing Assistant IV 16.48
12235 - Optical Dispenser 19.36
12236 - Optical Technician 18.69
12250 - Pharmacy Technician 17.43
12280 - Phlebotomist 16.25
12305 - Radiologic Technologist 26.11
12311 - Registered Nurse I 29.83
12312 - Registered Nurse II 32.87
12313 - Registered Nurse II Specialist 32.87
12314 - Registered Nurse III 44.14
12315 - Registered Nurse III Anesthetist 44.14

12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		24.99
12320 - Substance Abuse Treatment Counselor		25.81
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.47
13012 - Exhibits Specialist II		26.61
13013 - Exhibits Specialist III		32.54
13041 - Illustrator I		21.64
13042 - Illustrator II		28.26
13043 - Illustrator III		33.45
13047 - Librarian		30.28
13050 - Library Aide/Clerk		13.49
13054 - Library Information Technology Systems Administrator		25.71
13058 - Library Technician		18.56
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.75
13063 - Media Specialist III		23.13
13071 - Photographer I		19.42
13072 - Photographer II		22.61
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13090 - Technical Order Library Clerk		16.85
13110 - Video Teleconference Technician		21.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.74
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.16
14044 - Computer Operator IV		23.46
14045 - Computer Operator V		25.58
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.74
14160 - Personal Computer Support Technician		23.46
14170 - System Support Specialist		25.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		45.62
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		34.88
15070 - Flight Instructor (Pilot)		45.62
15080 - Graphic Artist		25.87
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.13

15086 - Maintenance Test Pilot Rotary Wing 45.13
15088 - Non-Maintenance Test/Co-Pilot 45.13
15090 - Technical Instructor 24.59
15095 - Technical Instructor/Course Developer 32.69
15110 - Test Proctor 21.80
15120 - Tutor 21.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.18
19040 - Tool And Die Maker 29.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.65
21030 - Material Coordinator 24.54
21040 - Material Expediter 24.54
21050 - Material Handling Laborer 15.24
21071 - Order Filler 16.78
21080 - Production Line Worker (Food Processing) 20.65
21110 - Shipping Packer 17.34
21130 - Shipping/Receiving Clerk 17.34
21140 - Store Worker I 18.02
21150 - Stock Clerk 22.69
21210 - Tools And Parts Attendant 20.65
21410 - Warehouse Specialist 20.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.20
23019 - Aircraft Logs and Records Technician 22.27
23021 - Aircraft Mechanic I 26.35
23022 - Aircraft Mechanic II 27.20
23023 - Aircraft Mechanic III 28.07
23040 - Aircraft Mechanic Helper 19.51
23050 - Aircraft Painter 25.57
23060 - Aircraft Servicer 22.27
23070 - Aircraft Survival Flight Equipment Technician 25.57
23080 - Aircraft Worker 23.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.35
23110 - Appliance Mechanic 23.56

23120 - Bicycle Repairer 19.03
23125 - Cable Splicer 39.24
23130 - Carpenter Maintenance 25.65
23140 - Carpet Layer 25.15
23160 - Electrician Maintenance 32.65
23181 - Electronics Technician Maintenance I 28.54
23182 - Electronics Technician Maintenance II 29.67
23183 - Electronics Technician Maintenance III 31.11
23260 - Fabric Worker 23.75
23290 - Fire Alarm System Mechanic 26.30
23310 - Fire Extinguisher Repairer 22.37
23311 - Fuel Distribution System Mechanic 33.80
23312 - Fuel Distribution System Operator 28.29
23370 - General Maintenance Worker 23.96
23380 - Ground Support Equipment Mechanic 26.35
23381 - Ground Support Equipment Servicer 22.27
23382 - Ground Support Equipment Worker 23.38
23391 - Gunsmith I 22.37
23392 - Gunsmith II 24.10
23393 - Gunsmith III 25.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.40
23430 - Heavy Equipment Mechanic 29.63
23440 - Heavy Equipment Operator 25.52
23460 - Instrument Mechanic 28.93
23465 - Laboratory/Shelter Mechanic 24.89
23470 - Laborer 16.69
23510 - Locksmith 23.44
23530 - Machinery Maintenance Mechanic 28.66
23550 - Machinist Maintenance 27.99
23580 - Maintenance Trades Helper 19.73
23591 - Metrology Technician I 28.93
23592 - Metrology Technician II 29.73
23593 - Metrology Technician III 30.69
23640 - Millwright 34.10
23710 - Office Appliance Repairer 24.76
23760 - Painter Maintenance 26.60
23790 - Pipefitter Maintenance 29.87
23810 - Plumber Maintenance 29.24
23820 - Pneudraulic Systems Mechanic 25.75
23850 - Rigger 25.94
23870 - Scale Mechanic 24.10
23890 - Sheet-Metal Worker Maintenance 29.24
23910 - Small Engine Mechanic 23.98
23931 - Telecommunications Mechanic I 26.78
23932 - Telecommunications Mechanic II 27.49
23950 - Telephone Lineman 25.23
23960 - Welder Combination Maintenance 26.46

23965 - Well Driller		25.34
23970 - Woodcraft Worker		26.30
23980 - Woodworker		22.37
24000 - Personal Needs Occupations		
24550 - Case Manager		17.41
24570 - Child Care Attendant		13.85
24580 - Child Care Center Clerk		18.10
24610 - Chore Aide		11.92
24620 - Family Readiness And Support Services Coordinator		17.41
24630 - Homemaker		19.20
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.00
25040 - Sewage Plant Operator		25.78
25070 - Stationary Engineer		28.00
25190 - Ventilation Equipment Tender		22.06
25210 - Water Treatment Plant Operator		25.67
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.29
27007 - Baggage Inspector		12.93
27008 - Corrections Officer		27.71
27010 - Court Security Officer		23.72
27030 - Detection Dog Handler		18.96
27040 - Detention Officer		27.71
27070 - Firefighter		21.27
27101 - Guard I		12.93
27102 - Guard II		18.96
27131 - Police Officer I		27.65
27132 - Police Officer II		30.72
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.25
28042 - Carnival Equipment Repairer		15.15
28043 - Carnival Worker		12.22
28210 - Gate Attendant/Gate Tender		15.66
28310 - Lifeguard		15.73
28350 - Park Attendant (Aide)		17.52
28510 - Recreation Aide/Health Facility Attendant		12.71
28515 - Recreation Specialist		21.57
28630 - Sports Official		13.95
28690 - Swimming Pool Operator		20.87
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		30.05
29020 - Hatch Tender		30.05
29030 - Line Handler		30.05
29041 - Stevedore I		29.04
29042 - Stevedore II		31.10
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.80
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.20
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.26

30021 - Archeological Technician I		20.08
30022 - Archeological Technician II		22.47
30023 - Archeological Technician III		27.83
30030 - Cartographic Technician		27.83
30040 - Civil Engineering Technician		28.90
30051 - Cryogenic Technician I		26.67
30052 - Cryogenic Technician II		29.47
30061 - Drafter/CAD Operator I		20.08
30062 - Drafter/CAD Operator II		22.47
30063 - Drafter/CAD Operator III		25.05
30064 - Drafter/CAD Operator IV		30.82
30081 - Engineering Technician I		18.36
30082 - Engineering Technician II		21.64
30083 - Engineering Technician III		24.21
30084 - Engineering Technician IV		30.00
30085 - Engineering Technician V		36.70
30086 - Engineering Technician VI		44.38
30090 - Environmental Technician		26.03
30095 - Evidence Control Specialist		24.09
30210 - Laboratory Technician		20.83
30221 - Latent Fingerprint Technician I		26.67
30222 - Latent Fingerprint Technician II		29.47
30240 - Mathematical Technician		27.83
30361 - Paralegal/Legal Assistant I		21.13
30362 - Paralegal/Legal Assistant II		26.18
30363 - Paralegal/Legal Assistant III		32.02
30364 - Paralegal/Legal Assistant IV		38.74
30375 - Petroleum Supply Specialist		29.47
30390 - Photo-Optics Technician		28.08
30395 - Radiation Control Technician		29.47
30461 - Technical Writer I		26.50
30462 - Technical Writer II		32.41
30463 - Technical Writer III		39.22
30491 - Unexploded Ordnance (UXO) Technician I		27.84
30492 - Unexploded Ordnance (UXO) Technician II		33.68
30493 - Unexploded Ordnance (UXO) Technician III		40.37
30494 - Unexploded (UXO) Safety Escort		27.84
30495 - Unexploded (UXO) Sweep Personnel		27.84
30501 - Weather Forecaster I		29.34
30502 - Weather Forecaster II		35.70
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.05
30621 - Weather Observer Senior	(see 2)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.68
31020 - Bus Aide		14.42
31030 - Bus Driver		18.45
31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		13.35
31290 - Shuttle Bus Driver		18.55

31310 - Taxi Driver	15.07
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	19.61
31363 - Truckdriver Heavy	21.82
31364 - Truckdriver Tractor-Trailer	21.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	10.98
99050 - Desk Clerk	10.93
99095 - Embalmer	28.99
99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker I	13.77
99252 - Laboratory Animal Caretaker II	15.32
99260 - Marketing Analyst	26.72
99310 - Mortician	28.99
99410 - Pest Controller	20.39
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	19.33
99711 - Recycling Specialist	22.20
99730 - Refuse Collector	17.91
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	11.92
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	24.25
99841 - Vending Machine Repairer	28.27
99842 - Vending Machine Repairer Helper	24.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4880
Revision No.: 14
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Lenawee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.64
01012 - Accounting Clerk II		17.56
01013 - Accounting Clerk III		19.87
01020 - Administrative Assistant		26.95
01035 - Court Reporter		21.35
01041 - Customer Service Representative I		12.06
01042 - Customer Service Representative II		13.57
01043 - Customer Service Representative III		14.80
01051 - Data Entry Operator I		15.24
01052 - Data Entry Operator II		16.63
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.38

01090 - Duplicating Machine Operator 15.38
01111 - General Clerk I 14.57
01112 - General Clerk II 15.90
01113 - General Clerk III 17.85
01120 - Housing Referral Assistant 22.04
01141 - Messenger Courier 13.37
01191 - Order Clerk I 14.89
01192 - Order Clerk II 16.25
01261 - Personnel Assistant (Employment) I 17.30
01262 - Personnel Assistant (Employment) II 19.35
01263 - Personnel Assistant (Employment) III 21.57
01270 - Production Control Clerk 22.77
01290 - Rental Clerk 15.38
01300 - Scheduler Maintenance 17.30
01311 - Secretary I 17.30
01312 - Secretary II 19.35
01313 - Secretary III 22.04
01320 - Service Order Dispatcher 19.04
01410 - Supply Technician 26.95
01420 - Survey Worker 20.79
01460 - Switchboard Operator/Receptionist 13.67
01531 - Travel Clerk I 13.08
01532 - Travel Clerk II 14.20
01533 - Travel Clerk III 15.37
01611 - Word Processor I 17.15
01612 - Word Processor II 19.25
01613 - Word Processor III 21.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.09
05010 - Automotive Electrician 22.58
05040 - Automotive Glass Installer 21.84
05070 - Automotive Worker 21.84
05110 - Mobile Equipment Servicer 20.43
05130 - Motor Equipment Metal Mechanic 23.31
05160 - Motor Equipment Metal Worker 21.84
05190 - Motor Vehicle Mechanic 23.31
05220 - Motor Vehicle Mechanic Helper 19.71
05250 - Motor Vehicle Upholstery Worker 21.12
05280 - Motor Vehicle Wrecker 21.84
05310 - Painter Automotive 22.58
05340 - Radiator Repair Specialist 21.84
05370 - Tire Repairer 18.30
05400 - Transmission Repair Specialist 23.31
07000 - Food Preparation And Service Occupations
07010 - Baker 15.07
07041 - Cook I 13.99
07042 - Cook II 15.07
07070 - Dishwasher 11.35
07130 - Food Service Worker 11.35
07210 - Meat Cutter 16.29

07260 - Waiter/Waitress	12.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.98
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.83
09090 - Furniture Refinisher Helper	20.38
09110 - Furniture Repairer Minor	22.72
09130 - Upholsterer	22.98
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.91
11060 - Elevator Operator	14.91
11090 - Gardener	17.80
11122 - Housekeeping Aide	13.41
11150 - Janitor	13.41
11210 - Laborer Grounds Maintenance	14.78
11240 - Maid or Houseman	12.07
11260 - Pruner	13.63
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.29
12000 - Health Occupations	
12010 - Ambulance Driver	19.69
12011 - Breath Alcohol Technician	20.71
12012 - Certified Occupational Therapist Assistant	27.34
12015 - Certified Physical Therapist Assistant	24.77
12020 - Dental Assistant	18.97
12025 - Dental Hygienist	38.71
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	19.69
12071 - Licensed Practical Nurse I	18.03
12072 - Licensed Practical Nurse II	20.17
12073 - Licensed Practical Nurse III	22.49
12100 - Medical Assistant	15.41
12130 - Medical Laboratory Technician	24.98
12160 - Medical Record Clerk	16.13
12190 - Medical Record Technician	20.17
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	33.73
12221 - Nursing Assistant I	11.96
12222 - Nursing Assistant II	13.45
12223 - Nursing Assistant III	14.68
12224 - Nursing Assistant IV	16.48
12235 - Optical Dispenser	19.36
12236 - Optical Technician	18.69
12250 - Pharmacy Technician	17.43
12280 - Phlebotomist	16.25
12305 - Radiologic Technologist	26.11
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.87

12313 - Registered Nurse II Specialist		32.87
12314 - Registered Nurse III		44.14
12315 - Registered Nurse III Anesthetist		44.14
12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		24.99
12320 - Substance Abuse Treatment Counselor		25.81
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.47
13012 - Exhibits Specialist II		26.61
13013 - Exhibits Specialist III		32.54
13041 - Illustrator I		21.64
13042 - Illustrator II		28.26
13043 - Illustrator III		33.45
13047 - Librarian		30.28
13050 - Library Aide/Clerk		13.49
13054 - Library Information Technology Systems Administrator		25.71
13058 - Library Technician		18.56
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.75
13063 - Media Specialist III		23.13
13071 - Photographer I		19.42
13072 - Photographer II		22.61
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13090 - Technical Order Library Clerk		16.85
13110 - Video Teleconference Technician		21.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.74
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.16
14044 - Computer Operator IV		23.46
14045 - Computer Operator V		25.58
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.74
14160 - Personal Computer Support Technician		23.46
14170 - System Support Specialist		25.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		45.62
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		34.88

15070 - Flight Instructor (Pilot) 45.62
15080 - Graphic Artist 25.87
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.13
15086 - Maintenance Test Pilot Rotary Wing 45.13
15088 - Non-Maintenance Test/Co-Pilot 45.13
15090 - Technical Instructor 24.59
15095 - Technical Instructor/Course Developer 32.69
15110 - Test Proctor 21.80
15120 - Tutor 21.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.18
19040 - Tool And Die Maker 29.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.65
21030 - Material Coordinator 24.54
21040 - Material Expediter 24.54
21050 - Material Handling Laborer 15.24
21071 - Order Filler 16.78
21080 - Production Line Worker (Food Processing) 20.65
21110 - Shipping Packer 17.34
21130 - Shipping/Receiving Clerk 17.34
21140 - Store Worker I 18.02
21150 - Stock Clerk 22.69
21210 - Tools And Parts Attendant 20.65
21410 - Warehouse Specialist 20.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.20
23019 - Aircraft Logs and Records Technician 22.27
23021 - Aircraft Mechanic I 26.35
23022 - Aircraft Mechanic II 27.20
23023 - Aircraft Mechanic III 28.07
23040 - Aircraft Mechanic Helper 19.51
23050 - Aircraft Painter 25.57
23060 - Aircraft Servicer 22.27
23070 - Aircraft Survival Flight Equipment Technician 25.57
23080 - Aircraft Worker 23.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.38

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.35
23110 - Appliance Mechanic 23.56
23120 - Bicycle Repairer 19.03
23125 - Cable Splicer 39.24
23130 - Carpenter Maintenance 25.65
23140 - Carpet Layer 25.15
23160 - Electrician Maintenance 32.65
23181 - Electronics Technician Maintenance I 28.54
23182 - Electronics Technician Maintenance II 29.67
23183 - Electronics Technician Maintenance III 31.11
23260 - Fabric Worker 23.75
23290 - Fire Alarm System Mechanic 26.30
23310 - Fire Extinguisher Repairer 22.37
23311 - Fuel Distribution System Mechanic 33.80
23312 - Fuel Distribution System Operator 28.29
23370 - General Maintenance Worker 23.96
23380 - Ground Support Equipment Mechanic 26.35
23381 - Ground Support Equipment Servicer 22.27
23382 - Ground Support Equipment Worker 23.38
23391 - Gunsmith I 22.37
23392 - Gunsmith II 24.10
23393 - Gunsmith III 25.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.40
23430 - Heavy Equipment Mechanic 29.63
23440 - Heavy Equipment Operator 25.52
23460 - Instrument Mechanic 28.93
23465 - Laboratory/Shelter Mechanic 24.89
23470 - Laborer 16.69
23510 - Locksmith 23.44
23530 - Machinery Maintenance Mechanic 28.66
23550 - Machinist Maintenance 27.99
23580 - Maintenance Trades Helper 19.73
23591 - Metrology Technician I 28.93
23592 - Metrology Technician II 29.73
23593 - Metrology Technician III 30.69
23640 - Millwright 34.10
23710 - Office Appliance Repairer 24.76
23760 - Painter Maintenance 26.60
23790 - Pipefitter Maintenance 29.87
23810 - Plumber Maintenance 29.24
23820 - Pneudraulic Systems Mechanic 25.75
23850 - Rigger 25.94
23870 - Scale Mechanic 24.10
23890 - Sheet-Metal Worker Maintenance 29.24
23910 - Small Engine Mechanic 23.98
23931 - Telecommunications Mechanic I 26.78

23932 - Telecommunications Mechanic II 27.49
23950 - Telephone Lineman 25.23
23960 - Welder Combination Maintenance 26.46
23965 - Well Driller 25.34
23970 - Woodcraft Worker 26.30
23980 - Woodworker 22.37
24000 - Personal Needs Occupations
24550 - Case Manager 17.41
24570 - Child Care Attendant 13.85
24580 - Child Care Center Clerk 18.10
24610 - Chore Aide 11.92
24620 - Family Readiness And Support Services Coordinator 17.41
24630 - Homemaker 19.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.00
25040 - Sewage Plant Operator 25.78
25070 - Stationary Engineer 28.00
25190 - Ventilation Equipment Tender 22.06
25210 - Water Treatment Plant Operator 25.67
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.29
27007 - Baggage Inspector 12.93
27008 - Corrections Officer 27.71
27010 - Court Security Officer 23.72
27030 - Detection Dog Handler 18.96
27040 - Detention Officer 27.71
27070 - Firefighter 21.27
27101 - Guard I 12.93
27102 - Guard II 18.96
27131 - Police Officer I 27.65
27132 - Police Officer II 30.72
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.25
28042 - Carnival Equipment Repairer 15.15
28043 - Carnival Worker 12.22
28210 - Gate Attendant/Gate Tender 15.66
28310 - Lifeguard 15.73
28350 - Park Attendant (Aide) 17.52
28510 - Recreation Aide/Health Facility Attendant 12.71
28515 - Recreation Specialist 21.57
28630 - Sports Official 13.95
28690 - Swimming Pool Operator 20.87
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 30.05
29020 - Hatch Tender 30.05
29030 - Line Handler 30.05
29041 - Stevedore I 29.04
29042 - Stevedore II 31.10
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.80
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.26
30021 - Archeological Technician I 20.08
30022 - Archeological Technician II 22.47
30023 - Archeological Technician III 27.83
30030 - Cartographic Technician 27.83
30040 - Civil Engineering Technician 28.90
30051 - Cryogenic Technician I 26.67
30052 - Cryogenic Technician II 29.47
30061 - Drafter/CAD Operator I 20.08
30062 - Drafter/CAD Operator II 22.47
30063 - Drafter/CAD Operator III 25.05
30064 - Drafter/CAD Operator IV 30.82
30081 - Engineering Technician I 18.36
30082 - Engineering Technician II 21.64
30083 - Engineering Technician III 24.21
30084 - Engineering Technician IV 30.00
30085 - Engineering Technician V 36.70
30086 - Engineering Technician VI 44.38
30090 - Environmental Technician 26.03
30095 - Evidence Control Specialist 24.09
30210 - Laboratory Technician 20.83
30221 - Latent Fingerprint Technician I 26.67
30222 - Latent Fingerprint Technician II 29.47
30240 - Mathematical Technician 27.83
30361 - Paralegal/Legal Assistant I 21.13
30362 - Paralegal/Legal Assistant II 26.18
30363 - Paralegal/Legal Assistant III 32.02
30364 - Paralegal/Legal Assistant IV 38.74
30375 - Petroleum Supply Specialist 29.47
30390 - Photo-Optics Technician 28.08
30395 - Radiation Control Technician 29.47
30461 - Technical Writer I 26.50
30462 - Technical Writer II 32.41
30463 - Technical Writer III 39.22
30491 - Unexploded Ordnance (UXO) Technician I 27.84
30492 - Unexploded Ordnance (UXO) Technician II 33.68
30493 - Unexploded Ordnance (UXO) Technician III 40.37
30494 - Unexploded (UXO) Safety Escort 27.84
30495 - Unexploded (UXO) Sweep Personnel 27.84
30501 - Weather Forecaster I 29.34
30502 - Weather Forecaster II 35.70
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.05
30621 - Weather Observer Senior (see 2) 27.55
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.68
31020 - Bus Aide 14.42
31030 - Bus Driver 18.45

31043 - Driver Courier	17.03
31260 - Parking and Lot Attendant	13.35
31290 - Shuttle Bus Driver	18.55
31310 - Taxi Driver	15.07
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	19.61
31363 - Truckdriver Heavy	21.82
31364 - Truckdriver Tractor-Trailer	21.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	10.98
99050 - Desk Clerk	10.93
99095 - Embalmer	28.99
99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker I	13.77
99252 - Laboratory Animal Caretaker II	15.32
99260 - Marketing Analyst	26.72
99310 - Mortician	28.99
99410 - Pest Controller	20.39
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	19.33
99711 - Recycling Specialist	22.20
99730 - Refuse Collector	17.91
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	11.92
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	24.25
99841 - Vending Machine Repairer	28.27
99842 - Vending Machine Repairer Helper	24.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4881
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Gratiot Huron Isabella Lake Mason Mecosta Newaygo Oceana Osceola Sanilac Shiawassee Tuscola

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.80
01012 - Accounting Clerk II		17.73
01013 - Accounting Clerk III		19.83
01020 - Administrative Assistant		22.35
01035 - Court Reporter		21.35
01041 - Customer Service Representative I		12.06
01042 - Customer Service Representative II		13.57
01043 - Customer Service Representative III		14.80
01051 - Data Entry Operator I		14.44
01052 - Data Entry Operator II		15.76
01060 - Dispatcher Motor Vehicle		20.25
01070 - Document Preparation Clerk		15.00
01090 - Duplicating Machine Operator		15.00
01111 - General Clerk I		13.85

01112 - General Clerk II 15.11
01113 - General Clerk III 16.96
01120 - Housing Referral Assistant 20.99
01141 - Messenger Courier 13.37
01191 - Order Clerk I 14.89
01192 - Order Clerk II 16.25
01261 - Personnel Assistant (Employment) I 16.72
01262 - Personnel Assistant (Employment) II 18.70
01263 - Personnel Assistant (Employment) III 20.86
01270 - Production Control Clerk 22.77
01290 - Rental Clerk 14.54
01300 - Scheduler Maintenance 16.83
01311 - Secretary I 16.83
01312 - Secretary II 18.83
01313 - Secretary III 20.99
01320 - Service Order Dispatcher 18.10
01410 - Supply Technician 22.35
01420 - Survey Worker 20.79
01460 - Switchboard Operator/Receptionist 13.45
01531 - Travel Clerk I 13.08
01532 - Travel Clerk II 14.20
01533 - Travel Clerk III 15.37
01611 - Word Processor I 17.15
01612 - Word Processor II 19.25
01613 - Word Processor III 21.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.12
05010 - Automotive Electrician 20.14
05040 - Automotive Glass Installer 19.51
05070 - Automotive Worker 19.51
05110 - Mobile Equipment Servicer 18.27
05130 - Motor Equipment Metal Mechanic 20.76
05160 - Motor Equipment Metal Worker 19.51
05190 - Motor Vehicle Mechanic 20.76
05220 - Motor Vehicle Mechanic Helper 17.65
05250 - Motor Vehicle Upholstery Worker 18.89
05280 - Motor Vehicle Wrecker 19.51
05310 - Painter Automotive 20.14
05340 - Radiator Repair Specialist 19.51
05370 - Tire Repairer 16.81
05400 - Transmission Repair Specialist 20.76
07000 - Food Preparation And Service Occupations
07010 - Baker 12.65
07041 - Cook I 12.91
07042 - Cook II 14.14
07070 - Dishwasher 10.47
07130 - Food Service Worker 10.80
07210 - Meat Cutter 15.27
07260 - Waiter/Waitress 10.61
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 21.10
09040 - Furniture Handler 17.69
09080 - Furniture Refinisher 23.21
09090 - Furniture Refinisher Helper 20.01
09110 - Furniture Repairer Minor 21.93
09130 - Upholsterer 21.10
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.59
11060 - Elevator Operator 13.23
11090 - Gardener 15.46
11122 - Housekeeping Aide 13.23
11150 - Janitor 13.23
11210 - Laborer Grounds Maintenance 13.01
11240 - Maid or Houseman 11.45
11260 - Pruner 12.00
11270 - Tractor Operator 14.64
11330 - Trail Maintenance Worker 13.01
11360 - Window Cleaner 14.29
12000 - Health Occupations
12010 - Ambulance Driver 19.40
12011 - Breath Alcohol Technician 20.17
12012 - Certified Occupational Therapist Assistant 27.34
12015 - Certified Physical Therapist Assistant 24.77
12020 - Dental Assistant 18.97
12025 - Dental Hygienist 32.04
12030 - EKG Technician 26.22
12035 - Electroneurodiagnostic Technologist 26.22
12040 - Emergency Medical Technician 19.40
12071 - Licensed Practical Nurse I 18.03
12072 - Licensed Practical Nurse II 20.17
12073 - Licensed Practical Nurse III 22.49
12100 - Medical Assistant 15.41
12130 - Medical Laboratory Technician 23.28
12160 - Medical Record Clerk 15.90
12190 - Medical Record Technician 19.57
12195 - Medical Transcriptionist 17.55
12210 - Nuclear Medicine Technologist 34.28
12221 - Nursing Assistant I 11.96
12222 - Nursing Assistant II 13.45
12223 - Nursing Assistant III 14.68
12224 - Nursing Assistant IV 16.48
12235 - Optical Dispenser 17.04
12236 - Optical Technician 18.03
12250 - Pharmacy Technician 14.16
12280 - Phlebotomist 16.25
12305 - Radiologic Technologist 25.82
12311 - Registered Nurse I 26.87
12312 - Registered Nurse II 32.87
12313 - Registered Nurse II Specialist 32.87
12314 - Registered Nurse III 39.77

12315 - Registered Nurse III Anesthetist		39.77
12316 - Registered Nurse IV		47.66
12317 - Scheduler (Drug and Alcohol Testing)		24.99
12320 - Substance Abuse Treatment Counselor		25.81
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.10
13012 - Exhibits Specialist II		25.28
13013 - Exhibits Specialist III		30.92
13041 - Illustrator I		18.61
13042 - Illustrator II		23.45
13043 - Illustrator III		30.92
13047 - Librarian		25.96
13050 - Library Aide/Clerk		12.12
13054 - Library Information Technology Systems Administrator		25.57
13058 - Library Technician		15.73
13061 - Media Specialist I		16.32
13062 - Media Specialist II		18.25
13063 - Media Specialist III		20.36
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		34.71
13090 - Technical Order Library Clerk		16.85
13110 - Video Teleconference Technician		19.75
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.48
14043 - Computer Operator III		19.49
14044 - Computer Operator IV		21.66
14045 - Computer Operator V		23.98
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.62
14160 - Personal Computer Support Technician		21.66
14170 - System Support Specialist		24.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.78
15020 - Aircrew Training Devices Instructor (Rated)		37.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.63
15050 - Computer Based Training Specialist / Instructor		30.78
15060 - Educational Technologist		34.88
15070 - Flight Instructor (Pilot)		44.63
15080 - Graphic Artist		20.46

15085 - Maintenance Test Pilot Fixed Jet/Prop 45.13
15086 - Maintenance Test Pilot Rotary Wing 45.13
15088 - Non-Maintenance Test/Co-Pilot 45.13
15090 - Technical Instructor 20.16
15095 - Technical Instructor/Course Developer 24.64
15110 - Test Proctor 16.29
15120 - Tutor 16.29
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.11
19040 - Tool And Die Maker 25.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.74
21030 - Material Coordinator 22.77
21040 - Material Expediter 22.77
21050 - Material Handling Laborer 15.24
21071 - Order Filler 17.47
21080 - Production Line Worker (Food Processing) 20.74
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 18.02
21150 - Stock Clerk 22.69
21210 - Tools And Parts Attendant 20.74
21410 - Warehouse Specialist 20.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.97
23019 - Aircraft Logs and Records Technician 20.92
23021 - Aircraft Mechanic I 23.04
23022 - Aircraft Mechanic II 23.97
23023 - Aircraft Mechanic III 24.93
23040 - Aircraft Mechanic Helper 19.55
23050 - Aircraft Painter 25.66
23060 - Aircraft Servicer 20.92
23070 - Aircraft Survival Flight Equipment Technician 25.66
23080 - Aircraft Worker 21.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.04

23110 - Appliance Mechanic 19.18
23120 - Bicycle Repairer 19.03
23125 - Cable Splicer 38.87
23130 - Carpenter Maintenance 23.21
23140 - Carpet Layer 20.44
23160 - Electrician Maintenance 29.53
23181 - Electronics Technician Maintenance I 28.54
23182 - Electronics Technician Maintenance II 29.67
23183 - Electronics Technician Maintenance III 31.11
23260 - Fabric Worker 20.15
23290 - Fire Alarm System Mechanic 22.73
23310 - Fire Extinguisher Repairer 19.16
23311 - Fuel Distribution System Mechanic 33.80
23312 - Fuel Distribution System Operator 28.29
23370 - General Maintenance Worker 18.58
23380 - Ground Support Equipment Mechanic 23.04
23381 - Ground Support Equipment Servicer 20.92
23382 - Ground Support Equipment Worker 21.61
23391 - Gunsmith I 19.16
23392 - Gunsmith II 21.16
23393 - Gunsmith III 23.04
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.22
23430 - Heavy Equipment Mechanic 23.11
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 23.04
23465 - Laboratory/Shelter Mechanic 22.10
23470 - Laborer 15.24
23510 - Locksmith 21.69
23530 - Machinery Maintenance Mechanic 25.13
23550 - Machinist Maintenance 23.04
23580 - Maintenance Trades Helper 17.01
23591 - Metrology Technician I 23.04
23592 - Metrology Technician II 23.97
23593 - Metrology Technician III 24.93
23640 - Millwright 32.40
23710 - Office Appliance Repairer 19.95
23760 - Painter Maintenance 21.10
23790 - Pipefitter Maintenance 28.95
23810 - Plumber Maintenance 25.41
23820 - Pneudraulic Systems Mechanic 23.04
23850 - Rigger 23.04
23870 - Scale Mechanic 21.16
23890 - Sheet-Metal Worker Maintenance 24.41
23910 - Small Engine Mechanic 21.16
23931 - Telecommunications Mechanic I 23.59
23932 - Telecommunications Mechanic II 24.42
23950 - Telephone Lineman 23.04

23960 - Welder Combination Maintenance		22.10
23965 - Well Driller		23.04
23970 - Woodcraft Worker		23.04
23980 - Woodworker		19.16
24000 - Personal Needs Occupations		
24550 - Case Manager		12.79
24570 - Child Care Attendant		11.16
24580 - Child Care Center Clerk		13.65
24610 - Chore Aide		11.92
24620 - Family Readiness And Support Services Coordinator		12.79
24630 - Homemaker		13.39
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.92
25040 - Sewage Plant Operator		23.17
25070 - Stationary Engineer		24.92
25190 - Ventilation Equipment Tender		19.61
25210 - Water Treatment Plant Operator		23.17
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.45
27007 - Baggage Inspector		12.87
27008 - Corrections Officer		27.71
27010 - Court Security Officer		21.01
27030 - Detection Dog Handler		17.04
27040 - Detention Officer		27.71
27070 - Firefighter		18.68
27101 - Guard I		12.87
27102 - Guard II		17.04
27131 - Police Officer I		23.25
27132 - Police Officer II		25.85
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.23
28042 - Carnival Equipment Repairer		15.14
28043 - Carnival Worker		11.48
28210 - Gate Attendant/Gate Tender		15.66
28310 - Lifeguard		13.99
28350 - Park Attendant (Aide)		17.52
28510 - Recreation Aide/Health Facility Attendant		13.43
28515 - Recreation Specialist		21.57
28630 - Sports Official		13.95
28690 - Swimming Pool Operator		19.46
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.72
29020 - Hatch Tender		27.72
29030 - Line Handler		27.72
29041 - Stevedore I		26.93
29042 - Stevedore II		28.96
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.80
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.20

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.26
30021 - Archeological Technician I 18.98
30022 - Archeological Technician II 21.22
30023 - Archeological Technician III 25.77
30030 - Cartographic Technician 26.30
30040 - Civil Engineering Technician 28.90
30051 - Cryogenic Technician I 26.67
30052 - Cryogenic Technician II 29.47
30061 - Drafter/CAD Operator I 18.98
30062 - Drafter/CAD Operator II 21.22
30063 - Drafter/CAD Operator III 23.66
30064 - Drafter/CAD Operator IV 29.12
30081 - Engineering Technician I 17.03
30082 - Engineering Technician II 19.12
30083 - Engineering Technician III 21.39
30084 - Engineering Technician IV 26.50
30085 - Engineering Technician V 32.41
30086 - Engineering Technician VI 39.22
30090 - Environmental Technician 26.30
30095 - Evidence Control Specialist 24.09
30210 - Laboratory Technician 21.97
30221 - Latent Fingerprint Technician I 26.67
30222 - Latent Fingerprint Technician II 29.47
30240 - Mathematical Technician 26.30
30361 - Paralegal/Legal Assistant I 21.13
30362 - Paralegal/Legal Assistant II 26.18
30363 - Paralegal/Legal Assistant III 32.02
30364 - Paralegal/Legal Assistant IV 38.74
30375 - Petroleum Supply Specialist 29.47
30390 - Photo-Optics Technician 26.30
30395 - Radiation Control Technician 29.47
30461 - Technical Writer I 25.66
30462 - Technical Writer II 31.42
30463 - Technical Writer III 36.76
30491 - Unexploded Ordnance (UXO) Technician I 27.84
30492 - Unexploded Ordnance (UXO) Technician II 33.68
30493 - Unexploded Ordnance (UXO) Technician III 40.37
30494 - Unexploded (UXO) Safety Escort 27.84
30495 - Unexploded (UXO) Sweep Personnel 27.84
30501 - Weather Forecaster I 29.34
30502 - Weather Forecaster II 35.70
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.66
30621 - Weather Observer Senior (see 2) 25.76
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.68
31020 - Bus Aide 13.65
31030 - Bus Driver 16.95
31043 - Driver Courier 14.35
31260 - Parking and Lot Attendant 13.35

31290 - Shuttle Bus Driver	15.23
31310 - Taxi Driver	15.35
31361 - Truckdriver Light	15.23
31362 - Truckdriver Medium	15.96
31363 - Truckdriver Heavy	19.53
31364 - Truckdriver Tractor-Trailer	19.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	10.98
99050 - Desk Clerk	10.93
99095 - Embalmer	31.98
99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker I	12.55
99252 - Laboratory Animal Caretaker II	13.35
99260 - Marketing Analyst	26.72
99310 - Mortician	31.98
99410 - Pest Controller	20.50
99510 - Photofinishing Worker	14.63
99710 - Recycling Laborer	19.33
99711 - Recycling Specialist	22.20
99730 - Refuse Collector	17.91
99810 - Sales Clerk	11.48
99820 - School Crossing Guard	11.13
99830 - Survey Party Chief	20.25
99831 - Surveying Aide	11.57
99832 - Surveying Technician	17.30
99840 - Vending Machine Attendant	23.56
99841 - Vending Machine Repairer	25.91
99842 - Vending Machine Repairer Helper	23.56

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4882
Revision No.: 14
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Gratiot Huron Isabella Lake Mason Mecosta Newaygo Oceana Osceola Sanilac Shiawassee Tuscola

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.80
01012 - Accounting Clerk II		17.73
01013 - Accounting Clerk III		19.83
01020 - Administrative Assistant		22.35
01035 - Court Reporter		21.35
01041 - Customer Service Representative I		12.06
01042 - Customer Service Representative II		13.57
01043 - Customer Service Representative III		14.80
01051 - Data Entry Operator I		14.44
01052 - Data Entry Operator II		15.76
01060 - Dispatcher Motor Vehicle		20.25

01070 - Document Preparation Clerk	15.00
01090 - Duplicating Machine Operator	15.00
01111 - General Clerk I	13.85
01112 - General Clerk II	15.11
01113 - General Clerk III	16.96
01120 - Housing Referral Assistant	20.99
01141 - Messenger Courier	13.37
01191 - Order Clerk I	14.89
01192 - Order Clerk II	16.25
01261 - Personnel Assistant (Employment) I	16.72
01262 - Personnel Assistant (Employment) II	18.70
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	22.77
01290 - Rental Clerk	14.54
01300 - Scheduler Maintenance	16.83
01311 - Secretary I	16.83
01312 - Secretary II	18.83
01313 - Secretary III	20.99
01320 - Service Order Dispatcher	18.10
01410 - Supply Technician	22.35
01420 - Survey Worker	20.79
01460 - Switchboard Operator/Receptionist	13.45
01531 - Travel Clerk I	13.08
01532 - Travel Clerk II	14.20
01533 - Travel Clerk III	15.37
01611 - Word Processor I	17.15
01612 - Word Processor II	19.25
01613 - Word Processor III	21.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.12
05010 - Automotive Electrician	20.14
05040 - Automotive Glass Installer	19.51
05070 - Automotive Worker	19.51
05110 - Mobile Equipment Servicer	18.27
05130 - Motor Equipment Metal Mechanic	20.76
05160 - Motor Equipment Metal Worker	19.51
05190 - Motor Vehicle Mechanic	20.76
05220 - Motor Vehicle Mechanic Helper	17.65
05250 - Motor Vehicle Upholstery Worker	18.89
05280 - Motor Vehicle Wrecker	19.51
05310 - Painter Automotive	20.14
05340 - Radiator Repair Specialist	19.51
05370 - Tire Repairer	16.81
05400 - Transmission Repair Specialist	20.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	12.91
07042 - Cook II	14.14
07070 - Dishwasher	10.47
07130 - Food Service Worker	10.80

07210 - Meat Cutter 15.27
07260 - Waiter/Waitress 10.61
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.10
09040 - Furniture Handler 17.69
09080 - Furniture Refinisher 23.21
09090 - Furniture Refinisher Helper 20.01
09110 - Furniture Repairer Minor 21.93
09130 - Upholsterer 21.10
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.59
11060 - Elevator Operator 13.23
11090 - Gardener 15.46
11122 - Housekeeping Aide 13.23
11150 - Janitor 13.23
11210 - Laborer Grounds Maintenance 13.01
11240 - Maid or Houseman 11.45
11260 - Pruner 12.00
11270 - Tractor Operator 14.64
11330 - Trail Maintenance Worker 13.01
11360 - Window Cleaner 14.29
12000 - Health Occupations
12010 - Ambulance Driver 19.40
12011 - Breath Alcohol Technician 20.17
12012 - Certified Occupational Therapist Assistant 27.34
12015 - Certified Physical Therapist Assistant 24.77
12020 - Dental Assistant 18.97
12025 - Dental Hygienist 32.04
12030 - EKG Technician 26.22
12035 - Electroneurodiagnostic Technologist 26.22
12040 - Emergency Medical Technician 19.40
12071 - Licensed Practical Nurse I 18.03
12072 - Licensed Practical Nurse II 20.17
12073 - Licensed Practical Nurse III 22.49
12100 - Medical Assistant 15.41
12130 - Medical Laboratory Technician 23.28
12160 - Medical Record Clerk 15.90
12190 - Medical Record Technician 19.57
12195 - Medical Transcriptionist 17.55
12210 - Nuclear Medicine Technologist 34.28
12221 - Nursing Assistant I 11.96
12222 - Nursing Assistant II 13.45
12223 - Nursing Assistant III 14.68
12224 - Nursing Assistant IV 16.48
12235 - Optical Dispenser 17.04
12236 - Optical Technician 18.03
12250 - Pharmacy Technician 14.16
12280 - Phlebotomist 16.25
12305 - Radiologic Technologist 25.82
12311 - Registered Nurse I 26.87

12312 - Registered Nurse II		32.87
12313 - Registered Nurse II Specialist		32.87
12314 - Registered Nurse III		39.77
12315 - Registered Nurse III Anesthetist		39.77
12316 - Registered Nurse IV		47.66
12317 - Scheduler (Drug and Alcohol Testing)		24.99
12320 - Substance Abuse Treatment Counselor		25.81
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.10
13012 - Exhibits Specialist II		25.28
13013 - Exhibits Specialist III		30.92
13041 - Illustrator I		18.61
13042 - Illustrator II		23.45
13043 - Illustrator III		30.92
13047 - Librarian		25.96
13050 - Library Aide/Clerk		12.12
13054 - Library Information Technology Systems Administrator		25.57
13058 - Library Technician		15.73
13061 - Media Specialist I		16.32
13062 - Media Specialist II		18.25
13063 - Media Specialist III		20.36
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		34.71
13090 - Technical Order Library Clerk		16.85
13110 - Video Teleconference Technician		19.75
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.48
14043 - Computer Operator III		19.49
14044 - Computer Operator IV		21.66
14045 - Computer Operator V		23.98
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.62
14160 - Personal Computer Support Technician		21.66
14170 - System Support Specialist		24.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.78
15020 - Aircrew Training Devices Instructor (Rated)		37.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.63
15050 - Computer Based Training Specialist / Instructor		30.78

15060 - Educational Technologist 34.88
15070 - Flight Instructor (Pilot) 44.63
15080 - Graphic Artist 20.46
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.13
15086 - Maintenance Test Pilot Rotary Wing 45.13
15088 - Non-Maintenance Test/Co-Pilot 45.13
15090 - Technical Instructor 20.16
15095 - Technical Instructor/Course Developer 24.64
15110 - Test Proctor 16.29
15120 - Tutor 16.29
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.11
19040 - Tool And Die Maker 25.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.74
21030 - Material Coordinator 22.77
21040 - Material Expediter 22.77
21050 - Material Handling Laborer 15.24
21071 - Order Filler 17.47
21080 - Production Line Worker (Food Processing) 20.74
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 18.02
21150 - Stock Clerk 22.69
21210 - Tools And Parts Attendant 20.74
21410 - Warehouse Specialist 20.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.97
23019 - Aircraft Logs and Records Technician 20.92
23021 - Aircraft Mechanic I 23.04
23022 - Aircraft Mechanic II 23.97
23023 - Aircraft Mechanic III 24.93
23040 - Aircraft Mechanic Helper 19.55
23050 - Aircraft Painter 25.66
23060 - Aircraft Servicer 20.92
23070 - Aircraft Survival Flight Equipment Technician 25.66
23080 - Aircraft Worker 21.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 21.61

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 23.04
II
23110 - Appliance Mechanic 19.18
23120 - Bicycle Repairer 19.03
23125 - Cable Splicer 38.87
23130 - Carpenter Maintenance 23.21
23140 - Carpet Layer 20.44
23160 - Electrician Maintenance 29.53
23181 - Electronics Technician Maintenance I 28.54
23182 - Electronics Technician Maintenance II 29.67
23183 - Electronics Technician Maintenance III 31.11
23260 - Fabric Worker 20.15
23290 - Fire Alarm System Mechanic 22.73
23310 - Fire Extinguisher Repairer 19.16
23311 - Fuel Distribution System Mechanic 33.80
23312 - Fuel Distribution System Operator 28.29
23370 - General Maintenance Worker 18.58
23380 - Ground Support Equipment Mechanic 23.04
23381 - Ground Support Equipment Servicer 20.92
23382 - Ground Support Equipment Worker 21.61
23391 - Gunsmith I 19.16
23392 - Gunsmith II 21.16
23393 - Gunsmith III 23.04
23410 - Heating Ventilation And Air-Conditioning 21.50
Mechanic
23411 - Heating Ventilation And Air Contidioning 22.22
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 23.11
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 23.04
23465 - Laboratory/Shelter Mechanic 22.10
23470 - Laborer 15.24
23510 - Locksmith 21.69
23530 - Machinery Maintenance Mechanic 25.13
23550 - Machinist Maintenance 23.04
23580 - Maintenance Trades Helper 17.01
23591 - Metrology Technician I 23.04
23592 - Metrology Technician II 23.97
23593 - Metrology Technician III 24.93
23640 - Millwright 32.40
23710 - Office Appliance Repairer 19.95
23760 - Painter Maintenance 21.10
23790 - Pipefitter Maintenance 28.95
23810 - Plumber Maintenance 25.41
23820 - Pneudraulic Systems Mechanic 23.04
23850 - Rigger 23.04
23870 - Scale Mechanic 21.16
23890 - Sheet-Metal Worker Maintenance 24.41
23910 - Small Engine Mechanic 21.16

23931 - Telecommunications Mechanic I	23.59
23932 - Telecommunications Mechanic II	24.42
23950 - Telephone Lineman	23.04
23960 - Welder Combination Maintenance	22.10
23965 - Well Driller	23.04
23970 - Woodcraft Worker	23.04
23980 - Woodworker	19.16
24000 - Personal Needs Occupations	
24550 - Case Manager	12.79
24570 - Child Care Attendant	11.16
24580 - Child Care Center Clerk	13.65
24610 - Chore Aide	11.92
24620 - Family Readiness And Support Services Coordinator	12.79
24630 - Homemaker	13.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.92
25040 - Sewage Plant Operator	23.17
25070 - Stationary Engineer	24.92
25190 - Ventilation Equipment Tender	19.61
25210 - Water Treatment Plant Operator	23.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.45
27007 - Baggage Inspector	12.87
27008 - Corrections Officer	27.71
27010 - Court Security Officer	21.01
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	27.71
27070 - Firefighter	18.68
27101 - Guard I	12.87
27102 - Guard II	17.04
27131 - Police Officer I	23.25
27132 - Police Officer II	25.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.23
28042 - Carnival Equipment Repairer	15.14
28043 - Carnival Worker	11.48
28210 - Gate Attendant/Gate Tender	15.66
28310 - Lifeguard	13.99
28350 - Park Attendant (Aide)	17.52
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	21.57
28630 - Sports Official	13.95
28690 - Swimming Pool Operator	19.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.72
29020 - Hatch Tender	27.72
29030 - Line Handler	27.72
29041 - Stevedore I	26.93
29042 - Stevedore II	28.96

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.80
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.20
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.26
30021 - Archeological Technician I		18.98
30022 - Archeological Technician II		21.22
30023 - Archeological Technician III		25.77
30030 - Cartographic Technician		26.30
30040 - Civil Engineering Technician		28.90
30051 - Cryogenic Technician I		26.67
30052 - Cryogenic Technician II		29.47
30061 - Drafter/CAD Operator I		18.98
30062 - Drafter/CAD Operator II		21.22
30063 - Drafter/CAD Operator III		23.66
30064 - Drafter/CAD Operator IV		29.12
30081 - Engineering Technician I		17.03
30082 - Engineering Technician II		19.12
30083 - Engineering Technician III		21.39
30084 - Engineering Technician IV		26.50
30085 - Engineering Technician V		32.41
30086 - Engineering Technician VI		39.22
30090 - Environmental Technician		26.30
30095 - Evidence Control Specialist		24.09
30210 - Laboratory Technician		21.97
30221 - Latent Fingerprint Technician I		26.67
30222 - Latent Fingerprint Technician II		29.47
30240 - Mathematical Technician		26.30
30361 - Paralegal/Legal Assistant I		21.13
30362 - Paralegal/Legal Assistant II		26.18
30363 - Paralegal/Legal Assistant III		32.02
30364 - Paralegal/Legal Assistant IV		38.74
30375 - Petroleum Supply Specialist		29.47
30390 - Photo-Optics Technician		26.30
30395 - Radiation Control Technician		29.47
30461 - Technical Writer I		25.66
30462 - Technical Writer II		31.42
30463 - Technical Writer III		36.76
30491 - Unexploded Ordnance (UXO) Technician I		27.84
30492 - Unexploded Ordnance (UXO) Technician II		33.68
30493 - Unexploded Ordnance (UXO) Technician III		40.37
30494 - Unexploded (UXO) Safety Escort		27.84
30495 - Unexploded (UXO) Sweep Personnel		27.84
30501 - Weather Forecaster I		29.34
30502 - Weather Forecaster II		35.70
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.66
30621 - Weather Observer Senior	(see 2)	25.76

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		33.68
31020 - Bus Aide		13.65

31030 - Bus Driver	16.95
31043 - Driver Courier	14.35
31260 - Parking and Lot Attendant	13.35
31290 - Shuttle Bus Driver	15.23
31310 - Taxi Driver	15.35
31361 - Truckdriver Light	15.23
31362 - Truckdriver Medium	15.96
31363 - Truckdriver Heavy	19.53
31364 - Truckdriver Tractor-Trailer	19.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	10.98
99050 - Desk Clerk	10.93
99095 - Embalmer	31.98
99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker I	12.55
99252 - Laboratory Animal Caretaker II	13.35
99260 - Marketing Analyst	26.72
99310 - Mortician	31.98
99410 - Pest Controller	20.50
99510 - Photofinishing Worker	14.63
99710 - Recycling Laborer	19.33
99711 - Recycling Specialist	22.20
99730 - Refuse Collector	17.91
99810 - Sales Clerk	11.48
99820 - School Crossing Guard	11.13
99830 - Survey Party Chief	20.25
99831 - Surveying Aide	11.57
99832 - Surveying Technician	17.30
99840 - Vending Machine Attendant	23.56
99841 - Vending Machine Repairer	25.91
99842 - Vending Machine Repairer Helper	23.56

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4883
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Branch Hillsdale Ionia Saint Joseph

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.38
01012 - Accounting Clerk II		17.27
01013 - Accounting Clerk III		19.33
01020 - Administrative Assistant		22.35
01035 - Court Reporter		21.35
01041 - Customer Service Representative I		12.06
01042 - Customer Service Representative II		13.57
01043 - Customer Service Representative III		14.80
01051 - Data Entry Operator I		14.44
01052 - Data Entry Operator II		15.76
01060 - Dispatcher Motor Vehicle		20.25
01070 - Document Preparation Clerk		15.00
01090 - Duplicating Machine Operator		15.00
01111 - General Clerk I		13.85
01112 - General Clerk II		15.11

01113 - General Clerk III 16.96
01120 - Housing Referral Assistant 20.99
01141 - Messenger Courier 13.37
01191 - Order Clerk I 14.89
01192 - Order Clerk II 16.25
01261 - Personnel Assistant (Employment) I 16.50
01262 - Personnel Assistant (Employment) II 18.46
01263 - Personnel Assistant (Employment) III 20.58
01270 - Production Control Clerk 22.77
01290 - Rental Clerk 14.44
01300 - Scheduler Maintenance 16.83
01311 - Secretary I 16.83
01312 - Secretary II 18.83
01313 - Secretary III 20.99
01320 - Service Order Dispatcher 18.10
01410 - Supply Technician 22.35
01420 - Survey Worker 20.79
01460 - Switchboard Operator/Receptionist 13.45
01531 - Travel Clerk I 13.08
01532 - Travel Clerk II 14.20
01533 - Travel Clerk III 15.37
01611 - Word Processor I 17.15
01612 - Word Processor II 19.25
01613 - Word Processor III 21.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.06
05010 - Automotive Electrician 21.05
05040 - Automotive Glass Installer 20.05
05070 - Automotive Worker 20.05
05110 - Mobile Equipment Servicer 18.05
05130 - Motor Equipment Metal Mechanic 22.06
05160 - Motor Equipment Metal Worker 20.05
05190 - Motor Vehicle Mechanic 22.06
05220 - Motor Vehicle Mechanic Helper 17.04
05250 - Motor Vehicle Upholstery Worker 19.05
05280 - Motor Vehicle Wrecker 20.05
05310 - Painter Automotive 21.05
05340 - Radiator Repair Specialist 20.05
05370 - Tire Repairer 16.02
05400 - Transmission Repair Specialist 22.06
07000 - Food Preparation And Service Occupations
07010 - Baker 17.67
07041 - Cook I 16.28
07042 - Cook II 17.67
07070 - Dishwasher 13.43
07130 - Food Service Worker 13.43
07210 - Meat Cutter 17.67
07260 - Waiter/Waitress 14.12
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.63

09040 - Furniture Handler 17.47
09080 - Furniture Refinisher 22.69
09090 - Furniture Refinisher Helper 19.67
09110 - Furniture Repairer Minor 21.93
09130 - Upholsterer 20.63
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.95
11060 - Elevator Operator 13.23
11090 - Gardener 15.98
11122 - Housekeeping Aide 13.23
11150 - Janitor 13.23
11210 - Laborer Grounds Maintenance 13.86
11240 - Maid or Houseman 12.02
11260 - Pruner 14.77
11270 - Tractor Operator 15.57
11330 - Trail Maintenance Worker 13.86
11360 - Window Cleaner 14.29
12000 - Health Occupations
12010 - Ambulance Driver 19.26
12011 - Breath Alcohol Technician 20.17
12012 - Certified Occupational Therapist Assistant 27.34
12015 - Certified Physical Therapist Assistant 24.77
12020 - Dental Assistant 18.97
12025 - Dental Hygienist 32.04
12030 - EKG Technician 26.22
12035 - Electroneurodiagnostic Technologist 26.22
12040 - Emergency Medical Technician 19.26
12071 - Licensed Practical Nurse I 18.03
12072 - Licensed Practical Nurse II 20.17
12073 - Licensed Practical Nurse III 22.49
12100 - Medical Assistant 15.41
12130 - Medical Laboratory Technician 24.07
12160 - Medical Record Clerk 15.90
12190 - Medical Record Technician 19.57
12195 - Medical Transcriptionist 17.55
12210 - Nuclear Medicine Technologist 32.84
12221 - Nursing Assistant I 11.96
12222 - Nursing Assistant II 13.45
12223 - Nursing Assistant III 14.68
12224 - Nursing Assistant IV 16.48
12235 - Optical Dispenser 16.81
12236 - Optical Technician 18.03
12250 - Pharmacy Technician 16.28
12280 - Phlebotomist 16.25
12305 - Radiologic Technologist 25.82
12311 - Registered Nurse I 26.87
12312 - Registered Nurse II 32.87
12313 - Registered Nurse II Specialist 32.87
12314 - Registered Nurse III 39.77
12315 - Registered Nurse III Anesthetist 39.77

12316 - Registered Nurse IV		47.66
12317 - Scheduler (Drug and Alcohol Testing)		24.99
12320 - Substance Abuse Treatment Counselor		25.81
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.85
13012 - Exhibits Specialist II		22.12
13013 - Exhibits Specialist III		27.06
13041 - Illustrator I		17.85
13042 - Illustrator II		22.12
13043 - Illustrator III		27.06
13047 - Librarian		24.50
13050 - Library Aide/Clerk		13.54
13054 - Library Information Technology Systems Administrator		22.12
13058 - Library Technician		13.81
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.85
13063 - Media Specialist III		19.90
13071 - Photographer I		16.10
13072 - Photographer II		17.05
13073 - Photographer III		20.11
13074 - Photographer IV		24.60
13075 - Photographer V		29.76
13090 - Technical Order Library Clerk		16.85
13110 - Video Teleconference Technician		20.15
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		26.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.13
15020 - Aircrew Training Devices Instructor (Rated)		37.66
15030 - Air Crew Training Devices Instructor (Pilot)		45.13
15050 - Computer Based Training Specialist / Instructor		31.13
15060 - Educational Technologist		34.88
15070 - Flight Instructor (Pilot)		45.13
15080 - Graphic Artist		19.87
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.13

15086 - Maintenance Test Pilot Rotary Wing 45.13
15088 - Non-Maintenance Test/Co-Pilot 45.13
15090 - Technical Instructor 24.30
15095 - Technical Instructor/Course Developer 29.73
15110 - Test Proctor 19.97
15120 - Tutor 19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.43
19040 - Tool And Die Maker 25.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.32
21030 - Material Coordinator 22.77
21040 - Material Expediter 22.77
21050 - Material Handling Laborer 15.24
21071 - Order Filler 16.79
21080 - Production Line Worker (Food Processing) 20.02
21110 - Shipping Packer 16.93
21130 - Shipping/Receiving Clerk 16.93
21140 - Store Worker I 18.02
21150 - Stock Clerk 22.69
21210 - Tools And Parts Attendant 19.32
21410 - Warehouse Specialist 19.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.40
23019 - Aircraft Logs and Records Technician 19.88
23021 - Aircraft Mechanic I 22.38
23022 - Aircraft Mechanic II 23.40
23023 - Aircraft Mechanic III 24.43
23040 - Aircraft Mechanic Helper 18.22
23050 - Aircraft Painter 21.77
23060 - Aircraft Servicer 19.88
23070 - Aircraft Survival Flight Equipment Technician 21.77
23080 - Aircraft Worker 20.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.38
23110 - Appliance Mechanic 20.19

23120 - Bicycle Repairer 19.03
23125 - Cable Splicer 39.24
23130 - Carpenter Maintenance 20.92
23140 - Carpet Layer 21.72
23160 - Electrician Maintenance 25.09
23181 - Electronics Technician Maintenance I 28.54
23182 - Electronics Technician Maintenance II 29.67
23183 - Electronics Technician Maintenance III 31.11
23260 - Fabric Worker 19.94
23290 - Fire Alarm System Mechanic 22.73
23310 - Fire Extinguisher Repairer 19.03
23311 - Fuel Distribution System Mechanic 33.80
23312 - Fuel Distribution System Operator 28.29
23370 - General Maintenance Worker 19.06
23380 - Ground Support Equipment Mechanic 22.38
23381 - Ground Support Equipment Servicer 19.88
23382 - Ground Support Equipment Worker 20.70
23391 - Gunsmith I 19.03
23392 - Gunsmith II 20.86
23393 - Gunsmith III 22.73
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.58
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.74
23430 - Heavy Equipment Mechanic 23.11
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 22.73
23465 - Laboratory/Shelter Mechanic 21.69
23470 - Laborer 15.24
23510 - Locksmith 23.06
23530 - Machinery Maintenance Mechanic 23.17
23550 - Machinist Maintenance 21.59
23580 - Maintenance Trades Helper 17.35
23591 - Metrology Technician I 22.73
23592 - Metrology Technician II 23.60
23593 - Metrology Technician III 24.51
23640 - Millwright 30.11
23710 - Office Appliance Repairer 20.96
23760 - Painter Maintenance 20.63
23790 - Pipefitter Maintenance 26.41
23810 - Plumber Maintenance 24.71
23820 - Pneudraulic Systems Mechanic 22.73
23850 - Rigger 22.73
23870 - Scale Mechanic 20.86
23890 - Sheet-Metal Worker Maintenance 27.51
23910 - Small Engine Mechanic 21.14
23931 - Telecommunications Mechanic I 25.28
23932 - Telecommunications Mechanic II 26.15
23950 - Telephone Lineman 23.24
23960 - Welder Combination Maintenance 21.46

23965 - Well Driller	22.73
23970 - Woodcraft Worker	22.73
23980 - Woodworker	19.03
24000 - Personal Needs Occupations	
24550 - Case Manager	14.75
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	12.62
24620 - Family Readiness And Support Services Coordinator	14.75
24630 - Homemaker	16.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.92
25040 - Sewage Plant Operator	23.17
25070 - Stationary Engineer	24.92
25190 - Ventilation Equipment Tender	19.77
25210 - Water Treatment Plant Operator	23.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.45
27007 - Baggage Inspector	12.39
27008 - Corrections Officer	27.71
27010 - Court Security Officer	21.01
27030 - Detection Dog Handler	16.64
27040 - Detention Officer	27.71
27070 - Firefighter	17.65
27101 - Guard I	12.39
27102 - Guard II	16.64
27131 - Police Officer I	24.29
27132 - Police Officer II	26.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.81
28043 - Carnival Worker	13.47
28210 - Gate Attendant/Gate Tender	15.57
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.41
28510 - Recreation Aide/Health Facility Attendant	12.71
28515 - Recreation Specialist	21.57
28630 - Sports Official	13.87
28690 - Swimming Pool Operator	20.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.92
29020 - Hatch Tender	29.92
29030 - Line Handler	29.92
29041 - Stevedore I	28.72
29042 - Stevedore II	31.42
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.80
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.26

30021 - Archeological Technician I		18.21
30022 - Archeological Technician II		20.36
30023 - Archeological Technician III		25.23
30030 - Cartographic Technician		25.23
30040 - Civil Engineering Technician		28.90
30051 - Cryogenic Technician I		26.67
30052 - Cryogenic Technician II		29.47
30061 - Drafter/CAD Operator I		18.21
30062 - Drafter/CAD Operator II		20.36
30063 - Drafter/CAD Operator III		22.72
30064 - Drafter/CAD Operator IV		27.94
30081 - Engineering Technician I		16.53
30082 - Engineering Technician II		18.57
30083 - Engineering Technician III		21.34
30084 - Engineering Technician IV		25.73
30085 - Engineering Technician V		31.24
30086 - Engineering Technician VI		37.80
30090 - Environmental Technician		25.81
30095 - Evidence Control Specialist		24.09
30210 - Laboratory Technician		20.31
30221 - Latent Fingerprint Technician I		26.67
30222 - Latent Fingerprint Technician II		29.47
30240 - Mathematical Technician		25.23
30361 - Paralegal/Legal Assistant I		21.13
30362 - Paralegal/Legal Assistant II		26.18
30363 - Paralegal/Legal Assistant III		32.02
30364 - Paralegal/Legal Assistant IV		38.74
30375 - Petroleum Supply Specialist		29.47
30390 - Photo-Optics Technician		25.23
30395 - Radiation Control Technician		29.47
30461 - Technical Writer I		25.23
30462 - Technical Writer II		30.88
30463 - Technical Writer III		35.65
30491 - Unexploded Ordnance (UXO) Technician I		27.84
30492 - Unexploded Ordnance (UXO) Technician II		33.68
30493 - Unexploded Ordnance (UXO) Technician III		40.37
30494 - Unexploded (UXO) Safety Escort		27.84
30495 - Unexploded (UXO) Sweep Personnel		27.84
30501 - Weather Forecaster I		29.34
30502 - Weather Forecaster II		35.70
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.72
30621 - Weather Observer Senior	(see 2)	26.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.68
31020 - Bus Aide		13.18
31030 - Bus Driver		16.71
31043 - Driver Courier		15.94
31260 - Parking and Lot Attendant		13.35
31290 - Shuttle Bus Driver		16.87

31310 - Taxi Driver	16.56
31361 - Truckdriver Light	16.87
31362 - Truckdriver Medium	17.81
31363 - Truckdriver Heavy	21.92
31364 - Truckdriver Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	10.98
99050 - Desk Clerk	11.59
99095 - Embalmer	28.99
99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.18
99260 - Marketing Analyst	26.72
99310 - Mortician	28.99
99410 - Pest Controller	19.16
99510 - Photofinishing Worker	14.63
99710 - Recycling Laborer	19.33
99711 - Recycling Specialist	22.20
99730 - Refuse Collector	17.91
99810 - Sales Clerk	11.58
99820 - School Crossing Guard	12.21
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	22.37
99841 - Vending Machine Repairer	28.12
99842 - Vending Machine Repairer Helper	22.37

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4884
Revision No.: 14
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Branch Hillsdale Ionia Saint Joseph

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.38
01012 - Accounting Clerk II		17.27
01013 - Accounting Clerk III		19.33
01020 - Administrative Assistant		22.35
01035 - Court Reporter		21.35
01041 - Customer Service Representative I		12.06
01042 - Customer Service Representative II		13.57
01043 - Customer Service Representative III		14.80
01051 - Data Entry Operator I		14.44
01052 - Data Entry Operator II		15.76
01060 - Dispatcher Motor Vehicle		20.25
01070 - Document Preparation Clerk		15.00

01090 - Duplicating Machine Operator	15.00
01111 - General Clerk I	13.85
01112 - General Clerk II	15.11
01113 - General Clerk III	16.96
01120 - Housing Referral Assistant	20.99
01141 - Messenger Courier	13.37
01191 - Order Clerk I	14.89
01192 - Order Clerk II	16.25
01261 - Personnel Assistant (Employment) I	16.50
01262 - Personnel Assistant (Employment) II	18.46
01263 - Personnel Assistant (Employment) III	20.58
01270 - Production Control Clerk	22.77
01290 - Rental Clerk	14.44
01300 - Scheduler Maintenance	16.83
01311 - Secretary I	16.83
01312 - Secretary II	18.83
01313 - Secretary III	20.99
01320 - Service Order Dispatcher	18.10
01410 - Supply Technician	22.35
01420 - Survey Worker	20.79
01460 - Switchboard Operator/Receptionist	13.45
01531 - Travel Clerk I	13.08
01532 - Travel Clerk II	14.20
01533 - Travel Clerk III	15.37
01611 - Word Processor I	17.15
01612 - Word Processor II	19.25
01613 - Word Processor III	21.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.06
05010 - Automotive Electrician	21.05
05040 - Automotive Glass Installer	20.05
05070 - Automotive Worker	20.05
05110 - Mobile Equipment Servicer	18.05
05130 - Motor Equipment Metal Mechanic	22.06
05160 - Motor Equipment Metal Worker	20.05
05190 - Motor Vehicle Mechanic	22.06
05220 - Motor Vehicle Mechanic Helper	17.04
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter Automotive	21.05
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67

07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.63
09040 - Furniture Handler	17.47
09080 - Furniture Refinisher	22.69
09090 - Furniture Refinisher Helper	19.67
09110 - Furniture Repairer Minor	21.93
09130 - Upholsterer	20.63
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.95
11060 - Elevator Operator	13.23
11090 - Gardener	15.98
11122 - Housekeeping Aide	13.23
11150 - Janitor	13.23
11210 - Laborer Grounds Maintenance	13.86
11240 - Maid or Houseman	12.02
11260 - Pruner	14.77
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.86
11360 - Window Cleaner	14.29
12000 - Health Occupations	
12010 - Ambulance Driver	19.26
12011 - Breath Alcohol Technician	20.17
12012 - Certified Occupational Therapist Assistant	27.34
12015 - Certified Physical Therapist Assistant	24.77
12020 - Dental Assistant	18.97
12025 - Dental Hygienist	32.04
12030 - EKG Technician	26.22
12035 - Electroneurodiagnostic Technologist	26.22
12040 - Emergency Medical Technician	19.26
12071 - Licensed Practical Nurse I	18.03
12072 - Licensed Practical Nurse II	20.17
12073 - Licensed Practical Nurse III	22.49
12100 - Medical Assistant	15.41
12130 - Medical Laboratory Technician	24.07
12160 - Medical Record Clerk	15.90
12190 - Medical Record Technician	19.57
12195 - Medical Transcriptionist	17.55
12210 - Nuclear Medicine Technologist	32.84
12221 - Nursing Assistant I	11.96
12222 - Nursing Assistant II	13.45
12223 - Nursing Assistant III	14.68
12224 - Nursing Assistant IV	16.48
12235 - Optical Dispenser	16.81
12236 - Optical Technician	18.03
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	16.25
12305 - Radiologic Technologist	25.82
12311 - Registered Nurse I	26.87
12312 - Registered Nurse II	32.87

12313 - Registered Nurse II Specialist		32.87
12314 - Registered Nurse III		39.77
12315 - Registered Nurse III Anesthetist		39.77
12316 - Registered Nurse IV		47.66
12317 - Scheduler (Drug and Alcohol Testing)		24.99
12320 - Substance Abuse Treatment Counselor		25.81
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.85
13012 - Exhibits Specialist II		22.12
13013 - Exhibits Specialist III		27.06
13041 - Illustrator I		17.85
13042 - Illustrator II		22.12
13043 - Illustrator III		27.06
13047 - Librarian		24.50
13050 - Library Aide/Clerk		13.54
13054 - Library Information Technology Systems Administrator		22.12
13058 - Library Technician		13.81
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.85
13063 - Media Specialist III		19.90
13071 - Photographer I		16.10
13072 - Photographer II		17.05
13073 - Photographer III		20.11
13074 - Photographer IV		24.60
13075 - Photographer V		29.76
13090 - Technical Order Library Clerk		16.85
13110 - Video Teleconference Technician		20.15
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		26.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.13
15020 - Aircrew Training Devices Instructor (Rated)		37.66
15030 - Air Crew Training Devices Instructor (Pilot)		45.13
15050 - Computer Based Training Specialist / Instructor		31.13
15060 - Educational Technologist		34.88

15070 - Flight Instructor (Pilot) 45.13
15080 - Graphic Artist 19.87
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.13
15086 - Maintenance Test Pilot Rotary Wing 45.13
15088 - Non-Maintenance Test/Co-Pilot 45.13
15090 - Technical Instructor 24.30
15095 - Technical Instructor/Course Developer 29.73
15110 - Test Proctor 19.97
15120 - Tutor 19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.43
19040 - Tool And Die Maker 25.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.32
21030 - Material Coordinator 22.77
21040 - Material Expediter 22.77
21050 - Material Handling Laborer 15.24
21071 - Order Filler 16.79
21080 - Production Line Worker (Food Processing) 20.02
21110 - Shipping Packer 16.93
21130 - Shipping/Receiving Clerk 16.93
21140 - Store Worker I 18.02
21150 - Stock Clerk 22.69
21210 - Tools And Parts Attendant 19.32
21410 - Warehouse Specialist 19.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.40
23019 - Aircraft Logs and Records Technician 19.88
23021 - Aircraft Mechanic I 22.38
23022 - Aircraft Mechanic II 23.40
23023 - Aircraft Mechanic III 24.43
23040 - Aircraft Mechanic Helper 18.22
23050 - Aircraft Painter 21.77
23060 - Aircraft Servicer 19.88
23070 - Aircraft Survival Flight Equipment Technician 21.77
23080 - Aircraft Worker 20.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.70

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.38
23110 - Appliance Mechanic 20.19
23120 - Bicycle Repairer 19.03
23125 - Cable Splicer 39.24
23130 - Carpenter Maintenance 20.92
23140 - Carpet Layer 21.72
23160 - Electrician Maintenance 25.09
23181 - Electronics Technician Maintenance I 28.54
23182 - Electronics Technician Maintenance II 29.67
23183 - Electronics Technician Maintenance III 31.11
23260 - Fabric Worker 19.94
23290 - Fire Alarm System Mechanic 22.73
23310 - Fire Extinguisher Repairer 19.03
23311 - Fuel Distribution System Mechanic 33.80
23312 - Fuel Distribution System Operator 28.29
23370 - General Maintenance Worker 19.06
23380 - Ground Support Equipment Mechanic 22.38
23381 - Ground Support Equipment Servicer 19.88
23382 - Ground Support Equipment Worker 20.70
23391 - Gunsmith I 19.03
23392 - Gunsmith II 20.86
23393 - Gunsmith III 22.73
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.58
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.74
23430 - Heavy Equipment Mechanic 23.11
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 22.73
23465 - Laboratory/Shelter Mechanic 21.69
23470 - Laborer 15.24
23510 - Locksmith 23.06
23530 - Machinery Maintenance Mechanic 23.17
23550 - Machinist Maintenance 21.59
23580 - Maintenance Trades Helper 17.35
23591 - Metrology Technician I 22.73
23592 - Metrology Technician II 23.60
23593 - Metrology Technician III 24.51
23640 - Millwright 30.11
23710 - Office Appliance Repairer 20.96
23760 - Painter Maintenance 20.63
23790 - Pipefitter Maintenance 26.41
23810 - Plumber Maintenance 24.71
23820 - Pneudraulic Systems Mechanic 22.73
23850 - Rigger 22.73
23870 - Scale Mechanic 20.86
23890 - Sheet-Metal Worker Maintenance 27.51
23910 - Small Engine Mechanic 21.14
23931 - Telecommunications Mechanic I 25.28

23932 - Telecommunications Mechanic II 26.15
23950 - Telephone Lineman 23.24
23960 - Welder Combination Maintenance 21.46
23965 - Well Driller 22.73
23970 - Woodcraft Worker 22.73
23980 - Woodworker 19.03
24000 - Personal Needs Occupations
24550 - Case Manager 14.75
24570 - Child Care Attendant 11.59
24580 - Child Care Center Clerk 14.45
24610 - Chore Aide 12.62
24620 - Family Readiness And Support Services Coordinator 14.75
24630 - Homemaker 16.05
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.92
25040 - Sewage Plant Operator 23.17
25070 - Stationary Engineer 24.92
25190 - Ventilation Equipment Tender 19.77
25210 - Water Treatment Plant Operator 23.17
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.45
27007 - Baggage Inspector 12.39
27008 - Corrections Officer 27.71
27010 - Court Security Officer 21.01
27030 - Detection Dog Handler 16.64
27040 - Detention Officer 27.71
27070 - Firefighter 17.65
27101 - Guard I 12.39
27102 - Guard II 16.64
27131 - Police Officer I 24.29
27132 - Police Officer II 26.51
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.15
28042 - Carnival Equipment Repairer 15.81
28043 - Carnival Worker 13.47
28210 - Gate Attendant/Gate Tender 15.57
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 17.41
28510 - Recreation Aide/Health Facility Attendant 12.71
28515 - Recreation Specialist 21.57
28630 - Sports Official 13.87
28690 - Swimming Pool Operator 20.18
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.92
29020 - Hatch Tender 29.92
29030 - Line Handler 29.92
29041 - Stevedore I 28.72
29042 - Stevedore II 31.42
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.80
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.26
30021 - Archeological Technician I 18.21
30022 - Archeological Technician II 20.36
30023 - Archeological Technician III 25.23
30030 - Cartographic Technician 25.23
30040 - Civil Engineering Technician 28.90
30051 - Cryogenic Technician I 26.67
30052 - Cryogenic Technician II 29.47
30061 - Drafter/CAD Operator I 18.21
30062 - Drafter/CAD Operator II 20.36
30063 - Drafter/CAD Operator III 22.72
30064 - Drafter/CAD Operator IV 27.94
30081 - Engineering Technician I 16.53
30082 - Engineering Technician II 18.57
30083 - Engineering Technician III 21.34
30084 - Engineering Technician IV 25.73
30085 - Engineering Technician V 31.24
30086 - Engineering Technician VI 37.80
30090 - Environmental Technician 25.81
30095 - Evidence Control Specialist 24.09
30210 - Laboratory Technician 20.31
30221 - Latent Fingerprint Technician I 26.67
30222 - Latent Fingerprint Technician II 29.47
30240 - Mathematical Technician 25.23
30361 - Paralegal/Legal Assistant I 21.13
30362 - Paralegal/Legal Assistant II 26.18
30363 - Paralegal/Legal Assistant III 32.02
30364 - Paralegal/Legal Assistant IV 38.74
30375 - Petroleum Supply Specialist 29.47
30390 - Photo-Optics Technician 25.23
30395 - Radiation Control Technician 29.47
30461 - Technical Writer I 25.23
30462 - Technical Writer II 30.88
30463 - Technical Writer III 35.65
30491 - Unexploded Ordnance (UXO) Technician I 27.84
30492 - Unexploded Ordnance (UXO) Technician II 33.68
30493 - Unexploded Ordnance (UXO) Technician III 40.37
30494 - Unexploded (UXO) Safety Escort 27.84
30495 - Unexploded (UXO) Sweep Personnel 27.84
30501 - Weather Forecaster I 29.34
30502 - Weather Forecaster II 35.70
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.72
30621 - Weather Observer Senior (see 2) 26.49
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.68
31020 - Bus Aide 13.18
31030 - Bus Driver 16.71

31043 - Driver Courier	15.94
31260 - Parking and Lot Attendant	13.35
31290 - Shuttle Bus Driver	16.87
31310 - Taxi Driver	16.56
31361 - Truckdriver Light	16.87
31362 - Truckdriver Medium	17.81
31363 - Truckdriver Heavy	21.92
31364 - Truckdriver Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	10.98
99050 - Desk Clerk	11.59
99095 - Embalmer	28.99
99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.18
99260 - Marketing Analyst	26.72
99310 - Mortician	28.99
99410 - Pest Controller	19.16
99510 - Photofinishing Worker	14.63
99710 - Recycling Laborer	19.33
99711 - Recycling Specialist	22.20
99730 - Refuse Collector	17.91
99810 - Sales Clerk	11.58
99820 - School Crossing Guard	12.21
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	22.37
99841 - Vending Machine Repairer	28.12
99842 - Vending Machine Repairer Helper	22.37

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4885
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Allegan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.38
01012 - Accounting Clerk II		17.27
01013 - Accounting Clerk III		19.33
01020 - Administrative Assistant		22.35
01035 - Court Reporter		21.35
01041 - Customer Service Representative I		12.06
01042 - Customer Service Representative II		13.57
01043 - Customer Service Representative III		14.80
01051 - Data Entry Operator I		14.44
01052 - Data Entry Operator II		15.76
01060 - Dispatcher Motor Vehicle		20.25
01070 - Document Preparation Clerk		15.00
01090 - Duplicating Machine Operator		15.00
01111 - General Clerk I		13.85
01112 - General Clerk II		15.11

01113 - General Clerk III 16.96
01120 - Housing Referral Assistant 20.99
01141 - Messenger Courier 13.37
01191 - Order Clerk I 14.73
01192 - Order Clerk II 16.08
01261 - Personnel Assistant (Employment) I 16.50
01262 - Personnel Assistant (Employment) II 18.46
01263 - Personnel Assistant (Employment) III 20.58
01270 - Production Control Clerk 22.77
01290 - Rental Clerk 14.60
01300 - Scheduler Maintenance 16.83
01311 - Secretary I 16.83
01312 - Secretary II 18.83
01313 - Secretary III 20.99
01320 - Service Order Dispatcher 18.10
01410 - Supply Technician 22.35
01420 - Survey Worker 20.79
01460 - Switchboard Operator/Receptionist 13.45
01531 - Travel Clerk I 13.08
01532 - Travel Clerk II 14.20
01533 - Travel Clerk III 15.37
01611 - Word Processor I 17.15
01612 - Word Processor II 19.25
01613 - Word Processor III 21.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.64
05010 - Automotive Electrician 20.63
05040 - Automotive Glass Installer 19.84
05070 - Automotive Worker 19.84
05110 - Mobile Equipment Servicer 18.24
05130 - Motor Equipment Metal Mechanic 21.75
05160 - Motor Equipment Metal Worker 19.84
05190 - Motor Vehicle Mechanic 22.59
05220 - Motor Vehicle Mechanic Helper 17.48
05250 - Motor Vehicle Upholstery Worker 19.06
05280 - Motor Vehicle Wrecker 19.84
05310 - Painter Automotive 20.63
05340 - Radiator Repair Specialist 19.84
05370 - Tire Repairer 16.02
05400 - Transmission Repair Specialist 21.46
07000 - Food Preparation And Service Occupations
07010 - Baker 16.72
07041 - Cook I 15.04
07042 - Cook II 16.72
07070 - Dishwasher 12.21
07130 - Food Service Worker 12.21
07210 - Meat Cutter 16.72
07260 - Waiter/Waitress 12.84
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.43

09040 - Furniture Handler 17.13
09080 - Furniture Refinisher 21.37
09090 - Furniture Refinisher Helper 19.23
09110 - Furniture Repairer Minor 21.27
09130 - Upholsterer 19.43
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.21
11060 - Elevator Operator 14.00
11090 - Gardener 15.46
11122 - Housekeeping Aide 14.00
11150 - Janitor 14.00
11210 - Laborer Grounds Maintenance 13.40
11240 - Maid or Houseman 11.83
11260 - Pruner 12.52
11270 - Tractor Operator 15.20
11330 - Trail Maintenance Worker 13.40
11360 - Window Cleaner 14.89
12000 - Health Occupations
12010 - Ambulance Driver 18.52
12011 - Breath Alcohol Technician 20.17
12012 - Certified Occupational Therapist Assistant 27.34
12015 - Certified Physical Therapist Assistant 24.77
12020 - Dental Assistant 18.97
12025 - Dental Hygienist 32.04
12030 - EKG Technician 26.59
12035 - Electroneurodiagnostic Technologist 26.59
12040 - Emergency Medical Technician 18.52
12071 - Licensed Practical Nurse I 18.03
12072 - Licensed Practical Nurse II 20.17
12073 - Licensed Practical Nurse III 22.49
12100 - Medical Assistant 15.41
12130 - Medical Laboratory Technician 24.07
12160 - Medical Record Clerk 15.77
12190 - Medical Record Technician 19.40
12195 - Medical Transcriptionist 17.55
12210 - Nuclear Medicine Technologist 31.32
12221 - Nursing Assistant I 11.96
12222 - Nursing Assistant II 13.45
12223 - Nursing Assistant III 14.68
12224 - Nursing Assistant IV 16.48
12235 - Optical Dispenser 16.81
12236 - Optical Technician 18.03
12250 - Pharmacy Technician 15.42
12280 - Phlebotomist 16.25
12305 - Radiologic Technologist 25.82
12311 - Registered Nurse I 26.87
12312 - Registered Nurse II 32.87
12313 - Registered Nurse II Specialist 32.87
12314 - Registered Nurse III 39.77
12315 - Registered Nurse III Anesthetist 39.77

12316 - Registered Nurse IV		47.66
12317 - Scheduler (Drug and Alcohol Testing)		24.99
12320 - Substance Abuse Treatment Counselor		25.81
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.50
13012 - Exhibits Specialist II		24.16
13013 - Exhibits Specialist III		29.56
13041 - Illustrator I		19.50
13042 - Illustrator II		24.16
13043 - Illustrator III		29.56
13047 - Librarian		26.75
13050 - Library Aide/Clerk		12.57
13054 - Library Information Technology Systems Administrator		24.16
13058 - Library Technician		14.65
13061 - Media Specialist I		17.43
13062 - Media Specialist II		19.50
13063 - Media Specialist III		21.75
13071 - Photographer I		16.53
13072 - Photographer II		18.46
13073 - Photographer III		22.04
13074 - Photographer IV		26.31
13075 - Photographer V		31.63
13090 - Technical Order Library Clerk		16.85
13110 - Video Teleconference Technician		21.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.22
14042 - Computer Operator II		18.14
14043 - Computer Operator III		20.23
14044 - Computer Operator IV		22.49
14045 - Computer Operator V		24.89
14071 - Computer Programmer I	(see 1)	20.78
14072 - Computer Programmer II	(see 1)	25.74
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.22
14160 - Personal Computer Support Technician		22.49
14170 - System Support Specialist		24.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.21
15020 - Aircrew Training Devices Instructor (Rated)		40.15
15030 - Air Crew Training Devices Instructor (Pilot)		45.13
15050 - Computer Based Training Specialist / Instructor		33.21
15060 - Educational Technologist		34.88
15070 - Flight Instructor (Pilot)		45.13
15080 - Graphic Artist		23.15
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.13

15086 - Maintenance Test Pilot Rotary Wing 45.13
15088 - Non-Maintenance Test/Co-Pilot 45.13
15090 - Technical Instructor 20.43
15095 - Technical Instructor/Course Developer 24.99
15110 - Test Proctor 16.48
15120 - Tutor 16.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.72
19040 - Tool And Die Maker 25.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.21
21030 - Material Coordinator 22.77
21040 - Material Expediter 22.77
21050 - Material Handling Laborer 15.24
21071 - Order Filler 15.26
21080 - Production Line Worker (Food Processing) 20.21
21110 - Shipping Packer 16.93
21130 - Shipping/Receiving Clerk 16.93
21140 - Store Worker I 18.02
21150 - Stock Clerk 22.69
21210 - Tools And Parts Attendant 20.21
21410 - Warehouse Specialist 20.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.62
23019 - Aircraft Logs and Records Technician 20.34
23021 - Aircraft Mechanic I 23.56
23022 - Aircraft Mechanic II 24.62
23023 - Aircraft Mechanic III 25.70
23040 - Aircraft Mechanic Helper 18.93
23050 - Aircraft Painter 26.83
23060 - Aircraft Servicer 20.34
23070 - Aircraft Survival Flight Equipment Technician 26.83
23080 - Aircraft Worker 21.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.41
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.56
23110 - Appliance Mechanic 20.55

23120 - Bicycle Repairer 19.03
23125 - Cable Splicer 39.24
23130 - Carpenter Maintenance 19.61
23140 - Carpet Layer 20.41
23160 - Electrician Maintenance 25.09
23181 - Electronics Technician Maintenance I 28.54
23182 - Electronics Technician Maintenance II 29.67
23183 - Electronics Technician Maintenance III 31.11
23260 - Fabric Worker 19.94
23290 - Fire Alarm System Mechanic 22.73
23310 - Fire Extinguisher Repairer 19.03
23311 - Fuel Distribution System Mechanic 32.82
23312 - Fuel Distribution System Operator 26.85
23370 - General Maintenance Worker 18.51
23380 - Ground Support Equipment Mechanic 23.56
23381 - Ground Support Equipment Servicer 20.34
23382 - Ground Support Equipment Worker 21.41
23391 - Gunsmith I 19.03
23392 - Gunsmith II 20.86
23393 - Gunsmith III 22.73
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.62
23430 - Heavy Equipment Mechanic 23.11
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 22.73
23465 - Laboratory/Shelter Mechanic 21.69
23470 - Laborer 15.24
23510 - Locksmith 21.69
23530 - Machinery Maintenance Mechanic 24.08
23550 - Machinist Maintenance 20.88
23580 - Maintenance Trades Helper 17.74
23591 - Metrology Technician I 22.73
23592 - Metrology Technician II 23.60
23593 - Metrology Technician III 24.51
23640 - Millwright 30.11
23710 - Office Appliance Repairer 19.70
23760 - Painter Maintenance 19.93
23790 - Pipefitter Maintenance 25.30
23810 - Plumber Maintenance 22.31
23820 - Pneudraulic Systems Mechanic 22.73
23850 - Rigger 22.73
23870 - Scale Mechanic 20.86
23890 - Sheet-Metal Worker Maintenance 21.01
23910 - Small Engine Mechanic 20.88
23931 - Telecommunications Mechanic I 25.67
23932 - Telecommunications Mechanic II 26.95
23950 - Telephone Lineman 24.90
23960 - Welder Combination Maintenance 20.88

23965 - Well Driller	22.73
23970 - Woodcraft Worker	22.73
23980 - Woodworker	19.03
24000 - Personal Needs Occupations	
24550 - Case Manager	14.27
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.07
24610 - Chore Aide	11.92
24620 - Family Readiness And Support Services Coordinator	14.27
24630 - Homemaker	16.74
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.92
25040 - Sewage Plant Operator	23.17
25070 - Stationary Engineer	24.92
25190 - Ventilation Equipment Tender	19.27
25210 - Water Treatment Plant Operator	23.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.45
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	27.71
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.25
27040 - Detention Officer	27.71
27070 - Firefighter	19.68
27101 - Guard I	12.52
27102 - Guard II	17.25
27131 - Police Officer I	25.86
27132 - Police Officer II	28.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.25
28042 - Carnival Equipment Repairer	15.15
28043 - Carnival Worker	12.21
28210 - Gate Attendant/Gate Tender	15.57
28310 - Lifeguard	15.16
28350 - Park Attendant (Aide)	17.41
28510 - Recreation Aide/Health Facility Attendant	12.71
28515 - Recreation Specialist	21.57
28630 - Sports Official	13.87
28690 - Swimming Pool Operator	18.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.36
29020 - Hatch Tender	31.36
29030 - Line Handler	31.36
29041 - Stevedore I	29.79
29042 - Stevedore II	32.92
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.80
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.26

30021 - Archeological Technician I		19.12
30022 - Archeological Technician II		21.39
30023 - Archeological Technician III		26.50
30030 - Cartographic Technician		26.50
30040 - Civil Engineering Technician		28.90
30051 - Cryogenic Technician I		26.67
30052 - Cryogenic Technician II		29.47
30061 - Drafter/CAD Operator I		19.12
30062 - Drafter/CAD Operator II		21.39
30063 - Drafter/CAD Operator III		23.85
30064 - Drafter/CAD Operator IV		29.34
30081 - Engineering Technician I		17.03
30082 - Engineering Technician II		19.12
30083 - Engineering Technician III		21.39
30084 - Engineering Technician IV		26.50
30085 - Engineering Technician V		32.41
30086 - Engineering Technician VI		39.22
30090 - Environmental Technician		25.81
30095 - Evidence Control Specialist		24.09
30210 - Laboratory Technician		21.29
30221 - Latent Fingerprint Technician I		26.67
30222 - Latent Fingerprint Technician II		29.47
30240 - Mathematical Technician		26.50
30361 - Paralegal/Legal Assistant I		21.13
30362 - Paralegal/Legal Assistant II		26.18
30363 - Paralegal/Legal Assistant III		32.02
30364 - Paralegal/Legal Assistant IV		38.74
30375 - Petroleum Supply Specialist		29.47
30390 - Photo-Optics Technician		26.50
30395 - Radiation Control Technician		29.47
30461 - Technical Writer I		24.09
30462 - Technical Writer II		29.47
30463 - Technical Writer III		35.65
30491 - Unexploded Ordnance (UXO) Technician I		27.84
30492 - Unexploded Ordnance (UXO) Technician II		33.68
30493 - Unexploded Ordnance (UXO) Technician III		40.37
30494 - Unexploded (UXO) Safety Escort		27.84
30495 - Unexploded (UXO) Sweep Personnel		27.84
30501 - Weather Forecaster I		29.34
30502 - Weather Forecaster II		35.70
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.85
30621 - Weather Observer Senior	(see 2)	26.50
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.68
31020 - Bus Aide		14.86
31030 - Bus Driver		18.85
31043 - Driver Courier		16.39
31260 - Parking and Lot Attendant		13.35
31290 - Shuttle Bus Driver		17.36

31310 - Taxi Driver	15.19
31361 - Truckdriver Light	17.36
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	19.60
31364 - Truckdriver Tractor-Trailer	20.50
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	10.98
99050 - Desk Clerk	10.93
99095 - Embalmer	28.99
99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.19
99260 - Marketing Analyst	26.72
99310 - Mortician	28.99
99410 - Pest Controller	19.93
99510 - Photofinishing Worker	14.63
99710 - Recycling Laborer	19.33
99711 - Recycling Specialist	22.20
99730 - Refuse Collector	17.91
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	12.31
99830 - Survey Party Chief	20.56
99831 - Surveying Aide	11.35
99832 - Surveying Technician	17.30
99840 - Vending Machine Attendant	20.36
99841 - Vending Machine Repairer	24.49
99842 - Vending Machine Repairer Helper	20.36

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4886
Revision No.: 14
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Allegan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.38
01012 - Accounting Clerk II		17.27
01013 - Accounting Clerk III		19.33
01020 - Administrative Assistant		22.35
01035 - Court Reporter		21.35
01041 - Customer Service Representative I		12.06
01042 - Customer Service Representative II		13.57
01043 - Customer Service Representative III		14.80
01051 - Data Entry Operator I		14.44
01052 - Data Entry Operator II		15.76
01060 - Dispatcher Motor Vehicle		20.25
01070 - Document Preparation Clerk		15.00

01090 - Duplicating Machine Operator 15.00
01111 - General Clerk I 13.85
01112 - General Clerk II 15.11
01113 - General Clerk III 16.96
01120 - Housing Referral Assistant 20.99
01141 - Messenger Courier 13.37
01191 - Order Clerk I 14.73
01192 - Order Clerk II 16.08
01261 - Personnel Assistant (Employment) I 16.50
01262 - Personnel Assistant (Employment) II 18.46
01263 - Personnel Assistant (Employment) III 20.58
01270 - Production Control Clerk 22.77
01290 - Rental Clerk 14.60
01300 - Scheduler Maintenance 16.83
01311 - Secretary I 16.83
01312 - Secretary II 18.83
01313 - Secretary III 20.99
01320 - Service Order Dispatcher 18.10
01410 - Supply Technician 22.35
01420 - Survey Worker 20.79
01460 - Switchboard Operator/Receptionist 13.45
01531 - Travel Clerk I 13.08
01532 - Travel Clerk II 14.20
01533 - Travel Clerk III 15.37
01611 - Word Processor I 17.15
01612 - Word Processor II 19.25
01613 - Word Processor III 21.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.64
05010 - Automotive Electrician 20.63
05040 - Automotive Glass Installer 19.84
05070 - Automotive Worker 19.84
05110 - Mobile Equipment Servicer 18.24
05130 - Motor Equipment Metal Mechanic 21.75
05160 - Motor Equipment Metal Worker 19.84
05190 - Motor Vehicle Mechanic 22.59
05220 - Motor Vehicle Mechanic Helper 17.48
05250 - Motor Vehicle Upholstery Worker 19.06
05280 - Motor Vehicle Wrecker 19.84
05310 - Painter Automotive 20.63
05340 - Radiator Repair Specialist 19.84
05370 - Tire Repairer 16.02
05400 - Transmission Repair Specialist 21.46
07000 - Food Preparation And Service Occupations
07010 - Baker 16.72
07041 - Cook I 15.04
07042 - Cook II 16.72
07070 - Dishwasher 12.21
07130 - Food Service Worker 12.21
07210 - Meat Cutter 16.72

07260 - Waiter/Waitress	12.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.43
09040 - Furniture Handler	17.13
09080 - Furniture Refinisher	21.37
09090 - Furniture Refinisher Helper	19.23
09110 - Furniture Repairer Minor	21.27
09130 - Upholsterer	19.43
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.21
11060 - Elevator Operator	14.00
11090 - Gardener	15.46
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer Grounds Maintenance	13.40
11240 - Maid or Houseman	11.83
11260 - Pruner	12.52
11270 - Tractor Operator	15.20
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	14.89
12000 - Health Occupations	
12010 - Ambulance Driver	18.52
12011 - Breath Alcohol Technician	20.17
12012 - Certified Occupational Therapist Assistant	27.34
12015 - Certified Physical Therapist Assistant	24.77
12020 - Dental Assistant	18.97
12025 - Dental Hygienist	32.04
12030 - EKG Technician	26.59
12035 - Electroneurodiagnostic Technologist	26.59
12040 - Emergency Medical Technician	18.52
12071 - Licensed Practical Nurse I	18.03
12072 - Licensed Practical Nurse II	20.17
12073 - Licensed Practical Nurse III	22.49
12100 - Medical Assistant	15.41
12130 - Medical Laboratory Technician	24.07
12160 - Medical Record Clerk	15.77
12190 - Medical Record Technician	19.40
12195 - Medical Transcriptionist	17.55
12210 - Nuclear Medicine Technologist	31.32
12221 - Nursing Assistant I	11.96
12222 - Nursing Assistant II	13.45
12223 - Nursing Assistant III	14.68
12224 - Nursing Assistant IV	16.48
12235 - Optical Dispenser	16.81
12236 - Optical Technician	18.03
12250 - Pharmacy Technician	15.42
12280 - Phlebotomist	16.25
12305 - Radiologic Technologist	25.82
12311 - Registered Nurse I	26.87
12312 - Registered Nurse II	32.87

12313 - Registered Nurse II Specialist		32.87
12314 - Registered Nurse III		39.77
12315 - Registered Nurse III Anesthetist		39.77
12316 - Registered Nurse IV		47.66
12317 - Scheduler (Drug and Alcohol Testing)		24.99
12320 - Substance Abuse Treatment Counselor		25.81
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.50
13012 - Exhibits Specialist II		24.16
13013 - Exhibits Specialist III		29.56
13041 - Illustrator I		19.50
13042 - Illustrator II		24.16
13043 - Illustrator III		29.56
13047 - Librarian		26.75
13050 - Library Aide/Clerk		12.57
13054 - Library Information Technology Systems Administrator		24.16
13058 - Library Technician		14.65
13061 - Media Specialist I		17.43
13062 - Media Specialist II		19.50
13063 - Media Specialist III		21.75
13071 - Photographer I		16.53
13072 - Photographer II		18.46
13073 - Photographer III		22.04
13074 - Photographer IV		26.31
13075 - Photographer V		31.63
13090 - Technical Order Library Clerk		16.85
13110 - Video Teleconference Technician		21.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.22
14042 - Computer Operator II		18.14
14043 - Computer Operator III		20.23
14044 - Computer Operator IV		22.49
14045 - Computer Operator V		24.89
14071 - Computer Programmer I	(see 1)	20.78
14072 - Computer Programmer II	(see 1)	25.74
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.22
14160 - Personal Computer Support Technician		22.49
14170 - System Support Specialist		24.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.21
15020 - Aircrew Training Devices Instructor (Rated)		40.15
15030 - Air Crew Training Devices Instructor (Pilot)		45.13
15050 - Computer Based Training Specialist / Instructor		33.21
15060 - Educational Technologist		34.88

15070 - Flight Instructor (Pilot) 45.13
15080 - Graphic Artist 23.15
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.13
15086 - Maintenance Test Pilot Rotary Wing 45.13
15088 - Non-Maintenance Test/Co-Pilot 45.13
15090 - Technical Instructor 20.43
15095 - Technical Instructor/Course Developer 24.99
15110 - Test Proctor 16.48
15120 - Tutor 16.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.02
16030 - Counter Attendant 11.02
16040 - Dry Cleaner 14.52
16070 - Finisher Flatwork Machine 11.02
16090 - Presser Hand 11.02
16110 - Presser Machine Drycleaning 11.02
16130 - Presser Machine Shirts 11.02
16160 - Presser Machine Wearing Apparel Laundry 11.02
16190 - Sewing Machine Operator 15.75
16220 - Tailor 16.93
16250 - Washer Machine 12.21
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.72
19040 - Tool And Die Maker 25.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.21
21030 - Material Coordinator 22.77
21040 - Material Expediter 22.77
21050 - Material Handling Laborer 15.24
21071 - Order Filler 15.26
21080 - Production Line Worker (Food Processing) 20.21
21110 - Shipping Packer 16.93
21130 - Shipping/Receiving Clerk 16.93
21140 - Store Worker I 18.02
21150 - Stock Clerk 22.69
21210 - Tools And Parts Attendant 20.21
21410 - Warehouse Specialist 20.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.62
23019 - Aircraft Logs and Records Technician 20.34
23021 - Aircraft Mechanic I 23.56
23022 - Aircraft Mechanic II 24.62
23023 - Aircraft Mechanic III 25.70
23040 - Aircraft Mechanic Helper 18.93
23050 - Aircraft Painter 26.83
23060 - Aircraft Servicer 20.34
23070 - Aircraft Survival Flight Equipment Technician 26.83
23080 - Aircraft Worker 21.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.41

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.56
23110 - Appliance Mechanic 20.55
23120 - Bicycle Repairer 19.03
23125 - Cable Splicer 39.24
23130 - Carpenter Maintenance 19.61
23140 - Carpet Layer 20.41
23160 - Electrician Maintenance 25.09
23181 - Electronics Technician Maintenance I 28.54
23182 - Electronics Technician Maintenance II 29.67
23183 - Electronics Technician Maintenance III 31.11
23260 - Fabric Worker 19.94
23290 - Fire Alarm System Mechanic 22.73
23310 - Fire Extinguisher Repairer 19.03
23311 - Fuel Distribution System Mechanic 32.82
23312 - Fuel Distribution System Operator 26.85
23370 - General Maintenance Worker 18.51
23380 - Ground Support Equipment Mechanic 23.56
23381 - Ground Support Equipment Servicer 20.34
23382 - Ground Support Equipment Worker 21.41
23391 - Gunsmith I 19.03
23392 - Gunsmith II 20.86
23393 - Gunsmith III 22.73
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.62
23430 - Heavy Equipment Mechanic 23.11
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 22.73
23465 - Laboratory/Shelter Mechanic 21.69
23470 - Laborer 15.24
23510 - Locksmith 21.69
23530 - Machinery Maintenance Mechanic 24.08
23550 - Machinist Maintenance 20.88
23580 - Maintenance Trades Helper 17.74
23591 - Metrology Technician I 22.73
23592 - Metrology Technician II 23.60
23593 - Metrology Technician III 24.51
23640 - Millwright 30.11
23710 - Office Appliance Repairer 19.70
23760 - Painter Maintenance 19.93
23790 - Pipefitter Maintenance 25.30
23810 - Plumber Maintenance 22.31
23820 - Pneudraulic Systems Mechanic 22.73
23850 - Rigger 22.73
23870 - Scale Mechanic 20.86
23890 - Sheet-Metal Worker Maintenance 21.01
23910 - Small Engine Mechanic 20.88
23931 - Telecommunications Mechanic I 25.67

23932 - Telecommunications Mechanic II 26.95
23950 - Telephone Lineman 24.90
23960 - Welder Combination Maintenance 20.88
23965 - Well Driller 22.73
23970 - Woodcraft Worker 22.73
23980 - Woodworker 19.03
24000 - Personal Needs Occupations
24550 - Case Manager 14.27
24570 - Child Care Attendant 12.09
24580 - Child Care Center Clerk 15.07
24610 - Chore Aide 11.92
24620 - Family Readiness And Support Services Coordinator 14.27
24630 - Homemaker 16.74
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.92
25040 - Sewage Plant Operator 23.17
25070 - Stationary Engineer 24.92
25190 - Ventilation Equipment Tender 19.27
25210 - Water Treatment Plant Operator 23.17
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.45
27007 - Baggage Inspector 12.52
27008 - Corrections Officer 27.71
27010 - Court Security Officer 21.92
27030 - Detection Dog Handler 17.25
27040 - Detention Officer 27.71
27070 - Firefighter 19.68
27101 - Guard I 12.52
27102 - Guard II 17.25
27131 - Police Officer I 25.86
27132 - Police Officer II 28.70
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.25
28042 - Carnival Equipment Repairer 15.15
28043 - Carnival Worker 12.21
28210 - Gate Attendant/Gate Tender 15.57
28310 - Lifeguard 15.16
28350 - Park Attendant (Aide) 17.41
28510 - Recreation Aide/Health Facility Attendant 12.71
28515 - Recreation Specialist 21.57
28630 - Sports Official 13.87
28690 - Swimming Pool Operator 18.63
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 31.36
29020 - Hatch Tender 31.36
29030 - Line Handler 31.36
29041 - Stevedore I 29.79
29042 - Stevedore II 32.92
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.80
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.26
30021 - Archeological Technician I 19.12
30022 - Archeological Technician II 21.39
30023 - Archeological Technician III 26.50
30030 - Cartographic Technician 26.50
30040 - Civil Engineering Technician 28.90
30051 - Cryogenic Technician I 26.67
30052 - Cryogenic Technician II 29.47
30061 - Drafter/CAD Operator I 19.12
30062 - Drafter/CAD Operator II 21.39
30063 - Drafter/CAD Operator III 23.85
30064 - Drafter/CAD Operator IV 29.34
30081 - Engineering Technician I 17.03
30082 - Engineering Technician II 19.12
30083 - Engineering Technician III 21.39
30084 - Engineering Technician IV 26.50
30085 - Engineering Technician V 32.41
30086 - Engineering Technician VI 39.22
30090 - Environmental Technician 25.81
30095 - Evidence Control Specialist 24.09
30210 - Laboratory Technician 21.29
30221 - Latent Fingerprint Technician I 26.67
30222 - Latent Fingerprint Technician II 29.47
30240 - Mathematical Technician 26.50
30361 - Paralegal/Legal Assistant I 21.13
30362 - Paralegal/Legal Assistant II 26.18
30363 - Paralegal/Legal Assistant III 32.02
30364 - Paralegal/Legal Assistant IV 38.74
30375 - Petroleum Supply Specialist 29.47
30390 - Photo-Optics Technician 26.50
30395 - Radiation Control Technician 29.47
30461 - Technical Writer I 24.09
30462 - Technical Writer II 29.47
30463 - Technical Writer III 35.65
30491 - Unexploded Ordnance (UXO) Technician I 27.84
30492 - Unexploded Ordnance (UXO) Technician II 33.68
30493 - Unexploded Ordnance (UXO) Technician III 40.37
30494 - Unexploded (UXO) Safety Escort 27.84
30495 - Unexploded (UXO) Sweep Personnel 27.84
30501 - Weather Forecaster I 29.34
30502 - Weather Forecaster II 35.70
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.85
30621 - Weather Observer Senior (see 2) 26.50
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.68
31020 - Bus Aide 14.86
31030 - Bus Driver 18.85

31043 - Driver Courier	16.39
31260 - Parking and Lot Attendant	13.35
31290 - Shuttle Bus Driver	17.36
31310 - Taxi Driver	15.19
31361 - Truckdriver Light	17.36
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	19.60
31364 - Truckdriver Tractor-Trailer	20.50
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	10.98
99050 - Desk Clerk	10.93
99095 - Embalmer	28.99
99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.19
99260 - Marketing Analyst	26.72
99310 - Mortician	28.99
99410 - Pest Controller	19.93
99510 - Photofinishing Worker	14.63
99710 - Recycling Laborer	19.33
99711 - Recycling Specialist	22.20
99730 - Refuse Collector	17.91
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	12.31
99830 - Survey Party Chief	20.56
99831 - Surveying Aide	11.35
99832 - Surveying Technician	17.30
99840 - Vending Machine Attendant	20.36
99841 - Vending Machine Repairer	24.49
99842 - Vending Machine Repairer Helper	20.36

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4887
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Calumet Outagamie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.98
01012 - Accounting Clerk II		16.81
01013 - Accounting Clerk III		18.81
01020 - Administrative Assistant		26.45
01035 - Court Reporter		17.80
01041 - Customer Service Representative I		13.49
01042 - Customer Service Representative II		15.16
01043 - Customer Service Representative III		16.54
01051 - Data Entry Operator I		13.18
01052 - Data Entry Operator II		14.38
01060 - Dispatcher Motor Vehicle		19.85
01070 - Document Preparation Clerk		15.33
01090 - Duplicating Machine Operator		15.33
01111 - General Clerk I		14.13
01112 - General Clerk II		15.41

01113 - General Clerk III 17.30
01120 - Housing Referral Assistant 19.84
01141 - Messenger Courier 13.42
01191 - Order Clerk I 15.67
01192 - Order Clerk II 17.10
01261 - Personnel Assistant (Employment) I 16.08
01262 - Personnel Assistant (Employment) II 17.99
01263 - Personnel Assistant (Employment) III 20.06
01270 - Production Control Clerk 22.54
01290 - Rental Clerk 12.96
01300 - Scheduler Maintenance 15.91
01311 - Secretary I 15.91
01312 - Secretary II 17.80
01313 - Secretary III 19.84
01320 - Service Order Dispatcher 17.74
01410 - Supply Technician 26.45
01420 - Survey Worker 17.80
01460 - Switchboard Operator/Receptionist 13.71
01531 - Travel Clerk I 16.63
01532 - Travel Clerk II 17.99
01533 - Travel Clerk III 19.46
01611 - Word Processor I 14.17
01612 - Word Processor II 15.91
01613 - Word Processor III 17.80
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.10
05010 - Automotive Electrician 19.16
05040 - Automotive Glass Installer 18.37
05070 - Automotive Worker 18.37
05110 - Mobile Equipment Servicer 16.97
05130 - Motor Equipment Metal Mechanic 19.76
05160 - Motor Equipment Metal Worker 18.37
05190 - Motor Vehicle Mechanic 19.17
05220 - Motor Vehicle Mechanic Helper 16.20
05250 - Motor Vehicle Upholstery Worker 17.77
05280 - Motor Vehicle Wrecker 18.37
05310 - Painter Automotive 19.16
05340 - Radiator Repair Specialist 18.37
05370 - Tire Repairer 14.95
05400 - Transmission Repair Specialist 19.76
07000 - Food Preparation And Service Occupations
07010 - Baker 14.22
07041 - Cook I 13.78
07042 - Cook II 15.45
07070 - Dishwasher 9.23
07130 - Food Service Worker 10.82
07210 - Meat Cutter 20.71
07260 - Waiter/Waitress 11.26
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.21

09040 - Furniture Handler 13.11
09080 - Furniture Refinisher 18.21
09090 - Furniture Refinisher Helper 14.73
09110 - Furniture Repairer Minor 16.25
09130 - Upholsterer 18.21
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.10
11060 - Elevator Operator 14.10
11090 - Gardener 19.91
11122 - Housekeeping Aide 13.94
11150 - Janitor 13.94
11210 - Laborer Grounds Maintenance 16.30
11240 - Maid or Houseman 11.50
11260 - Pruner 15.11
11270 - Tractor Operator 18.71
11330 - Trail Maintenance Worker 16.30
11360 - Window Cleaner 15.04
12000 - Health Occupations
12010 - Ambulance Driver 16.59
12011 - Breath Alcohol Technician 20.50
12012 - Certified Occupational Therapist Assistant 27.46
12015 - Certified Physical Therapist Assistant 28.56
12020 - Dental Assistant 19.68
12025 - Dental Hygienist 31.25
12030 - EKG Technician 31.45
12035 - Electroneurodiagnostic Technologist 31.45
12040 - Emergency Medical Technician 16.59
12071 - Licensed Practical Nurse I 18.33
12072 - Licensed Practical Nurse II 20.50
12073 - Licensed Practical Nurse III 22.85
12100 - Medical Assistant 17.34
12130 - Medical Laboratory Technician 20.04
12160 - Medical Record Clerk 17.77
12190 - Medical Record Technician 19.88
12195 - Medical Transcriptionist 18.06
12210 - Nuclear Medicine Technologist 45.03
12221 - Nursing Assistant I 12.04
12222 - Nursing Assistant II 13.54
12223 - Nursing Assistant III 14.77
12224 - Nursing Assistant IV 16.58
12235 - Optical Dispenser 16.61
12236 - Optical Technician 18.33
12250 - Pharmacy Technician 17.45
12280 - Phlebotomist 17.16
12305 - Radiologic Technologist 26.79
12311 - Registered Nurse I 24.38
12312 - Registered Nurse II 29.82
12313 - Registered Nurse II Specialist 29.82
12314 - Registered Nurse III 36.08
12315 - Registered Nurse III Anesthetist 36.08

12316 - Registered Nurse IV		43.24
12317 - Scheduler (Drug and Alcohol Testing)		25.39
12320 - Substance Abuse Treatment Counselor		19.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.57
13012 - Exhibits Specialist II		27.95
13013 - Exhibits Specialist III		34.20
13041 - Illustrator I		22.57
13042 - Illustrator II		27.95
13043 - Illustrator III		34.20
13047 - Librarian		30.96
13050 - Library Aide/Clerk		15.32
13054 - Library Information Technology Systems Administrator		27.95
13058 - Library Technician		14.60
13061 - Media Specialist I		20.17
13062 - Media Specialist II		22.57
13063 - Media Specialist III		25.16
13071 - Photographer I		17.01
13072 - Photographer II		19.03
13073 - Photographer III		23.56
13074 - Photographer IV		28.83
13075 - Photographer V		34.88
13090 - Technical Order Library Clerk		19.25
13110 - Video Teleconference Technician		20.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.88
14042 - Computer Operator II		18.88
14043 - Computer Operator III		21.06
14044 - Computer Operator IV		23.40
14045 - Computer Operator V		26.59
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.88
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		27.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.92
15020 - Aircrew Training Devices Instructor (Rated)		34.98
15030 - Air Crew Training Devices Instructor (Pilot)		41.92
15050 - Computer Based Training Specialist / Instructor		28.92
15060 - Educational Technologist		30.53
15070 - Flight Instructor (Pilot)		41.92
15080 - Graphic Artist		21.93
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.92

15086 - Maintenance Test Pilot Rotary Wing 41.92
15088 - Non-Maintenance Test/Co-Pilot 41.92
15090 - Technical Instructor 19.92
15095 - Technical Instructor/Course Developer 24.37
15110 - Test Proctor 16.08
15120 - Tutor 16.08
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.64
16030 - Counter Attendant 14.64
16040 - Dry Cleaner 16.74
16070 - Finisher Flatwork Machine 14.64
16090 - Presser Hand 14.64
16110 - Presser Machine Drycleaning 14.64
16130 - Presser Machine Shirts 14.64
16160 - Presser Machine Wearing Apparel Laundry 14.64
16190 - Sewing Machine Operator 17.44
16220 - Tailor 18.14
16250 - Washer Machine 15.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.61
19040 - Tool And Die Maker 26.36
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.22
21030 - Material Coordinator 22.54
21040 - Material Expediter 22.54
21050 - Material Handling Laborer 15.44
21071 - Order Filler 12.80
21080 - Production Line Worker (Food Processing) 17.22
21110 - Shipping Packer 18.37
21130 - Shipping/Receiving Clerk 18.37
21140 - Store Worker I 15.61
21150 - Stock Clerk 19.69
21210 - Tools And Parts Attendant 17.22
21410 - Warehouse Specialist 17.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.12
23019 - Aircraft Logs and Records Technician 22.53
23021 - Aircraft Mechanic I 26.83
23022 - Aircraft Mechanic II 28.12
23023 - Aircraft Mechanic III 29.48
23040 - Aircraft Mechanic Helper 19.94
23050 - Aircraft Painter 25.27
23060 - Aircraft Servicer 22.53
23070 - Aircraft Survival Flight Equipment Technician 25.27
23080 - Aircraft Worker 23.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.83
23110 - Appliance Mechanic 23.21

23120 - Bicycle Repairer	18.06
23125 - Cable Splicer	35.44
23130 - Carpenter Maintenance	23.06
23140 - Carpet Layer	24.48
23160 - Electrician Maintenance	28.56
23181 - Electronics Technician Maintenance I	23.15
23182 - Electronics Technician Maintenance II	24.56
23183 - Electronics Technician Maintenance III	26.08
23260 - Fabric Worker	21.90
23290 - Fire Alarm System Mechanic	25.35
23310 - Fire Extinguisher Repairer	20.63
23311 - Fuel Distribution System Mechanic	26.08
23312 - Fuel Distribution System Operator	22.61
23370 - General Maintenance Worker	22.38
23380 - Ground Support Equipment Mechanic	26.83
23381 - Ground Support Equipment Servicer	22.53
23382 - Ground Support Equipment Worker	23.81
23391 - Gunsmith I	20.63
23392 - Gunsmith II	23.15
23393 - Gunsmith III	26.08
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.74
23430 - Heavy Equipment Mechanic	24.74
23440 - Heavy Equipment Operator	27.62
23460 - Instrument Mechanic	26.08
23465 - Laboratory/Shelter Mechanic	24.56
23470 - Laborer	15.44
23510 - Locksmith	24.56
23530 - Machinery Maintenance Mechanic	24.53
23550 - Machinist Maintenance	21.78
23580 - Maintenance Trades Helper	16.20
23591 - Metrology Technician I	26.08
23592 - Metrology Technician II	27.34
23593 - Metrology Technician III	28.66
23640 - Millwright	28.32
23710 - Office Appliance Repairer	21.85
23760 - Painter Maintenance	20.87
23790 - Pipefitter Maintenance	32.91
23810 - Plumber Maintenance	31.10
23820 - Pneudraulic Systems Mechanic	26.08
23850 - Rigger	26.08
23870 - Scale Mechanic	23.15
23890 - Sheet-Metal Worker Maintenance	27.97
23910 - Small Engine Mechanic	23.15
23931 - Telecommunications Mechanic I	26.15
23932 - Telecommunications Mechanic II	27.04
23950 - Telephone Lineman	25.93
23960 - Welder Combination Maintenance	22.09

23965 - Well Driller	26.08
23970 - Woodcraft Worker	26.08
23980 - Woodworker	20.63
24000 - Personal Needs Occupations	
24550 - Case Manager	18.76
24570 - Child Care Attendant	10.57
24580 - Child Care Center Clerk	15.19
24610 - Chore Aide	12.93
24620 - Family Readiness And Support Services Coordinator	18.76
24630 - Homemaker	18.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.87
25040 - Sewage Plant Operator	27.26
25070 - Stationary Engineer	26.87
25190 - Ventilation Equipment Tender	20.19
25210 - Water Treatment Plant Operator	27.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.24
27007 - Baggage Inspector	13.04
27008 - Corrections Officer	27.16
27010 - Court Security Officer	21.40
27030 - Detection Dog Handler	14.89
27040 - Detention Officer	27.16
27070 - Firefighter	22.19
27101 - Guard I	13.04
27102 - Guard II	14.89
27131 - Police Officer I	27.21
27132 - Police Officer II	30.23
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.66
28042 - Carnival Equipment Repairer	12.82
28043 - Carnival Worker	10.13
28210 - Gate Attendant/Gate Tender	14.39
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	16.10
28510 - Recreation Aide/Health Facility Attendant	11.75
28515 - Recreation Specialist	18.74
28630 - Sports Official	12.82
28690 - Swimming Pool Operator	17.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.15
29020 - Hatch Tender	23.15
29030 - Line Handler	23.15
29041 - Stevedore I	21.90
29042 - Stevedore II	24.56
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.36
30022 - Archeological Technician II		20.54
30023 - Archeological Technician III		25.43
30030 - Cartographic Technician		25.43
30040 - Civil Engineering Technician		26.10
30051 - Cryogenic Technician I		28.17
30052 - Cryogenic Technician II		31.12
30061 - Drafter/CAD Operator I		18.36
30062 - Drafter/CAD Operator II		20.54
30063 - Drafter/CAD Operator III		22.89
30064 - Drafter/CAD Operator IV		28.17
30081 - Engineering Technician I		15.40
30082 - Engineering Technician II		18.41
30083 - Engineering Technician III		20.86
30084 - Engineering Technician IV		25.84
30085 - Engineering Technician V		31.61
30086 - Engineering Technician VI		38.25
30090 - Environmental Technician		25.43
30095 - Evidence Control Specialist		25.43
30210 - Laboratory Technician		21.86
30221 - Latent Fingerprint Technician I		28.17
30222 - Latent Fingerprint Technician II		31.12
30240 - Mathematical Technician		25.43
30361 - Paralegal/Legal Assistant I		19.41
30362 - Paralegal/Legal Assistant II		24.04
30363 - Paralegal/Legal Assistant III		29.41
30364 - Paralegal/Legal Assistant IV		35.58
30375 - Petroleum Supply Specialist		31.12
30390 - Photo-Optics Technician		25.43
30395 - Radiation Control Technician		31.12
30461 - Technical Writer I		24.94
30462 - Technical Writer II		30.49
30463 - Technical Writer III		35.95
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.17
30502 - Weather Forecaster II		34.26
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.89
30621 - Weather Observer Senior	(see 2)	25.43
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.72
31030 - Bus Driver		19.09
31043 - Driver Courier		14.52
31260 - Parking and Lot Attendant		13.64
31290 - Shuttle Bus Driver		15.45

31310 - Taxi Driver	11.81
31361 - Truckdriver Light	15.45
31362 - Truckdriver Medium	16.40
31363 - Truckdriver Heavy	20.17
31364 - Truckdriver Tractor-Trailer	20.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.76
99050 - Desk Clerk	11.23
99095 - Embalmer	32.56
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.72
99252 - Laboratory Animal Caretaker II	14.60
99260 - Marketing Analyst	25.25
99310 - Mortician	32.56
99410 - Pest Controller	23.75
99510 - Photofinishing Worker	13.35
99710 - Recycling Laborer	19.19
99711 - Recycling Specialist	22.03
99730 - Refuse Collector	17.79
99810 - Sales Clerk	12.02
99820 - School Crossing Guard	16.98
99830 - Survey Party Chief	25.04
99831 - Surveying Aide	14.63
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	15.29
99841 - Vending Machine Repairer	18.15
99842 - Vending Machine Repairer Helper	15.29

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4888
Revision No.: 12
Date Of Last Revision: 06/23/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Calumet Outagamie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.98
01012 - Accounting Clerk II		16.81
01013 - Accounting Clerk III		18.81
01020 - Administrative Assistant		26.45
01035 - Court Reporter		17.80
01041 - Customer Service Representative I		13.49
01042 - Customer Service Representative II		15.16
01043 - Customer Service Representative III		16.54
01051 - Data Entry Operator I		13.18
01052 - Data Entry Operator II		14.38
01060 - Dispatcher Motor Vehicle		19.85
01070 - Document Preparation Clerk		15.33

01090 - Duplicating Machine Operator 15.33
01111 - General Clerk I 14.13
01112 - General Clerk II 15.41
01113 - General Clerk III 17.30
01120 - Housing Referral Assistant 19.84
01141 - Messenger Courier 13.42
01191 - Order Clerk I 15.67
01192 - Order Clerk II 17.10
01261 - Personnel Assistant (Employment) I 16.08
01262 - Personnel Assistant (Employment) II 17.99
01263 - Personnel Assistant (Employment) III 20.06
01270 - Production Control Clerk 22.54
01290 - Rental Clerk 12.96
01300 - Scheduler Maintenance 15.91
01311 - Secretary I 15.91
01312 - Secretary II 17.80
01313 - Secretary III 19.84
01320 - Service Order Dispatcher 17.74
01410 - Supply Technician 26.45
01420 - Survey Worker 17.80
01460 - Switchboard Operator/Receptionist 13.71
01531 - Travel Clerk I 16.63
01532 - Travel Clerk II 17.99
01533 - Travel Clerk III 19.46
01611 - Word Processor I 14.17
01612 - Word Processor II 15.91
01613 - Word Processor III 17.80
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.10
05010 - Automotive Electrician 19.16
05040 - Automotive Glass Installer 18.37
05070 - Automotive Worker 18.37
05110 - Mobile Equipment Servicer 16.97
05130 - Motor Equipment Metal Mechanic 19.76
05160 - Motor Equipment Metal Worker 18.37
05190 - Motor Vehicle Mechanic 19.17
05220 - Motor Vehicle Mechanic Helper 16.20
05250 - Motor Vehicle Upholstery Worker 17.77
05280 - Motor Vehicle Wrecker 18.37
05310 - Painter Automotive 19.16
05340 - Radiator Repair Specialist 18.37
05370 - Tire Repairer 14.95
05400 - Transmission Repair Specialist 19.76
07000 - Food Preparation And Service Occupations
07010 - Baker 14.22
07041 - Cook I 13.78
07042 - Cook II 15.45
07070 - Dishwasher 9.23
07130 - Food Service Worker 10.82
07210 - Meat Cutter 20.71

07260 - Waiter/Waitress	11.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.21
09040 - Furniture Handler	13.11
09080 - Furniture Refinisher	18.21
09090 - Furniture Refinisher Helper	14.73
09110 - Furniture Repairer Minor	16.25
09130 - Upholsterer	18.21
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.10
11060 - Elevator Operator	14.10
11090 - Gardener	19.91
11122 - Housekeeping Aide	13.94
11150 - Janitor	13.94
11210 - Laborer Grounds Maintenance	16.30
11240 - Maid or Houseman	11.50
11260 - Pruner	15.11
11270 - Tractor Operator	18.71
11330 - Trail Maintenance Worker	16.30
11360 - Window Cleaner	15.04
12000 - Health Occupations	
12010 - Ambulance Driver	16.59
12011 - Breath Alcohol Technician	20.50
12012 - Certified Occupational Therapist Assistant	27.46
12015 - Certified Physical Therapist Assistant	28.56
12020 - Dental Assistant	19.68
12025 - Dental Hygienist	31.25
12030 - EKG Technician	31.45
12035 - Electroneurodiagnostic Technologist	31.45
12040 - Emergency Medical Technician	16.59
12071 - Licensed Practical Nurse I	18.33
12072 - Licensed Practical Nurse II	20.50
12073 - Licensed Practical Nurse III	22.85
12100 - Medical Assistant	17.34
12130 - Medical Laboratory Technician	20.04
12160 - Medical Record Clerk	17.77
12190 - Medical Record Technician	19.88
12195 - Medical Transcriptionist	18.06
12210 - Nuclear Medicine Technologist	45.03
12221 - Nursing Assistant I	12.04
12222 - Nursing Assistant II	13.54
12223 - Nursing Assistant III	14.77
12224 - Nursing Assistant IV	16.58
12235 - Optical Dispenser	16.61
12236 - Optical Technician	18.33
12250 - Pharmacy Technician	17.45
12280 - Phlebotomist	17.16
12305 - Radiologic Technologist	26.79
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.82

12313 - Registered Nurse II Specialist		29.82
12314 - Registered Nurse III		36.08
12315 - Registered Nurse III Anesthetist		36.08
12316 - Registered Nurse IV		43.24
12317 - Scheduler (Drug and Alcohol Testing)		25.39
12320 - Substance Abuse Treatment Counselor		19.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.57
13012 - Exhibits Specialist II		27.95
13013 - Exhibits Specialist III		34.20
13041 - Illustrator I		22.57
13042 - Illustrator II		27.95
13043 - Illustrator III		34.20
13047 - Librarian		30.96
13050 - Library Aide/Clerk		15.32
13054 - Library Information Technology Systems Administrator		27.95
13058 - Library Technician		14.60
13061 - Media Specialist I		20.17
13062 - Media Specialist II		22.57
13063 - Media Specialist III		25.16
13071 - Photographer I		17.01
13072 - Photographer II		19.03
13073 - Photographer III		23.56
13074 - Photographer IV		28.83
13075 - Photographer V		34.88
13090 - Technical Order Library Clerk		19.25
13110 - Video Teleconference Technician		20.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.88
14042 - Computer Operator II		18.88
14043 - Computer Operator III		21.06
14044 - Computer Operator IV		23.40
14045 - Computer Operator V		26.59
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.88
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		27.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.92
15020 - Aircrew Training Devices Instructor (Rated)		34.98
15030 - Air Crew Training Devices Instructor (Pilot)		41.92
15050 - Computer Based Training Specialist / Instructor		28.92
15060 - Educational Technologist		30.53

15070 - Flight Instructor (Pilot) 41.92
15080 - Graphic Artist 21.93
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.92
15086 - Maintenance Test Pilot Rotary Wing 41.92
15088 - Non-Maintenance Test/Co-Pilot 41.92
15090 - Technical Instructor 19.92
15095 - Technical Instructor/Course Developer 24.37
15110 - Test Proctor 16.08
15120 - Tutor 16.08
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.64
16030 - Counter Attendant 14.64
16040 - Dry Cleaner 16.74
16070 - Finisher Flatwork Machine 14.64
16090 - Presser Hand 14.64
16110 - Presser Machine Drycleaning 14.64
16130 - Presser Machine Shirts 14.64
16160 - Presser Machine Wearing Apparel Laundry 14.64
16190 - Sewing Machine Operator 17.44
16220 - Tailor 18.14
16250 - Washer Machine 15.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.61
19040 - Tool And Die Maker 26.36
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.22
21030 - Material Coordinator 22.54
21040 - Material Expediter 22.54
21050 - Material Handling Laborer 15.44
21071 - Order Filler 12.80
21080 - Production Line Worker (Food Processing) 17.22
21110 - Shipping Packer 18.37
21130 - Shipping/Receiving Clerk 18.37
21140 - Store Worker I 15.61
21150 - Stock Clerk 19.69
21210 - Tools And Parts Attendant 17.22
21410 - Warehouse Specialist 17.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.12
23019 - Aircraft Logs and Records Technician 22.53
23021 - Aircraft Mechanic I 26.83
23022 - Aircraft Mechanic II 28.12
23023 - Aircraft Mechanic III 29.48
23040 - Aircraft Mechanic Helper 19.94
23050 - Aircraft Painter 25.27
23060 - Aircraft Servicer 22.53
23070 - Aircraft Survival Flight Equipment Technician 25.27
23080 - Aircraft Worker 23.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.81

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.83
23110 - Appliance Mechanic 23.21
23120 - Bicycle Repairer 18.06
23125 - Cable Splicer 35.44
23130 - Carpenter Maintenance 23.06
23140 - Carpet Layer 24.48
23160 - Electrician Maintenance 28.56
23181 - Electronics Technician Maintenance I 23.15
23182 - Electronics Technician Maintenance II 24.56
23183 - Electronics Technician Maintenance III 26.08
23260 - Fabric Worker 21.90
23290 - Fire Alarm System Mechanic 25.35
23310 - Fire Extinguisher Repairer 20.63
23311 - Fuel Distribution System Mechanic 26.08
23312 - Fuel Distribution System Operator 22.61
23370 - General Maintenance Worker 22.38
23380 - Ground Support Equipment Mechanic 26.83
23381 - Ground Support Equipment Servicer 22.53
23382 - Ground Support Equipment Worker 23.81
23391 - Gunsmith I 20.63
23392 - Gunsmith II 23.15
23393 - Gunsmith III 26.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.74
23430 - Heavy Equipment Mechanic 24.74
23440 - Heavy Equipment Operator 27.62
23460 - Instrument Mechanic 26.08
23465 - Laboratory/Shelter Mechanic 24.56
23470 - Laborer 15.44
23510 - Locksmith 24.56
23530 - Machinery Maintenance Mechanic 24.53
23550 - Machinist Maintenance 21.78
23580 - Maintenance Trades Helper 16.20
23591 - Metrology Technician I 26.08
23592 - Metrology Technician II 27.34
23593 - Metrology Technician III 28.66
23640 - Millwright 28.32
23710 - Office Appliance Repairer 21.85
23760 - Painter Maintenance 20.87
23790 - Pipefitter Maintenance 32.91
23810 - Plumber Maintenance 31.10
23820 - Pneudraulic Systems Mechanic 26.08
23850 - Rigger 26.08
23870 - Scale Mechanic 23.15
23890 - Sheet-Metal Worker Maintenance 27.97
23910 - Small Engine Mechanic 23.15
23931 - Telecommunications Mechanic I 26.15

23932 - Telecommunications Mechanic II 27.04
23950 - Telephone Lineman 25.93
23960 - Welder Combination Maintenance 22.09
23965 - Well Driller 26.08
23970 - Woodcraft Worker 26.08
23980 - Woodworker 20.63
24000 - Personal Needs Occupations
24550 - Case Manager 18.76
24570 - Child Care Attendant 10.57
24580 - Child Care Center Clerk 15.19
24610 - Chore Aide 12.93
24620 - Family Readiness And Support Services Coordinator 18.76
24630 - Homemaker 18.76
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.87
25040 - Sewage Plant Operator 27.26
25070 - Stationary Engineer 26.87
25190 - Ventilation Equipment Tender 20.19
25210 - Water Treatment Plant Operator 27.26
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.24
27007 - Baggage Inspector 13.04
27008 - Corrections Officer 27.16
27010 - Court Security Officer 21.40
27030 - Detection Dog Handler 14.89
27040 - Detention Officer 27.16
27070 - Firefighter 22.19
27101 - Guard I 13.04
27102 - Guard II 14.89
27131 - Police Officer I 27.21
27132 - Police Officer II 30.23
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.66
28042 - Carnival Equipment Repairer 12.82
28043 - Carnival Worker 10.13
28210 - Gate Attendant/Gate Tender 14.39
28310 - Lifeguard 11.84
28350 - Park Attendant (Aide) 16.10
28510 - Recreation Aide/Health Facility Attendant 11.75
28515 - Recreation Specialist 18.74
28630 - Sports Official 12.82
28690 - Swimming Pool Operator 17.53
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.15
29020 - Hatch Tender 23.15
29030 - Line Handler 23.15
29041 - Stevedore I 21.90
29042 - Stevedore II 24.56
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.36
30022 - Archeological Technician II 20.54
30023 - Archeological Technician III 25.43
30030 - Cartographic Technician 25.43
30040 - Civil Engineering Technician 26.10
30051 - Cryogenic Technician I 28.17
30052 - Cryogenic Technician II 31.12
30061 - Drafter/CAD Operator I 18.36
30062 - Drafter/CAD Operator II 20.54
30063 - Drafter/CAD Operator III 22.89
30064 - Drafter/CAD Operator IV 28.17
30081 - Engineering Technician I 15.40
30082 - Engineering Technician II 18.41
30083 - Engineering Technician III 20.86
30084 - Engineering Technician IV 25.84
30085 - Engineering Technician V 31.61
30086 - Engineering Technician VI 38.25
30090 - Environmental Technician 25.43
30095 - Evidence Control Specialist 25.43
30210 - Laboratory Technician 21.86
30221 - Latent Fingerprint Technician I 28.17
30222 - Latent Fingerprint Technician II 31.12
30240 - Mathematical Technician 25.43
30361 - Paralegal/Legal Assistant I 19.41
30362 - Paralegal/Legal Assistant II 24.04
30363 - Paralegal/Legal Assistant III 29.41
30364 - Paralegal/Legal Assistant IV 35.58
30375 - Petroleum Supply Specialist 31.12
30390 - Photo-Optics Technician 25.43
30395 - Radiation Control Technician 31.12
30461 - Technical Writer I 24.94
30462 - Technical Writer II 30.49
30463 - Technical Writer III 35.95
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.17
30502 - Weather Forecaster II 34.26
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.89
30621 - Weather Observer Senior (see 2) 25.43
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.72
31030 - Bus Driver 19.09

31043 - Driver Courier	14.52
31260 - Parking and Lot Attendant	13.64
31290 - Shuttle Bus Driver	15.45
31310 - Taxi Driver	11.81
31361 - Truckdriver Light	15.45
31362 - Truckdriver Medium	16.40
31363 - Truckdriver Heavy	20.17
31364 - Truckdriver Tractor-Trailer	20.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.76
99050 - Desk Clerk	11.23
99095 - Embalmer	32.56
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.72
99252 - Laboratory Animal Caretaker II	14.60
99260 - Marketing Analyst	25.25
99310 - Mortician	32.56
99410 - Pest Controller	23.75
99510 - Photofinishing Worker	13.35
99710 - Recycling Laborer	19.19
99711 - Recycling Specialist	22.03
99730 - Refuse Collector	17.79
99810 - Sales Clerk	12.02
99820 - School Crossing Guard	16.98
99830 - Survey Party Chief	25.04
99831 - Surveying Aide	14.63
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	15.29
99841 - Vending Machine Repairer	18.15
99842 - Vending Machine Repairer Helper	15.29

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4889
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Chippewa Eau Claire

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.61
01012 - Accounting Clerk II		16.40
01013 - Accounting Clerk III		18.35
01020 - Administrative Assistant		26.73
01035 - Court Reporter		18.48
01041 - Customer Service Representative I		12.55
01042 - Customer Service Representative II		14.12
01043 - Customer Service Representative III		15.40
01051 - Data Entry Operator I		14.92
01052 - Data Entry Operator II		16.28
01060 - Dispatcher Motor Vehicle		19.56
01070 - Document Preparation Clerk		15.66
01090 - Duplicating Machine Operator		15.66
01111 - General Clerk I		13.40
01112 - General Clerk II		14.62

01113 - General Clerk III 16.41
01120 - Housing Referral Assistant 20.60
01141 - Messenger Courier 12.50
01191 - Order Clerk I 16.78
01192 - Order Clerk II 18.31
01261 - Personnel Assistant (Employment) I 15.75
01262 - Personnel Assistant (Employment) II 17.62
01263 - Personnel Assistant (Employment) III 19.64
01270 - Production Control Clerk 21.76
01290 - Rental Clerk 15.19
01300 - Scheduler Maintenance 16.51
01311 - Secretary I 16.51
01312 - Secretary II 18.48
01313 - Secretary III 20.60
01320 - Service Order Dispatcher 17.46
01410 - Supply Technician 26.73
01420 - Survey Worker 16.03
01460 - Switchboard Operator/Receptionist 14.85
01531 - Travel Clerk I 16.88
01532 - Travel Clerk II 18.22
01533 - Travel Clerk III 19.59
01611 - Word Processor I 14.71
01612 - Word Processor II 16.51
01613 - Word Processor III 18.48
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.87
05010 - Automotive Electrician 21.40
05040 - Automotive Glass Installer 20.29
05070 - Automotive Worker 20.29
05110 - Mobile Equipment Servicer 18.08
05130 - Motor Equipment Metal Mechanic 22.49
05160 - Motor Equipment Metal Worker 20.29
05190 - Motor Vehicle Mechanic 22.49
05220 - Motor Vehicle Mechanic Helper 16.98
05250 - Motor Vehicle Upholstery Worker 19.18
05280 - Motor Vehicle Wrecker 20.29
05310 - Painter Automotive 21.40
05340 - Radiator Repair Specialist 20.29
05370 - Tire Repairer 15.46
05400 - Transmission Repair Specialist 22.49
07000 - Food Preparation And Service Occupations
07010 - Baker 15.08
07041 - Cook I 14.27
07042 - Cook II 16.01
07070 - Dishwasher 9.42
07130 - Food Service Worker 12.29
07210 - Meat Cutter 16.35
07260 - Waiter/Waitress 9.69
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.73

09040 - Furniture Handler 12.84
09080 - Furniture Refinisher 18.73
09090 - Furniture Refinisher Helper 14.86
09110 - Furniture Repairer Minor 16.79
09130 - Upholsterer 18.73
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.99
11060 - Elevator Operator 12.86
11090 - Gardener 17.25
11122 - Housekeeping Aide 12.86
11150 - Janitor 12.86
11210 - Laborer Grounds Maintenance 13.99
11240 - Maid or Houseman 10.69
11260 - Pruner 12.94
11270 - Tractor Operator 16.20
11330 - Trail Maintenance Worker 13.99
11360 - Window Cleaner 13.95
12000 - Health Occupations
12010 - Ambulance Driver 20.29
12011 - Breath Alcohol Technician 19.21
12012 - Certified Occupational Therapist Assistant 25.96
12015 - Certified Physical Therapist Assistant 26.27
12020 - Dental Assistant 17.81
12025 - Dental Hygienist 32.92
12030 - EKG Technician 29.10
12035 - Electroneurodiagnostic Technologist 29.10
12040 - Emergency Medical Technician 20.29
12071 - Licensed Practical Nurse I 17.16
12072 - Licensed Practical Nurse II 19.21
12073 - Licensed Practical Nurse III 21.41
12100 - Medical Assistant 20.09
12130 - Medical Laboratory Technician 24.90
12160 - Medical Record Clerk 17.15
12190 - Medical Record Technician 19.19
12195 - Medical Transcriptionist 20.16
12210 - Nuclear Medicine Technologist 42.20
12221 - Nursing Assistant I 11.48
12222 - Nursing Assistant II 12.90
12223 - Nursing Assistant III 14.07
12224 - Nursing Assistant IV 15.80
12235 - Optical Dispenser 17.74
12236 - Optical Technician 17.16
12250 - Pharmacy Technician 16.25
12280 - Phlebotomist 17.09
12305 - Radiologic Technologist 27.49
12311 - Registered Nurse I 24.49
12312 - Registered Nurse II 29.96
12313 - Registered Nurse II Specialist 29.96
12314 - Registered Nurse III 36.24
12315 - Registered Nurse III Anesthetist 36.24

12316 - Registered Nurse IV		42.63
12317 - Scheduler (Drug and Alcohol Testing)		25.13
12320 - Substance Abuse Treatment Counselor		19.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.33
13012 - Exhibits Specialist II		22.72
13013 - Exhibits Specialist III		27.79
13041 - Illustrator I		18.33
13042 - Illustrator II		22.72
13043 - Illustrator III		27.79
13047 - Librarian		25.18
13050 - Library Aide/Clerk		14.61
13054 - Library Information Technology Systems Administrator		22.72
13058 - Library Technician		20.01
13061 - Media Specialist I		16.39
13062 - Media Specialist II		18.33
13063 - Media Specialist III		20.44
13071 - Photographer I		14.42
13072 - Photographer II		16.54
13073 - Photographer III		20.49
13074 - Photographer IV		25.07
13075 - Photographer V		30.33
13090 - Technical Order Library Clerk		19.40
13110 - Video Teleconference Technician		19.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.87
14042 - Computer Operator II		17.76
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.36
14071 - Computer Programmer I	(see 1)	20.94
14072 - Computer Programmer II	(see 1)	25.94
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.87
14160 - Personal Computer Support Technician		21.99
14170 - System Support Specialist		28.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.19
15020 - Aircrew Training Devices Instructor (Rated)		32.90
15030 - Air Crew Training Devices Instructor (Pilot)		39.43
15050 - Computer Based Training Specialist / Instructor		27.52
15060 - Educational Technologist		32.45
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		22.32
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.43

15086 - Maintenance Test Pilot Rotary Wing 39.43
15088 - Non-Maintenance Test/Co-Pilot 39.43
15090 - Technical Instructor 19.23
15095 - Technical Instructor/Course Developer 23.52
15110 - Test Proctor 15.55
15120 - Tutor 15.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.72
19040 - Tool And Die Maker 26.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.09
21030 - Material Coordinator 21.76
21040 - Material Expediter 21.76
21050 - Material Handling Laborer 15.48
21071 - Order Filler 12.50
21080 - Production Line Worker (Food Processing) 17.09
21110 - Shipping Packer 17.99
21130 - Shipping/Receiving Clerk 17.99
21140 - Store Worker I 13.73
21150 - Stock Clerk 17.57
21210 - Tools And Parts Attendant 17.09
21410 - Warehouse Specialist 17.09
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.14
23019 - Aircraft Logs and Records Technician 22.89
23021 - Aircraft Mechanic I 26.84
23022 - Aircraft Mechanic II 28.14
23023 - Aircraft Mechanic III 29.47
23040 - Aircraft Mechanic Helper 20.26
23050 - Aircraft Painter 25.53
23060 - Aircraft Servicer 22.89
23070 - Aircraft Survival Flight Equipment Technician 25.53
23080 - Aircraft Worker 24.21
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.21
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.84
23110 - Appliance Mechanic 22.43

23120 - Bicycle Repairer	20.58
23125 - Cable Splicer	42.78
23130 - Carpenter Maintenance	27.22
23140 - Carpet Layer	24.21
23160 - Electrician Maintenance	33.09
23181 - Electronics Technician Maintenance I	24.21
23182 - Electronics Technician Maintenance II	25.53
23183 - Electronics Technician Maintenance III	26.84
23260 - Fabric Worker	22.89
23290 - Fire Alarm System Mechanic	26.84
23310 - Fire Extinguisher Repairer	21.58
23311 - Fuel Distribution System Mechanic	26.84
23312 - Fuel Distribution System Operator	21.58
23370 - General Maintenance Worker	20.99
23380 - Ground Support Equipment Mechanic	26.84
23381 - Ground Support Equipment Servicer	22.89
23382 - Ground Support Equipment Worker	24.21
23391 - Gunsmith I	21.58
23392 - Gunsmith II	24.21
23393 - Gunsmith III	26.84
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.78
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.03
23430 - Heavy Equipment Mechanic	26.66
23440 - Heavy Equipment Operator	25.84
23460 - Instrument Mechanic	26.84
23465 - Laboratory/Shelter Mechanic	25.53
23470 - Laborer	15.48
23510 - Locksmith	25.53
23530 - Machinery Maintenance Mechanic	21.55
23550 - Machinist Maintenance	19.83
23580 - Maintenance Trades Helper	18.65
23591 - Metrology Technician I	26.84
23592 - Metrology Technician II	28.14
23593 - Metrology Technician III	29.47
23640 - Millwright	32.31
23710 - Office Appliance Repairer	21.24
23760 - Painter Maintenance	20.78
23790 - Pipefitter Maintenance	34.74
23810 - Plumber Maintenance	32.46
23820 - Pneudraulic Systems Mechanic	26.84
23850 - Rigger	26.84
23870 - Scale Mechanic	24.21
23890 - Sheet-Metal Worker Maintenance	27.94
23910 - Small Engine Mechanic	24.21
23931 - Telecommunications Mechanic I	25.65
23932 - Telecommunications Mechanic II	26.84
23950 - Telephone Lineman	24.19
23960 - Welder Combination Maintenance	19.83

23965 - Well Driller	26.84
23970 - Woodcraft Worker	26.84
23980 - Woodworker	21.58
24000 - Personal Needs Occupations	
24550 - Case Manager	21.59
24570 - Child Care Attendant	11.53
24580 - Child Care Center Clerk	14.38
24610 - Chore Aide	11.81
24620 - Family Readiness And Support Services Coordinator	21.59
24630 - Homemaker	21.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.84
25040 - Sewage Plant Operator	24.40
25070 - Stationary Engineer	26.84
25190 - Ventilation Equipment Tender	20.26
25210 - Water Treatment Plant Operator	24.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.28
27007 - Baggage Inspector	11.52
27008 - Corrections Officer	20.70
27010 - Court Security Officer	19.62
27030 - Detection Dog Handler	14.16
27040 - Detention Officer	20.70
27070 - Firefighter	17.50
27101 - Guard I	11.52
27102 - Guard II	14.16
27131 - Police Officer I	25.48
27132 - Police Officer II	28.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.05
28042 - Carnival Equipment Repairer	12.82
28043 - Carnival Worker	9.62
28210 - Gate Attendant/Gate Tender	16.36
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	18.29
28510 - Recreation Aide/Health Facility Attendant	13.34
28515 - Recreation Specialist	22.65
28630 - Sports Official	14.56
28690 - Swimming Pool Operator	15.92
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.21
29020 - Hatch Tender	24.21
29030 - Line Handler	24.21
29041 - Stevedore I	22.89
29042 - Stevedore II	25.53
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 17.43
30022 - Archeological Technician II 19.51
30023 - Archeological Technician III 24.16
30030 - Cartographic Technician 24.16
30040 - Civil Engineering Technician 25.16
30051 - Cryogenic Technician I 26.35
30052 - Cryogenic Technician II 29.11
30061 - Drafter/CAD Operator I 17.43
30062 - Drafter/CAD Operator II 19.51
30063 - Drafter/CAD Operator III 21.75
30064 - Drafter/CAD Operator IV 26.76
30081 - Engineering Technician I 15.30
30082 - Engineering Technician II 17.18
30083 - Engineering Technician III 19.23
30084 - Engineering Technician IV 23.80
30085 - Engineering Technician V 29.13
30086 - Engineering Technician VI 35.23
30090 - Environmental Technician 24.16
30095 - Evidence Control Specialist 23.78
30210 - Laboratory Technician 21.75
30221 - Latent Fingerprint Technician I 26.35
30222 - Latent Fingerprint Technician II 29.11
30240 - Mathematical Technician 24.16
30361 - Paralegal/Legal Assistant I 17.20
30362 - Paralegal/Legal Assistant II 21.30
30363 - Paralegal/Legal Assistant III 26.06
30364 - Paralegal/Legal Assistant IV 31.52
30375 - Petroleum Supply Specialist 29.11
30390 - Photo-Optics Technician 23.15
30395 - Radiation Control Technician 29.11
30461 - Technical Writer I 24.16
30462 - Technical Writer II 29.55
30463 - Technical Writer III 35.76
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.76
30502 - Weather Forecaster II 32.55
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.75
30621 - Weather Observer Senior (see 2) 24.16
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.44
31030 - Bus Driver 19.15
31043 - Driver Courier 13.31
31260 - Parking and Lot Attendant 13.31
31290 - Shuttle Bus Driver 14.63

31310 - Taxi Driver	12.90
31361 - Truckdriver Light	14.63
31362 - Truckdriver Medium	15.91
31363 - Truckdriver Heavy	19.97
31364 - Truckdriver Tractor-Trailer	19.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.11
99050 - Desk Clerk	11.32
99095 - Embalmer	28.88
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.29
99252 - Laboratory Animal Caretaker II	10.93
99260 - Marketing Analyst	23.00
99310 - Mortician	28.88
99410 - Pest Controller	21.23
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.55
99711 - Recycling Specialist	21.32
99730 - Refuse Collector	17.15
99810 - Sales Clerk	11.75
99820 - School Crossing Guard	14.96
99830 - Survey Party Chief	26.89
99831 - Surveying Aide	15.72
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	18.04
99841 - Vending Machine Repairer	21.55
99842 - Vending Machine Repairer Helper	18.04

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4890
Revision No.: 12
Date Of Last Revision: 06/23/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Chippewa Eau Claire

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.61
01012 - Accounting Clerk II		16.40
01013 - Accounting Clerk III		18.35
01020 - Administrative Assistant		26.73
01035 - Court Reporter		18.48
01041 - Customer Service Representative I		12.55
01042 - Customer Service Representative II		14.12
01043 - Customer Service Representative III		15.40
01051 - Data Entry Operator I		14.92
01052 - Data Entry Operator II		16.28
01060 - Dispatcher Motor Vehicle		19.56
01070 - Document Preparation Clerk		15.66

01090 - Duplicating Machine Operator 15.66
01111 - General Clerk I 13.40
01112 - General Clerk II 14.62
01113 - General Clerk III 16.41
01120 - Housing Referral Assistant 20.60
01141 - Messenger Courier 12.50
01191 - Order Clerk I 16.78
01192 - Order Clerk II 18.31
01261 - Personnel Assistant (Employment) I 15.75
01262 - Personnel Assistant (Employment) II 17.62
01263 - Personnel Assistant (Employment) III 19.64
01270 - Production Control Clerk 21.76
01290 - Rental Clerk 15.19
01300 - Scheduler Maintenance 16.51
01311 - Secretary I 16.51
01312 - Secretary II 18.48
01313 - Secretary III 20.60
01320 - Service Order Dispatcher 17.46
01410 - Supply Technician 26.73
01420 - Survey Worker 16.03
01460 - Switchboard Operator/Receptionist 14.85
01531 - Travel Clerk I 16.88
01532 - Travel Clerk II 18.22
01533 - Travel Clerk III 19.59
01611 - Word Processor I 14.71
01612 - Word Processor II 16.51
01613 - Word Processor III 18.48
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.87
05010 - Automotive Electrician 21.40
05040 - Automotive Glass Installer 20.29
05070 - Automotive Worker 20.29
05110 - Mobile Equipment Servicer 18.08
05130 - Motor Equipment Metal Mechanic 22.49
05160 - Motor Equipment Metal Worker 20.29
05190 - Motor Vehicle Mechanic 22.49
05220 - Motor Vehicle Mechanic Helper 16.98
05250 - Motor Vehicle Upholstery Worker 19.18
05280 - Motor Vehicle Wrecker 20.29
05310 - Painter Automotive 21.40
05340 - Radiator Repair Specialist 20.29
05370 - Tire Repairer 15.46
05400 - Transmission Repair Specialist 22.49
07000 - Food Preparation And Service Occupations
07010 - Baker 15.08
07041 - Cook I 14.27
07042 - Cook II 16.01
07070 - Dishwasher 9.42
07130 - Food Service Worker 12.29
07210 - Meat Cutter 16.35

07260 - Waiter/Waitress	9.69
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.73
09040 - Furniture Handler	12.84
09080 - Furniture Refinisher	18.73
09090 - Furniture Refinisher Helper	14.86
09110 - Furniture Repairer Minor	16.79
09130 - Upholsterer	18.73
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.99
11060 - Elevator Operator	12.86
11090 - Gardener	17.25
11122 - Housekeeping Aide	12.86
11150 - Janitor	12.86
11210 - Laborer Grounds Maintenance	13.99
11240 - Maid or Houseman	10.69
11260 - Pruner	12.94
11270 - Tractor Operator	16.20
11330 - Trail Maintenance Worker	13.99
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	20.29
12011 - Breath Alcohol Technician	19.21
12012 - Certified Occupational Therapist Assistant	25.96
12015 - Certified Physical Therapist Assistant	26.27
12020 - Dental Assistant	17.81
12025 - Dental Hygienist	32.92
12030 - EKG Technician	29.10
12035 - Electroneurodiagnostic Technologist	29.10
12040 - Emergency Medical Technician	20.29
12071 - Licensed Practical Nurse I	17.16
12072 - Licensed Practical Nurse II	19.21
12073 - Licensed Practical Nurse III	21.41
12100 - Medical Assistant	20.09
12130 - Medical Laboratory Technician	24.90
12160 - Medical Record Clerk	17.15
12190 - Medical Record Technician	19.19
12195 - Medical Transcriptionist	20.16
12210 - Nuclear Medicine Technologist	42.20
12221 - Nursing Assistant I	11.48
12222 - Nursing Assistant II	12.90
12223 - Nursing Assistant III	14.07
12224 - Nursing Assistant IV	15.80
12235 - Optical Dispenser	17.74
12236 - Optical Technician	17.16
12250 - Pharmacy Technician	16.25
12280 - Phlebotomist	17.09
12305 - Radiologic Technologist	27.49
12311 - Registered Nurse I	24.49
12312 - Registered Nurse II	29.96

12313 - Registered Nurse II Specialist		29.96
12314 - Registered Nurse III		36.24
12315 - Registered Nurse III Anesthetist		36.24
12316 - Registered Nurse IV		42.63
12317 - Scheduler (Drug and Alcohol Testing)		25.13
12320 - Substance Abuse Treatment Counselor		19.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.33
13012 - Exhibits Specialist II		22.72
13013 - Exhibits Specialist III		27.79
13041 - Illustrator I		18.33
13042 - Illustrator II		22.72
13043 - Illustrator III		27.79
13047 - Librarian		25.18
13050 - Library Aide/Clerk		14.61
13054 - Library Information Technology Systems Administrator		22.72
13058 - Library Technician		20.01
13061 - Media Specialist I		16.39
13062 - Media Specialist II		18.33
13063 - Media Specialist III		20.44
13071 - Photographer I		14.42
13072 - Photographer II		16.54
13073 - Photographer III		20.49
13074 - Photographer IV		25.07
13075 - Photographer V		30.33
13090 - Technical Order Library Clerk		19.40
13110 - Video Teleconference Technician		19.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.87
14042 - Computer Operator II		17.76
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.36
14071 - Computer Programmer I	(see 1)	20.94
14072 - Computer Programmer II	(see 1)	25.94
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.87
14160 - Personal Computer Support Technician		21.99
14170 - System Support Specialist		28.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.19
15020 - Aircrew Training Devices Instructor (Rated)		32.90
15030 - Air Crew Training Devices Instructor (Pilot)		39.43
15050 - Computer Based Training Specialist / Instructor		27.52
15060 - Educational Technologist		32.45

15070 - Flight Instructor (Pilot) 40.44
15080 - Graphic Artist 22.32
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.43
15086 - Maintenance Test Pilot Rotary Wing 39.43
15088 - Non-Maintenance Test/Co-Pilot 39.43
15090 - Technical Instructor 19.23
15095 - Technical Instructor/Course Developer 23.52
15110 - Test Proctor 15.55
15120 - Tutor 15.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.72
19040 - Tool And Die Maker 26.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.09
21030 - Material Coordinator 21.76
21040 - Material Expediter 21.76
21050 - Material Handling Laborer 15.48
21071 - Order Filler 12.50
21080 - Production Line Worker (Food Processing) 17.09
21110 - Shipping Packer 17.99
21130 - Shipping/Receiving Clerk 17.99
21140 - Store Worker I 13.73
21150 - Stock Clerk 17.57
21210 - Tools And Parts Attendant 17.09
21410 - Warehouse Specialist 17.09
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.14
23019 - Aircraft Logs and Records Technician 22.89
23021 - Aircraft Mechanic I 26.84
23022 - Aircraft Mechanic II 28.14
23023 - Aircraft Mechanic III 29.47
23040 - Aircraft Mechanic Helper 20.26
23050 - Aircraft Painter 25.53
23060 - Aircraft Servicer 22.89
23070 - Aircraft Survival Flight Equipment Technician 25.53
23080 - Aircraft Worker 24.21
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.21

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.84
23110 - Appliance Mechanic 22.43
23120 - Bicycle Repairer 20.58
23125 - Cable Splicer 42.78
23130 - Carpenter Maintenance 27.22
23140 - Carpet Layer 24.21
23160 - Electrician Maintenance 33.09
23181 - Electronics Technician Maintenance I 24.21
23182 - Electronics Technician Maintenance II 25.53
23183 - Electronics Technician Maintenance III 26.84
23260 - Fabric Worker 22.89
23290 - Fire Alarm System Mechanic 26.84
23310 - Fire Extinguisher Repairer 21.58
23311 - Fuel Distribution System Mechanic 26.84
23312 - Fuel Distribution System Operator 21.58
23370 - General Maintenance Worker 20.99
23380 - Ground Support Equipment Mechanic 26.84
23381 - Ground Support Equipment Servicer 22.89
23382 - Ground Support Equipment Worker 24.21
23391 - Gunsmith I 21.58
23392 - Gunsmith II 24.21
23393 - Gunsmith III 26.84
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.78
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.03
23430 - Heavy Equipment Mechanic 26.66
23440 - Heavy Equipment Operator 25.84
23460 - Instrument Mechanic 26.84
23465 - Laboratory/Shelter Mechanic 25.53
23470 - Laborer 15.48
23510 - Locksmith 25.53
23530 - Machinery Maintenance Mechanic 21.55
23550 - Machinist Maintenance 19.83
23580 - Maintenance Trades Helper 18.65
23591 - Metrology Technician I 26.84
23592 - Metrology Technician II 28.14
23593 - Metrology Technician III 29.47
23640 - Millwright 32.31
23710 - Office Appliance Repairer 21.24
23760 - Painter Maintenance 20.78
23790 - Pipefitter Maintenance 34.74
23810 - Plumber Maintenance 32.46
23820 - Pneudraulic Systems Mechanic 26.84
23850 - Rigger 26.84
23870 - Scale Mechanic 24.21
23890 - Sheet-Metal Worker Maintenance 27.94
23910 - Small Engine Mechanic 24.21
23931 - Telecommunications Mechanic I 25.65

23932 - Telecommunications Mechanic II 26.84
23950 - Telephone Lineman 24.19
23960 - Welder Combination Maintenance 19.83
23965 - Well Driller 26.84
23970 - Woodcraft Worker 26.84
23980 - Woodworker 21.58
24000 - Personal Needs Occupations
24550 - Case Manager 21.59
24570 - Child Care Attendant 11.53
24580 - Child Care Center Clerk 14.38
24610 - Chore Aide 11.81
24620 - Family Readiness And Support Services Coordinator 21.59
24630 - Homemaker 21.59
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.84
25040 - Sewage Plant Operator 24.40
25070 - Stationary Engineer 26.84
25190 - Ventilation Equipment Tender 20.26
25210 - Water Treatment Plant Operator 24.40
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.28
27007 - Baggage Inspector 11.52
27008 - Corrections Officer 20.70
27010 - Court Security Officer 19.62
27030 - Detection Dog Handler 14.16
27040 - Detention Officer 20.70
27070 - Firefighter 17.50
27101 - Guard I 11.52
27102 - Guard II 14.16
27131 - Police Officer I 25.48
27132 - Police Officer II 28.31
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.05
28042 - Carnival Equipment Repairer 12.82
28043 - Carnival Worker 9.62
28210 - Gate Attendant/Gate Tender 16.36
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 18.29
28510 - Recreation Aide/Health Facility Attendant 13.34
28515 - Recreation Specialist 22.65
28630 - Sports Official 14.56
28690 - Swimming Pool Operator 15.92
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.21
29020 - Hatch Tender 24.21
29030 - Line Handler 24.21
29041 - Stevedore I 22.89
29042 - Stevedore II 25.53
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.43
30022 - Archeological Technician II 19.51
30023 - Archeological Technician III 24.16
30030 - Cartographic Technician 24.16
30040 - Civil Engineering Technician 25.16
30051 - Cryogenic Technician I 26.35
30052 - Cryogenic Technician II 29.11
30061 - Drafter/CAD Operator I 17.43
30062 - Drafter/CAD Operator II 19.51
30063 - Drafter/CAD Operator III 21.75
30064 - Drafter/CAD Operator IV 26.76
30081 - Engineering Technician I 15.30
30082 - Engineering Technician II 17.18
30083 - Engineering Technician III 19.23
30084 - Engineering Technician IV 23.80
30085 - Engineering Technician V 29.13
30086 - Engineering Technician VI 35.23
30090 - Environmental Technician 24.16
30095 - Evidence Control Specialist 23.78
30210 - Laboratory Technician 21.75
30221 - Latent Fingerprint Technician I 26.35
30222 - Latent Fingerprint Technician II 29.11
30240 - Mathematical Technician 24.16
30361 - Paralegal/Legal Assistant I 17.20
30362 - Paralegal/Legal Assistant II 21.30
30363 - Paralegal/Legal Assistant III 26.06
30364 - Paralegal/Legal Assistant IV 31.52
30375 - Petroleum Supply Specialist 29.11
30390 - Photo-Optics Technician 23.15
30395 - Radiation Control Technician 29.11
30461 - Technical Writer I 24.16
30462 - Technical Writer II 29.55
30463 - Technical Writer III 35.76
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.76
30502 - Weather Forecaster II 32.55
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.75
30621 - Weather Observer Senior (see 2) 24.16
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.44
31030 - Bus Driver 19.15

31043 - Driver Courier	13.31
31260 - Parking and Lot Attendant	13.31
31290 - Shuttle Bus Driver	14.63
31310 - Taxi Driver	12.90
31361 - Truckdriver Light	14.63
31362 - Truckdriver Medium	15.91
31363 - Truckdriver Heavy	19.97
31364 - Truckdriver Tractor-Trailer	19.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.11
99050 - Desk Clerk	11.32
99095 - Embalmer	28.88
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.29
99252 - Laboratory Animal Caretaker II	10.93
99260 - Marketing Analyst	23.00
99310 - Mortician	28.88
99410 - Pest Controller	21.23
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.55
99711 - Recycling Specialist	21.32
99730 - Refuse Collector	17.15
99810 - Sales Clerk	11.75
99820 - School Crossing Guard	14.96
99830 - Survey Party Chief	26.89
99831 - Surveying Aide	15.72
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	18.04
99841 - Vending Machine Repairer	21.55
99842 - Vending Machine Repairer Helper	18.04

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4891
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin County of Fond Du Lac

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.64
01012 - Accounting Clerk II		16.43
01013 - Accounting Clerk III		18.39
01020 - Administrative Assistant		27.05
01035 - Court Reporter		17.50
01041 - Customer Service Representative I		14.64
01042 - Customer Service Representative II		16.45
01043 - Customer Service Representative III		17.95
01051 - Data Entry Operator I		13.15
01052 - Data Entry Operator II		14.34
01060 - Dispatcher Motor Vehicle		17.62
01070 - Document Preparation Clerk		13.94
01090 - Duplicating Machine Operator		13.94
01111 - General Clerk I		13.78
01112 - General Clerk II		15.03

01113 - General Clerk III 16.87
01120 - Housing Referral Assistant 19.50
01141 - Messenger Courier 12.20
01191 - Order Clerk I 17.01
01192 - Order Clerk II 18.56
01261 - Personnel Assistant (Employment) I 15.62
01262 - Personnel Assistant (Employment) II 17.48
01263 - Personnel Assistant (Employment) III 19.49
01270 - Production Control Clerk 19.61
01290 - Rental Clerk 13.48
01300 - Scheduler Maintenance 15.64
01311 - Secretary I 15.64
01312 - Secretary II 17.50
01313 - Secretary III 19.50
01320 - Service Order Dispatcher 16.04
01410 - Supply Technician 27.05
01420 - Survey Worker 17.33
01460 - Switchboard Operator/Receptionist 13.62
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.05
01533 - Travel Clerk III 16.18
01611 - Word Processor I 13.92
01612 - Word Processor II 15.62
01613 - Word Processor III 17.48
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.18
05010 - Automotive Electrician 19.16
05040 - Automotive Glass Installer 18.37
05070 - Automotive Worker 18.37
05110 - Mobile Equipment Servicer 16.97
05130 - Motor Equipment Metal Mechanic 19.76
05160 - Motor Equipment Metal Worker 18.37
05190 - Motor Vehicle Mechanic 18.78
05220 - Motor Vehicle Mechanic Helper 16.20
05250 - Motor Vehicle Upholstery Worker 17.77
05280 - Motor Vehicle Wrecker 18.37
05310 - Painter Automotive 19.16
05340 - Radiator Repair Specialist 18.37
05370 - Tire Repairer 14.59
05400 - Transmission Repair Specialist 19.76
07000 - Food Preparation And Service Occupations
07010 - Baker 15.07
07041 - Cook I 13.54
07042 - Cook II 15.19
07070 - Dishwasher 8.95
07130 - Food Service Worker 9.95
07210 - Meat Cutter 20.27
07260 - Waiter/Waitress 10.49
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.44

09040 - Furniture Handler 14.06
09080 - Furniture Refinisher 20.44
09090 - Furniture Refinisher Helper 16.14
09110 - Furniture Repairer Minor 18.22
09130 - Upholsterer 20.44
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.14
11060 - Elevator Operator 12.14
11090 - Gardener 19.11
11122 - Housekeeping Aide 11.87
11150 - Janitor 11.87
11210 - Laborer Grounds Maintenance 15.64
11240 - Maid or Houseman 10.18
11260 - Pruner 14.50
11270 - Tractor Operator 17.95
11330 - Trail Maintenance Worker 15.64
11360 - Window Cleaner 12.81
12000 - Health Occupations
12010 - Ambulance Driver 19.68
12011 - Breath Alcohol Technician 20.64
12012 - Certified Occupational Therapist Assistant 26.76
12015 - Certified Physical Therapist Assistant 28.55
12020 - Dental Assistant 20.01
12025 - Dental Hygienist 34.20
12030 - EKG Technician 29.55
12035 - Electroneurodiagnostic Technologist 29.55
12040 - Emergency Medical Technician 19.68
12071 - Licensed Practical Nurse I 17.43
12072 - Licensed Practical Nurse II 19.51
12073 - Licensed Practical Nurse III 21.75
12100 - Medical Assistant 17.67
12130 - Medical Laboratory Technician 27.37
12160 - Medical Record Clerk 15.82
12190 - Medical Record Technician 24.34
12195 - Medical Transcriptionist 17.43
12210 - Nuclear Medicine Technologist 42.87
12221 - Nursing Assistant I 11.98
12222 - Nursing Assistant II 13.47
12223 - Nursing Assistant III 14.69
12224 - Nursing Assistant IV 16.49
12235 - Optical Dispenser 19.06
12236 - Optical Technician 17.43
12250 - Pharmacy Technician 16.95
12280 - Phlebotomist 17.03
12305 - Radiologic Technologist 29.51
12311 - Registered Nurse I 24.38
12312 - Registered Nurse II 29.82
12313 - Registered Nurse II Specialist 29.82
12314 - Registered Nurse III 36.08
12315 - Registered Nurse III Anesthetist 36.08

12316 - Registered Nurse IV		43.24
12317 - Scheduler (Drug and Alcohol Testing)		25.56
12320 - Substance Abuse Treatment Counselor		27.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.86
13012 - Exhibits Specialist II		24.60
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		19.89
13042 - Illustrator II		24.64
13043 - Illustrator III		30.15
13047 - Librarian		25.87
13050 - Library Aide/Clerk		14.95
13054 - Library Information Technology Systems Administrator		23.37
13058 - Library Technician		16.67
13061 - Media Specialist I		16.86
13062 - Media Specialist II		18.83
13063 - Media Specialist III		21.03
13071 - Photographer I		16.78
13072 - Photographer II		18.78
13073 - Photographer III		23.26
13074 - Photographer IV		28.45
13075 - Photographer V		34.42
13090 - Technical Order Library Clerk		18.34
13110 - Video Teleconference Technician		19.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.57
14042 - Computer Operator II		20.77
14043 - Computer Operator III		23.17
14044 - Computer Operator IV		25.74
14045 - Computer Operator V		29.25
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.57
14160 - Personal Computer Support Technician		26.15
14170 - System Support Specialist		29.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.90
15020 - Aircrew Training Devices Instructor (Rated)		34.96
15030 - Air Crew Training Devices Instructor (Pilot)		41.90
15050 - Computer Based Training Specialist / Instructor		28.90
15060 - Educational Technologist		29.63
15070 - Flight Instructor (Pilot)		41.90
15080 - Graphic Artist		21.93
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.90

15086 - Maintenance Test Pilot Rotary Wing 41.90
15088 - Non-Maintenance Test/Co-Pilot 41.90
15090 - Technical Instructor 22.23
15095 - Technical Instructor/Course Developer 27.19
15110 - Test Proctor 17.95
15120 - Tutor 17.95
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.64
16030 - Counter Attendant 14.64
16040 - Dry Cleaner 16.74
16070 - Finisher Flatwork Machine 14.64
16090 - Presser Hand 14.64
16110 - Presser Machine Drycleaning 14.64
16130 - Presser Machine Shirts 14.64
16160 - Presser Machine Wearing Apparel Laundry 14.64
16190 - Sewing Machine Operator 17.44
16220 - Tailor 18.14
16250 - Washer Machine 15.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.69
19040 - Tool And Die Maker 26.38
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.14
21030 - Material Coordinator 19.61
21040 - Material Expediter 19.61
21050 - Material Handling Laborer 15.14
21071 - Order Filler 12.24
21080 - Production Line Worker (Food Processing) 20.14
21110 - Shipping Packer 17.85
21130 - Shipping/Receiving Clerk 17.85
21140 - Store Worker I 15.61
21150 - Stock Clerk 19.69
21210 - Tools And Parts Attendant 20.14
21410 - Warehouse Specialist 20.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.22
23019 - Aircraft Logs and Records Technician 22.86
23021 - Aircraft Mechanic I 26.91
23022 - Aircraft Mechanic II 28.22
23023 - Aircraft Mechanic III 29.57
23040 - Aircraft Mechanic Helper 20.24
23050 - Aircraft Painter 25.47
23060 - Aircraft Servicer 22.86
23070 - Aircraft Survival Flight Equipment Technician 25.47
23080 - Aircraft Worker 24.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.17
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.91
23110 - Appliance Mechanic 24.27

23120 - Bicycle Repairer	19.89
23125 - Cable Splicer	35.08
23130 - Carpenter Maintenance	27.12
23140 - Carpet Layer	24.48
23160 - Electrician Maintenance	30.82
23181 - Electronics Technician Maintenance I	24.17
23182 - Electronics Technician Maintenance II	25.47
23183 - Electronics Technician Maintenance III	26.91
23260 - Fabric Worker	22.86
23290 - Fire Alarm System Mechanic	25.77
23310 - Fire Extinguisher Repairer	21.54
23311 - Fuel Distribution System Mechanic	26.91
23312 - Fuel Distribution System Operator	21.54
23370 - General Maintenance Worker	20.33
23380 - Ground Support Equipment Mechanic	26.91
23381 - Ground Support Equipment Servicer	22.86
23382 - Ground Support Equipment Worker	24.17
23391 - Gunsmith I	21.54
23392 - Gunsmith II	24.17
23393 - Gunsmith III	26.91
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.95
23430 - Heavy Equipment Mechanic	26.91
23440 - Heavy Equipment Operator	29.87
23460 - Instrument Mechanic	26.91
23465 - Laboratory/Shelter Mechanic	25.47
23470 - Laborer	15.14
23510 - Locksmith	25.23
23530 - Machinery Maintenance Mechanic	24.61
23550 - Machinist Maintenance	23.96
23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	26.91
23592 - Metrology Technician II	28.22
23593 - Metrology Technician III	29.57
23640 - Millwright	26.91
23710 - Office Appliance Repairer	24.27
23760 - Painter Maintenance	20.77
23790 - Pipefitter Maintenance	34.74
23810 - Plumber Maintenance	32.54
23820 - Pneudraulic Systems Mechanic	26.91
23850 - Rigger	26.91
23870 - Scale Mechanic	24.17
23890 - Sheet-Metal Worker Maintenance	26.42
23910 - Small Engine Mechanic	22.87
23931 - Telecommunications Mechanic I	24.02
23932 - Telecommunications Mechanic II	25.18
23950 - Telephone Lineman	26.91
23960 - Welder Combination Maintenance	22.33

23965 - Well Driller	26.91
23970 - Woodcraft Worker	26.91
23980 - Woodworker	21.54
24000 - Personal Needs Occupations	
24550 - Case Manager	19.24
24570 - Child Care Attendant	10.57
24580 - Child Care Center Clerk	15.19
24610 - Chore Aide	12.15
24620 - Family Readiness And Support Services Coordinator	19.24
24630 - Homemaker	19.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.91
25040 - Sewage Plant Operator	25.89
25070 - Stationary Engineer	26.91
25190 - Ventilation Equipment Tender	20.24
25210 - Water Treatment Plant Operator	25.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.84
27007 - Baggage Inspector	13.70
27008 - Corrections Officer	22.99
27010 - Court Security Officer	23.08
27030 - Detection Dog Handler	15.33
27040 - Detention Officer	22.99
27070 - Firefighter	21.01
27101 - Guard I	13.70
27102 - Guard II	15.33
27131 - Police Officer I	28.47
27132 - Police Officer II	31.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.66
28042 - Carnival Equipment Repairer	13.07
28043 - Carnival Worker	10.13
28210 - Gate Attendant/Gate Tender	16.97
28310 - Lifeguard	15.11
28350 - Park Attendant (Aide)	18.98
28510 - Recreation Aide/Health Facility Attendant	13.85
28515 - Recreation Specialist	23.51
28630 - Sports Official	15.11
28690 - Swimming Pool Operator	19.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.85
29020 - Hatch Tender	23.85
29030 - Line Handler	23.85
29041 - Stevedore I	22.63
29042 - Stevedore II	25.04
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.33
30022 - Archeological Technician II		20.50
30023 - Archeological Technician III		25.41
30030 - Cartographic Technician		25.41
30040 - Civil Engineering Technician		23.72
30051 - Cryogenic Technician I		24.64
30052 - Cryogenic Technician II		27.21
30061 - Drafter/CAD Operator I		18.33
30062 - Drafter/CAD Operator II		20.50
30063 - Drafter/CAD Operator III		22.86
30064 - Drafter/CAD Operator IV		28.13
30081 - Engineering Technician I		15.40
30082 - Engineering Technician II		18.41
30083 - Engineering Technician III		20.86
30084 - Engineering Technician IV		25.84
30085 - Engineering Technician V		31.61
30086 - Engineering Technician VI		38.25
30090 - Environmental Technician		24.75
30095 - Evidence Control Specialist		22.24
30210 - Laboratory Technician		22.27
30221 - Latent Fingerprint Technician I		24.64
30222 - Latent Fingerprint Technician II		27.21
30240 - Mathematical Technician		25.41
30361 - Paralegal/Legal Assistant I		18.18
30362 - Paralegal/Legal Assistant II		22.52
30363 - Paralegal/Legal Assistant III		27.55
30364 - Paralegal/Legal Assistant IV		33.33
30375 - Petroleum Supply Specialist		27.21
30390 - Photo-Optics Technician		25.41
30395 - Radiation Control Technician		27.21
30461 - Technical Writer I		24.75
30462 - Technical Writer II		30.27
30463 - Technical Writer III		34.73
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.13
30502 - Weather Forecaster II		34.21
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.86
30621 - Weather Observer Senior	(see 2)	25.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.64
31030 - Bus Driver		20.09
31043 - Driver Courier		11.72
31260 - Parking and Lot Attendant		13.91
31290 - Shuttle Bus Driver		12.52

31310 - Taxi Driver	10.65
31361 - Truckdriver Light	12.41
31362 - Truckdriver Medium	13.11
31363 - Truckdriver Heavy	23.27
31364 - Truckdriver Tractor-Trailer	23.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.84
99050 - Desk Clerk	10.86
99095 - Embalmer	32.56
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.01
99252 - Laboratory Animal Caretaker II	14.93
99260 - Marketing Analyst	26.27
99310 - Mortician	32.56
99410 - Pest Controller	23.75
99510 - Photofinishing Worker	14.69
99710 - Recycling Laborer	18.56
99711 - Recycling Specialist	21.03
99730 - Refuse Collector	17.02
99810 - Sales Clerk	12.14
99820 - School Crossing Guard	14.40
99830 - Survey Party Chief	25.04
99831 - Surveying Aide	14.63
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	15.29
99841 - Vending Machine Repairer	18.15
99842 - Vending Machine Repairer Helper	15.29

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4892
Revision No.: 12
Date Of Last Revision: 06/23/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin County of Fond Du Lac

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.64
01012 - Accounting Clerk II		16.43
01013 - Accounting Clerk III		18.39
01020 - Administrative Assistant		27.05
01035 - Court Reporter		17.50
01041 - Customer Service Representative I		14.64
01042 - Customer Service Representative II		16.45
01043 - Customer Service Representative III		17.95
01051 - Data Entry Operator I		13.15
01052 - Data Entry Operator II		14.34
01060 - Dispatcher Motor Vehicle		17.62
01070 - Document Preparation Clerk		13.94

01090 - Duplicating Machine Operator 13.94
01111 - General Clerk I 13.78
01112 - General Clerk II 15.03
01113 - General Clerk III 16.87
01120 - Housing Referral Assistant 19.50
01141 - Messenger Courier 12.20
01191 - Order Clerk I 17.01
01192 - Order Clerk II 18.56
01261 - Personnel Assistant (Employment) I 15.62
01262 - Personnel Assistant (Employment) II 17.48
01263 - Personnel Assistant (Employment) III 19.49
01270 - Production Control Clerk 19.61
01290 - Rental Clerk 13.48
01300 - Scheduler Maintenance 15.64
01311 - Secretary I 15.64
01312 - Secretary II 17.50
01313 - Secretary III 19.50
01320 - Service Order Dispatcher 16.04
01410 - Supply Technician 27.05
01420 - Survey Worker 17.33
01460 - Switchboard Operator/Receptionist 13.62
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.05
01533 - Travel Clerk III 16.18
01611 - Word Processor I 13.92
01612 - Word Processor II 15.62
01613 - Word Processor III 17.48
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.18
05010 - Automotive Electrician 19.16
05040 - Automotive Glass Installer 18.37
05070 - Automotive Worker 18.37
05110 - Mobile Equipment Servicer 16.97
05130 - Motor Equipment Metal Mechanic 19.76
05160 - Motor Equipment Metal Worker 18.37
05190 - Motor Vehicle Mechanic 18.78
05220 - Motor Vehicle Mechanic Helper 16.20
05250 - Motor Vehicle Upholstery Worker 17.77
05280 - Motor Vehicle Wrecker 18.37
05310 - Painter Automotive 19.16
05340 - Radiator Repair Specialist 18.37
05370 - Tire Repairer 14.59
05400 - Transmission Repair Specialist 19.76
07000 - Food Preparation And Service Occupations
07010 - Baker 15.07
07041 - Cook I 13.54
07042 - Cook II 15.19
07070 - Dishwasher 8.95
07130 - Food Service Worker 9.95
07210 - Meat Cutter 20.27

07260 - Waiter/Waitress	10.49
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.44
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	20.44
09090 - Furniture Refinisher Helper	16.14
09110 - Furniture Repairer Minor	18.22
09130 - Upholsterer	20.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.14
11060 - Elevator Operator	12.14
11090 - Gardener	19.11
11122 - Housekeeping Aide	11.87
11150 - Janitor	11.87
11210 - Laborer Grounds Maintenance	15.64
11240 - Maid or Houseman	10.18
11260 - Pruner	14.50
11270 - Tractor Operator	17.95
11330 - Trail Maintenance Worker	15.64
11360 - Window Cleaner	12.81
12000 - Health Occupations	
12010 - Ambulance Driver	19.68
12011 - Breath Alcohol Technician	20.64
12012 - Certified Occupational Therapist Assistant	26.76
12015 - Certified Physical Therapist Assistant	28.55
12020 - Dental Assistant	20.01
12025 - Dental Hygienist	34.20
12030 - EKG Technician	29.55
12035 - Electroneurodiagnostic Technologist	29.55
12040 - Emergency Medical Technician	19.68
12071 - Licensed Practical Nurse I	17.43
12072 - Licensed Practical Nurse II	19.51
12073 - Licensed Practical Nurse III	21.75
12100 - Medical Assistant	17.67
12130 - Medical Laboratory Technician	27.37
12160 - Medical Record Clerk	15.82
12190 - Medical Record Technician	24.34
12195 - Medical Transcriptionist	17.43
12210 - Nuclear Medicine Technologist	42.87
12221 - Nursing Assistant I	11.98
12222 - Nursing Assistant II	13.47
12223 - Nursing Assistant III	14.69
12224 - Nursing Assistant IV	16.49
12235 - Optical Dispenser	19.06
12236 - Optical Technician	17.43
12250 - Pharmacy Technician	16.95
12280 - Phlebotomist	17.03
12305 - Radiologic Technologist	29.51
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.82

12313 - Registered Nurse II Specialist		29.82
12314 - Registered Nurse III		36.08
12315 - Registered Nurse III Anesthetist		36.08
12316 - Registered Nurse IV		43.24
12317 - Scheduler (Drug and Alcohol Testing)		25.56
12320 - Substance Abuse Treatment Counselor		27.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.86
13012 - Exhibits Specialist II		24.60
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		19.89
13042 - Illustrator II		24.64
13043 - Illustrator III		30.15
13047 - Librarian		25.87
13050 - Library Aide/Clerk		14.95
13054 - Library Information Technology Systems Administrator		23.37
13058 - Library Technician		16.67
13061 - Media Specialist I		16.86
13062 - Media Specialist II		18.83
13063 - Media Specialist III		21.03
13071 - Photographer I		16.78
13072 - Photographer II		18.78
13073 - Photographer III		23.26
13074 - Photographer IV		28.45
13075 - Photographer V		34.42
13090 - Technical Order Library Clerk		18.34
13110 - Video Teleconference Technician		19.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.57
14042 - Computer Operator II		20.77
14043 - Computer Operator III		23.17
14044 - Computer Operator IV		25.74
14045 - Computer Operator V		29.25
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.57
14160 - Personal Computer Support Technician		26.15
14170 - System Support Specialist		29.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.90
15020 - Aircrew Training Devices Instructor (Rated)		34.96
15030 - Air Crew Training Devices Instructor (Pilot)		41.90
15050 - Computer Based Training Specialist / Instructor		28.90
15060 - Educational Technologist		29.63

15070 - Flight Instructor (Pilot) 41.90
15080 - Graphic Artist 21.93
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.90
15086 - Maintenance Test Pilot Rotary Wing 41.90
15088 - Non-Maintenance Test/Co-Pilot 41.90
15090 - Technical Instructor 22.23
15095 - Technical Instructor/Course Developer 27.19
15110 - Test Proctor 17.95
15120 - Tutor 17.95
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.64
16030 - Counter Attendant 14.64
16040 - Dry Cleaner 16.74
16070 - Finisher Flatwork Machine 14.64
16090 - Presser Hand 14.64
16110 - Presser Machine Drycleaning 14.64
16130 - Presser Machine Shirts 14.64
16160 - Presser Machine Wearing Apparel Laundry 14.64
16190 - Sewing Machine Operator 17.44
16220 - Tailor 18.14
16250 - Washer Machine 15.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.69
19040 - Tool And Die Maker 26.38
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.14
21030 - Material Coordinator 19.61
21040 - Material Expediter 19.61
21050 - Material Handling Laborer 15.14
21071 - Order Filler 12.24
21080 - Production Line Worker (Food Processing) 20.14
21110 - Shipping Packer 17.85
21130 - Shipping/Receiving Clerk 17.85
21140 - Store Worker I 15.61
21150 - Stock Clerk 19.69
21210 - Tools And Parts Attendant 20.14
21410 - Warehouse Specialist 20.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.22
23019 - Aircraft Logs and Records Technician 22.86
23021 - Aircraft Mechanic I 26.91
23022 - Aircraft Mechanic II 28.22
23023 - Aircraft Mechanic III 29.57
23040 - Aircraft Mechanic Helper 20.24
23050 - Aircraft Painter 25.47
23060 - Aircraft Servicer 22.86
23070 - Aircraft Survival Flight Equipment Technician 25.47
23080 - Aircraft Worker 24.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.17

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.91
23110 - Appliance Mechanic	24.27
23120 - Bicycle Repairer	19.89
23125 - Cable Splicer	35.08
23130 - Carpenter Maintenance	27.12
23140 - Carpet Layer	24.48
23160 - Electrician Maintenance	30.82
23181 - Electronics Technician Maintenance I	24.17
23182 - Electronics Technician Maintenance II	25.47
23183 - Electronics Technician Maintenance III	26.91
23260 - Fabric Worker	22.86
23290 - Fire Alarm System Mechanic	25.77
23310 - Fire Extinguisher Repairer	21.54
23311 - Fuel Distribution System Mechanic	26.91
23312 - Fuel Distribution System Operator	21.54
23370 - General Maintenance Worker	20.33
23380 - Ground Support Equipment Mechanic	26.91
23381 - Ground Support Equipment Servicer	22.86
23382 - Ground Support Equipment Worker	24.17
23391 - Gunsmith I	21.54
23392 - Gunsmith II	24.17
23393 - Gunsmith III	26.91
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.95
23430 - Heavy Equipment Mechanic	26.91
23440 - Heavy Equipment Operator	29.87
23460 - Instrument Mechanic	26.91
23465 - Laboratory/Shelter Mechanic	25.47
23470 - Laborer	15.14
23510 - Locksmith	25.23
23530 - Machinery Maintenance Mechanic	24.61
23550 - Machinist Maintenance	23.96
23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	26.91
23592 - Metrology Technician II	28.22
23593 - Metrology Technician III	29.57
23640 - Millwright	26.91
23710 - Office Appliance Repairer	24.27
23760 - Painter Maintenance	20.77
23790 - Pipefitter Maintenance	34.74
23810 - Plumber Maintenance	32.54
23820 - Pneudraulic Systems Mechanic	26.91
23850 - Rigger	26.91
23870 - Scale Mechanic	24.17
23890 - Sheet-Metal Worker Maintenance	26.42
23910 - Small Engine Mechanic	22.87
23931 - Telecommunications Mechanic I	24.02

23932 - Telecommunications Mechanic II 25.18
23950 - Telephone Lineman 26.91
23960 - Welder Combination Maintenance 22.33
23965 - Well Driller 26.91
23970 - Woodcraft Worker 26.91
23980 - Woodworker 21.54
24000 - Personal Needs Occupations
24550 - Case Manager 19.24
24570 - Child Care Attendant 10.57
24580 - Child Care Center Clerk 15.19
24610 - Chore Aide 12.15
24620 - Family Readiness And Support Services Coordinator 19.24
24630 - Homemaker 19.24
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.91
25040 - Sewage Plant Operator 25.89
25070 - Stationary Engineer 26.91
25190 - Ventilation Equipment Tender 20.24
25210 - Water Treatment Plant Operator 25.89
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.84
27007 - Baggage Inspector 13.70
27008 - Corrections Officer 22.99
27010 - Court Security Officer 23.08
27030 - Detection Dog Handler 15.33
27040 - Detention Officer 22.99
27070 - Firefighter 21.01
27101 - Guard I 13.70
27102 - Guard II 15.33
27131 - Police Officer I 28.47
27132 - Police Officer II 31.64
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.66
28042 - Carnival Equipment Repairer 13.07
28043 - Carnival Worker 10.13
28210 - Gate Attendant/Gate Tender 16.97
28310 - Lifeguard 15.11
28350 - Park Attendant (Aide) 18.98
28510 - Recreation Aide/Health Facility Attendant 13.85
28515 - Recreation Specialist 23.51
28630 - Sports Official 15.11
28690 - Swimming Pool Operator 19.28
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.85
29020 - Hatch Tender 23.85
29030 - Line Handler 23.85
29041 - Stevedore I 22.63
29042 - Stevedore II 25.04
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.33
30022 - Archeological Technician II 20.50
30023 - Archeological Technician III 25.41
30030 - Cartographic Technician 25.41
30040 - Civil Engineering Technician 23.72
30051 - Cryogenic Technician I 24.64
30052 - Cryogenic Technician II 27.21
30061 - Drafter/CAD Operator I 18.33
30062 - Drafter/CAD Operator II 20.50
30063 - Drafter/CAD Operator III 22.86
30064 - Drafter/CAD Operator IV 28.13
30081 - Engineering Technician I 15.40
30082 - Engineering Technician II 18.41
30083 - Engineering Technician III 20.86
30084 - Engineering Technician IV 25.84
30085 - Engineering Technician V 31.61
30086 - Engineering Technician VI 38.25
30090 - Environmental Technician 24.75
30095 - Evidence Control Specialist 22.24
30210 - Laboratory Technician 22.27
30221 - Latent Fingerprint Technician I 24.64
30222 - Latent Fingerprint Technician II 27.21
30240 - Mathematical Technician 25.41
30361 - Paralegal/Legal Assistant I 18.18
30362 - Paralegal/Legal Assistant II 22.52
30363 - Paralegal/Legal Assistant III 27.55
30364 - Paralegal/Legal Assistant IV 33.33
30375 - Petroleum Supply Specialist 27.21
30390 - Photo-Optics Technician 25.41
30395 - Radiation Control Technician 27.21
30461 - Technical Writer I 24.75
30462 - Technical Writer II 30.27
30463 - Technical Writer III 34.73
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.13
30502 - Weather Forecaster II 34.21
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.86
30621 - Weather Observer Senior (see 2) 25.41
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.64
31030 - Bus Driver 20.09

31043 - Driver Courier	11.72
31260 - Parking and Lot Attendant	13.91
31290 - Shuttle Bus Driver	12.52
31310 - Taxi Driver	10.65
31361 - Truckdriver Light	12.41
31362 - Truckdriver Medium	13.11
31363 - Truckdriver Heavy	23.27
31364 - Truckdriver Tractor-Trailer	23.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.84
99050 - Desk Clerk	10.86
99095 - Embalmer	32.56
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.01
99252 - Laboratory Animal Caretaker II	14.93
99260 - Marketing Analyst	26.27
99310 - Mortician	32.56
99410 - Pest Controller	23.75
99510 - Photofinishing Worker	14.69
99710 - Recycling Laborer	18.56
99711 - Recycling Specialist	21.03
99730 - Refuse Collector	17.02
99810 - Sales Clerk	12.14
99820 - School Crossing Guard	14.40
99830 - Survey Party Chief	25.04
99831 - Surveying Aide	14.63
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	15.29
99841 - Vending Machine Repairer	18.15
99842 - Vending Machine Repairer Helper	15.29

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4893
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Brown Kewaunee Oconto

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.06
01012 - Accounting Clerk II		16.91
01013 - Accounting Clerk III		18.92
01020 - Administrative Assistant		25.42
01035 - Court Reporter		17.74
01041 - Customer Service Representative I		14.58
01042 - Customer Service Representative II		16.39
01043 - Customer Service Representative III		17.88
01051 - Data Entry Operator I		14.73
01052 - Data Entry Operator II		16.07
01060 - Dispatcher Motor Vehicle		21.72
01070 - Document Preparation Clerk		18.82
01090 - Duplicating Machine Operator		18.82
01111 - General Clerk I		13.98
01112 - General Clerk II		15.25

01113 - General Clerk III 17.12
01120 - Housing Referral Assistant 19.77
01141 - Messenger Courier 12.45
01191 - Order Clerk I 16.23
01192 - Order Clerk II 17.71
01261 - Personnel Assistant (Employment) I 15.80
01262 - Personnel Assistant (Employment) II 17.68
01263 - Personnel Assistant (Employment) III 19.71
01270 - Production Control Clerk 21.57
01290 - Rental Clerk 13.32
01300 - Scheduler Maintenance 15.85
01311 - Secretary I 15.85
01312 - Secretary II 17.74
01313 - Secretary III 19.77
01320 - Service Order Dispatcher 19.41
01410 - Supply Technician 25.42
01420 - Survey Worker 18.51
01460 - Switchboard Operator/Receptionist 15.47
01531 - Travel Clerk I 15.85
01532 - Travel Clerk II 17.14
01533 - Travel Clerk III 18.54
01611 - Word Processor I 14.37
01612 - Word Processor II 16.13
01613 - Word Processor III 18.05
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.16
05010 - Automotive Electrician 19.31
05040 - Automotive Glass Installer 18.37
05070 - Automotive Worker 18.37
05110 - Mobile Equipment Servicer 16.97
05130 - Motor Equipment Metal Mechanic 20.43
05160 - Motor Equipment Metal Worker 18.37
05190 - Motor Vehicle Mechanic 20.43
05220 - Motor Vehicle Mechanic Helper 16.20
05250 - Motor Vehicle Upholstery Worker 17.77
05280 - Motor Vehicle Wrecker 18.37
05310 - Painter Automotive 19.31
05340 - Radiator Repair Specialist 18.37
05370 - Tire Repairer 16.23
05400 - Transmission Repair Specialist 20.43
07000 - Food Preparation And Service Occupations
07010 - Baker 14.70
07041 - Cook I 15.12
07042 - Cook II 16.96
07070 - Dishwasher 9.05
07130 - Food Service Worker 10.89
07210 - Meat Cutter 18.04
07260 - Waiter/Waitress 9.08
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.76

09040 - Furniture Handler 13.11
09080 - Furniture Refinisher 17.44
09090 - Furniture Refinisher Helper 14.73
09110 - Furniture Repairer Minor 16.17
09130 - Upholsterer 17.44
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.32
11060 - Elevator Operator 12.74
11090 - Gardener 16.96
11122 - Housekeeping Aide 12.74
11150 - Janitor 12.74
11210 - Laborer Grounds Maintenance 13.88
11240 - Maid or Houseman 11.65
11260 - Pruner 12.86
11270 - Tractor Operator 15.93
11330 - Trail Maintenance Worker 13.88
11360 - Window Cleaner 13.75
12000 - Health Occupations
12010 - Ambulance Driver 16.31
12011 - Breath Alcohol Technician 18.55
12012 - Certified Occupational Therapist Assistant 23.87
12015 - Certified Physical Therapist Assistant 27.28
12020 - Dental Assistant 19.06
12025 - Dental Hygienist 31.76
12030 - EKG Technician 28.59
12035 - Electroneurodiagnostic Technologist 28.59
12040 - Emergency Medical Technician 16.31
12071 - Licensed Practical Nurse I 16.58
12072 - Licensed Practical Nurse II 18.55
12073 - Licensed Practical Nurse III 20.68
12100 - Medical Assistant 17.69
12130 - Medical Laboratory Technician 23.83
12160 - Medical Record Clerk 18.46
12190 - Medical Record Technician 20.66
12195 - Medical Transcriptionist 19.12
12210 - Nuclear Medicine Technologist 40.76
12221 - Nursing Assistant I 12.03
12222 - Nursing Assistant II 13.53
12223 - Nursing Assistant III 14.76
12224 - Nursing Assistant IV 16.57
12235 - Optical Dispenser 15.10
12236 - Optical Technician 16.85
12250 - Pharmacy Technician 15.04
12280 - Phlebotomist 17.10
12305 - Radiologic Technologist 27.52
12311 - Registered Nurse I 24.38
12312 - Registered Nurse II 29.82
12313 - Registered Nurse II Specialist 29.82
12314 - Registered Nurse III 36.08
12315 - Registered Nurse III Anesthetist 36.08

12316 - Registered Nurse IV		43.24
12317 - Scheduler (Drug and Alcohol Testing)		22.98
12320 - Substance Abuse Treatment Counselor		18.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.69
13012 - Exhibits Specialist II		25.62
13013 - Exhibits Specialist III		31.35
13041 - Illustrator I		20.69
13042 - Illustrator II		25.62
13043 - Illustrator III		31.35
13047 - Librarian		28.38
13050 - Library Aide/Clerk		16.47
13054 - Library Information Technology Systems Administrator		25.62
13058 - Library Technician		15.56
13061 - Media Specialist I		18.49
13062 - Media Specialist II		20.69
13063 - Media Specialist III		23.06
13071 - Photographer I		15.53
13072 - Photographer II		17.21
13073 - Photographer III		21.31
13074 - Photographer IV		26.08
13075 - Photographer V		31.54
13090 - Technical Order Library Clerk		20.69
13110 - Video Teleconference Technician		20.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.88
14042 - Computer Operator II		18.88
14043 - Computer Operator III		21.06
14044 - Computer Operator IV		23.40
14045 - Computer Operator V		26.59
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.88
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		33.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.62
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		39.71
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		31.06
15070 - Flight Instructor (Pilot)		39.71
15080 - Graphic Artist		22.54
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.71

15086 - Maintenance Test Pilot Rotary Wing 39.71
15088 - Non-Maintenance Test/Co-Pilot 39.71
15090 - Technical Instructor 22.21
15095 - Technical Instructor/Course Developer 27.17
15110 - Test Proctor 17.93
15120 - Tutor 17.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.64
16030 - Counter Attendant 14.64
16040 - Dry Cleaner 16.74
16070 - Finisher Flatwork Machine 14.64
16090 - Presser Hand 14.64
16110 - Presser Machine Drycleaning 14.64
16130 - Presser Machine Shirts 14.64
16160 - Presser Machine Wearing Apparel Laundry 14.64
16190 - Sewing Machine Operator 17.44
16220 - Tailor 18.14
16250 - Washer Machine 15.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.33
19040 - Tool And Die Maker 22.37
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.96
21030 - Material Coordinator 21.57
21040 - Material Expediter 21.57
21050 - Material Handling Laborer 14.91
21071 - Order Filler 12.24
21080 - Production Line Worker (Food Processing) 17.96
21110 - Shipping Packer 16.80
21130 - Shipping/Receiving Clerk 16.80
21140 - Store Worker I 15.61
21150 - Stock Clerk 19.69
21210 - Tools And Parts Attendant 17.96
21410 - Warehouse Specialist 17.96
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.73
23019 - Aircraft Logs and Records Technician 22.30
23021 - Aircraft Mechanic I 26.45
23022 - Aircraft Mechanic II 27.73
23023 - Aircraft Mechanic III 29.07
23040 - Aircraft Mechanic Helper 19.75
23050 - Aircraft Painter 24.99
23060 - Aircraft Servicer 22.30
23070 - Aircraft Survival Flight Equipment Technician 24.99
23080 - Aircraft Worker 23.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.45
23110 - Appliance Mechanic 24.99

23120 - Bicycle Repairer 20.03
23125 - Cable Splicer 38.98
23130 - Carpenter Maintenance 23.35
23140 - Carpet Layer 24.48
23160 - Electrician Maintenance 27.62
23181 - Electronics Technician Maintenance I 23.58
23182 - Electronics Technician Maintenance II 24.99
23183 - Electronics Technician Maintenance III 26.45
23260 - Fabric Worker 22.30
23290 - Fire Alarm System Mechanic 26.45
23310 - Fire Extinguisher Repairer 21.01
23311 - Fuel Distribution System Mechanic 26.45
23312 - Fuel Distribution System Operator 21.01
23370 - General Maintenance Worker 21.42
23380 - Ground Support Equipment Mechanic 26.45
23381 - Ground Support Equipment Servicer 22.30
23382 - Ground Support Equipment Worker 23.58
23391 - Gunsmith I 21.01
23392 - Gunsmith II 23.58
23393 - Gunsmith III 26.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.84
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.78
23430 - Heavy Equipment Mechanic 24.51
23440 - Heavy Equipment Operator 31.86
23460 - Instrument Mechanic 26.45
23465 - Laboratory/Shelter Mechanic 24.99
23470 - Laborer 14.91
23510 - Locksmith 24.99
23530 - Machinery Maintenance Mechanic 24.48
23550 - Machinist Maintenance 23.28
23580 - Maintenance Trades Helper 16.20
23591 - Metrology Technician I 26.45
23592 - Metrology Technician II 27.73
23593 - Metrology Technician III 29.07
23640 - Millwright 33.66
23710 - Office Appliance Repairer 19.66
23760 - Painter Maintenance 21.76
23790 - Pipefitter Maintenance 34.51
23810 - Plumber Maintenance 32.38
23820 - Pneudraulic Systems Mechanic 26.45
23850 - Rigger 26.45
23870 - Scale Mechanic 23.58
23890 - Sheet-Metal Worker Maintenance 26.37
23910 - Small Engine Mechanic 23.26
23931 - Telecommunications Mechanic I 26.15
23932 - Telecommunications Mechanic II 27.04
23950 - Telephone Lineman 26.45
23960 - Welder Combination Maintenance 21.74

23965 - Well Driller	26.45
23970 - Woodcraft Worker	26.45
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24550 - Case Manager	21.89
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	15.19
24610 - Chore Aide	11.80
24620 - Family Readiness And Support Services Coordinator	21.89
24630 - Homemaker	21.89
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.41
25040 - Sewage Plant Operator	26.81
25070 - Stationary Engineer	25.41
25190 - Ventilation Equipment Tender	18.82
25210 - Water Treatment Plant Operator	26.81
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.84
27007 - Baggage Inspector	13.03
27008 - Corrections Officer	21.43
27010 - Court Security Officer	21.07
27030 - Detection Dog Handler	14.89
27040 - Detention Officer	21.43
27070 - Firefighter	20.95
27101 - Guard I	13.03
27102 - Guard II	14.89
27131 - Police Officer I	31.32
27132 - Police Officer II	34.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.66
28042 - Carnival Equipment Repairer	12.84
28043 - Carnival Worker	10.13
28210 - Gate Attendant/Gate Tender	14.39
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	16.10
28510 - Recreation Aide/Health Facility Attendant	11.75
28515 - Recreation Specialist	18.79
28630 - Sports Official	12.82
28690 - Swimming Pool Operator	17.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.18
29020 - Hatch Tender	25.18
29030 - Line Handler	25.18
29041 - Stevedore I	23.82
29042 - Stevedore II	26.54
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.33
30022 - Archeological Technician II		20.50
30023 - Archeological Technician III		25.41
30030 - Cartographic Technician		25.41
30040 - Civil Engineering Technician		27.72
30051 - Cryogenic Technician I		28.02
30052 - Cryogenic Technician II		30.95
30061 - Drafter/CAD Operator I		18.33
30062 - Drafter/CAD Operator II		20.50
30063 - Drafter/CAD Operator III		22.86
30064 - Drafter/CAD Operator IV		28.13
30081 - Engineering Technician I		15.40
30082 - Engineering Technician II		18.41
30083 - Engineering Technician III		20.86
30084 - Engineering Technician IV		25.84
30085 - Engineering Technician V		31.61
30086 - Engineering Technician VI		38.25
30090 - Environmental Technician		24.46
30095 - Evidence Control Specialist		25.30
30210 - Laboratory Technician		21.31
30221 - Latent Fingerprint Technician I		28.02
30222 - Latent Fingerprint Technician II		30.95
30240 - Mathematical Technician		25.41
30361 - Paralegal/Legal Assistant I		18.93
30362 - Paralegal/Legal Assistant II		23.45
30363 - Paralegal/Legal Assistant III		28.69
30364 - Paralegal/Legal Assistant IV		34.70
30375 - Petroleum Supply Specialist		30.95
30390 - Photo-Optics Technician		25.41
30395 - Radiation Control Technician		30.95
30461 - Technical Writer I		25.30
30462 - Technical Writer II		30.95
30463 - Technical Writer III		37.45
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.13
30502 - Weather Forecaster II		34.21
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.86
30621 - Weather Observer Senior	(see 2)	25.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.04
31030 - Bus Driver		19.49
31043 - Driver Courier		15.25
31260 - Parking and Lot Attendant		11.81
31290 - Shuttle Bus Driver		16.23

31310 - Taxi Driver	12.35
31361 - Truckdriver Light	16.23
31362 - Truckdriver Medium	17.23
31363 - Truckdriver Heavy	20.60
31364 - Truckdriver Tractor-Trailer	20.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.48
99050 - Desk Clerk	11.62
99095 - Embalmer	32.56
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.90
99252 - Laboratory Animal Caretaker II	13.73
99260 - Marketing Analyst	26.08
99310 - Mortician	32.56
99410 - Pest Controller	23.75
99510 - Photofinishing Worker	13.35
99710 - Recycling Laborer	18.56
99711 - Recycling Specialist	20.65
99730 - Refuse Collector	17.02
99810 - Sales Clerk	12.02
99820 - School Crossing Guard	14.38
99830 - Survey Party Chief	27.70
99831 - Surveying Aide	16.18
99832 - Surveying Technician	21.15
99840 - Vending Machine Attendant	14.00
99841 - Vending Machine Repairer	16.71
99842 - Vending Machine Repairer Helper	14.00

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4894
Revision No.: 12
Date Of Last Revision: 06/23/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Brown Kewaunee Oconto

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.06
01012 - Accounting Clerk II		16.91
01013 - Accounting Clerk III		18.92
01020 - Administrative Assistant		25.42
01035 - Court Reporter		17.74
01041 - Customer Service Representative I		14.58
01042 - Customer Service Representative II		16.39
01043 - Customer Service Representative III		17.88
01051 - Data Entry Operator I		14.73
01052 - Data Entry Operator II		16.07
01060 - Dispatcher Motor Vehicle		21.72
01070 - Document Preparation Clerk		18.82

01090 - Duplicating Machine Operator 18.82
01111 - General Clerk I 13.98
01112 - General Clerk II 15.25
01113 - General Clerk III 17.12
01120 - Housing Referral Assistant 19.77
01141 - Messenger Courier 12.45
01191 - Order Clerk I 16.23
01192 - Order Clerk II 17.71
01261 - Personnel Assistant (Employment) I 15.80
01262 - Personnel Assistant (Employment) II 17.68
01263 - Personnel Assistant (Employment) III 19.71
01270 - Production Control Clerk 21.57
01290 - Rental Clerk 13.32
01300 - Scheduler Maintenance 15.85
01311 - Secretary I 15.85
01312 - Secretary II 17.74
01313 - Secretary III 19.77
01320 - Service Order Dispatcher 19.41
01410 - Supply Technician 25.42
01420 - Survey Worker 18.51
01460 - Switchboard Operator/Receptionist 15.47
01531 - Travel Clerk I 15.85
01532 - Travel Clerk II 17.14
01533 - Travel Clerk III 18.54
01611 - Word Processor I 14.37
01612 - Word Processor II 16.13
01613 - Word Processor III 18.05
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.16
05010 - Automotive Electrician 19.31
05040 - Automotive Glass Installer 18.37
05070 - Automotive Worker 18.37
05110 - Mobile Equipment Servicer 16.97
05130 - Motor Equipment Metal Mechanic 20.43
05160 - Motor Equipment Metal Worker 18.37
05190 - Motor Vehicle Mechanic 20.43
05220 - Motor Vehicle Mechanic Helper 16.20
05250 - Motor Vehicle Upholstery Worker 17.77
05280 - Motor Vehicle Wrecker 18.37
05310 - Painter Automotive 19.31
05340 - Radiator Repair Specialist 18.37
05370 - Tire Repairer 16.23
05400 - Transmission Repair Specialist 20.43
07000 - Food Preparation And Service Occupations
07010 - Baker 14.70
07041 - Cook I 15.12
07042 - Cook II 16.96
07070 - Dishwasher 9.05
07130 - Food Service Worker 10.89
07210 - Meat Cutter 18.04

07260 - Waiter/Waitress	9.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.76
09040 - Furniture Handler	13.11
09080 - Furniture Refinisher	17.44
09090 - Furniture Refinisher Helper	14.73
09110 - Furniture Repairer Minor	16.17
09130 - Upholsterer	17.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.32
11060 - Elevator Operator	12.74
11090 - Gardener	16.96
11122 - Housekeeping Aide	12.74
11150 - Janitor	12.74
11210 - Laborer Grounds Maintenance	13.88
11240 - Maid or Houseman	11.65
11260 - Pruner	12.86
11270 - Tractor Operator	15.93
11330 - Trail Maintenance Worker	13.88
11360 - Window Cleaner	13.75
12000 - Health Occupations	
12010 - Ambulance Driver	16.31
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	23.87
12015 - Certified Physical Therapist Assistant	27.28
12020 - Dental Assistant	19.06
12025 - Dental Hygienist	31.76
12030 - EKG Technician	28.59
12035 - Electroneurodiagnostic Technologist	28.59
12040 - Emergency Medical Technician	16.31
12071 - Licensed Practical Nurse I	16.58
12072 - Licensed Practical Nurse II	18.55
12073 - Licensed Practical Nurse III	20.68
12100 - Medical Assistant	17.69
12130 - Medical Laboratory Technician	23.83
12160 - Medical Record Clerk	18.46
12190 - Medical Record Technician	20.66
12195 - Medical Transcriptionist	19.12
12210 - Nuclear Medicine Technologist	40.76
12221 - Nursing Assistant I	12.03
12222 - Nursing Assistant II	13.53
12223 - Nursing Assistant III	14.76
12224 - Nursing Assistant IV	16.57
12235 - Optical Dispenser	15.10
12236 - Optical Technician	16.85
12250 - Pharmacy Technician	15.04
12280 - Phlebotomist	17.10
12305 - Radiologic Technologist	27.52
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.82

12313 - Registered Nurse II Specialist		29.82
12314 - Registered Nurse III		36.08
12315 - Registered Nurse III Anesthetist		36.08
12316 - Registered Nurse IV		43.24
12317 - Scheduler (Drug and Alcohol Testing)		22.98
12320 - Substance Abuse Treatment Counselor		18.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.69
13012 - Exhibits Specialist II		25.62
13013 - Exhibits Specialist III		31.35
13041 - Illustrator I		20.69
13042 - Illustrator II		25.62
13043 - Illustrator III		31.35
13047 - Librarian		28.38
13050 - Library Aide/Clerk		16.47
13054 - Library Information Technology Systems Administrator		25.62
13058 - Library Technician		15.56
13061 - Media Specialist I		18.49
13062 - Media Specialist II		20.69
13063 - Media Specialist III		23.06
13071 - Photographer I		15.53
13072 - Photographer II		17.21
13073 - Photographer III		21.31
13074 - Photographer IV		26.08
13075 - Photographer V		31.54
13090 - Technical Order Library Clerk		20.69
13110 - Video Teleconference Technician		20.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.88
14042 - Computer Operator II		18.88
14043 - Computer Operator III		21.06
14044 - Computer Operator IV		23.40
14045 - Computer Operator V		26.59
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.88
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		33.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.62
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		39.71
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		31.06

15070 - Flight Instructor (Pilot) 39.71
15080 - Graphic Artist 22.54
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.71
15086 - Maintenance Test Pilot Rotary Wing 39.71
15088 - Non-Maintenance Test/Co-Pilot 39.71
15090 - Technical Instructor 22.21
15095 - Technical Instructor/Course Developer 27.17
15110 - Test Proctor 17.93
15120 - Tutor 17.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.64
16030 - Counter Attendant 14.64
16040 - Dry Cleaner 16.74
16070 - Finisher Flatwork Machine 14.64
16090 - Presser Hand 14.64
16110 - Presser Machine Drycleaning 14.64
16130 - Presser Machine Shirts 14.64
16160 - Presser Machine Wearing Apparel Laundry 14.64
16190 - Sewing Machine Operator 17.44
16220 - Tailor 18.14
16250 - Washer Machine 15.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.33
19040 - Tool And Die Maker 22.37
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.96
21030 - Material Coordinator 21.57
21040 - Material Expediter 21.57
21050 - Material Handling Laborer 14.91
21071 - Order Filler 12.24
21080 - Production Line Worker (Food Processing) 17.96
21110 - Shipping Packer 16.80
21130 - Shipping/Receiving Clerk 16.80
21140 - Store Worker I 15.61
21150 - Stock Clerk 19.69
21210 - Tools And Parts Attendant 17.96
21410 - Warehouse Specialist 17.96
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.73
23019 - Aircraft Logs and Records Technician 22.30
23021 - Aircraft Mechanic I 26.45
23022 - Aircraft Mechanic II 27.73
23023 - Aircraft Mechanic III 29.07
23040 - Aircraft Mechanic Helper 19.75
23050 - Aircraft Painter 24.99
23060 - Aircraft Servicer 22.30
23070 - Aircraft Survival Flight Equipment Technician 24.99
23080 - Aircraft Worker 23.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.58

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.45
23110 - Appliance Mechanic 24.99
23120 - Bicycle Repairer 20.03
23125 - Cable Splicer 38.98
23130 - Carpenter Maintenance 23.35
23140 - Carpet Layer 24.48
23160 - Electrician Maintenance 27.62
23181 - Electronics Technician Maintenance I 23.58
23182 - Electronics Technician Maintenance II 24.99
23183 - Electronics Technician Maintenance III 26.45
23260 - Fabric Worker 22.30
23290 - Fire Alarm System Mechanic 26.45
23310 - Fire Extinguisher Repairer 21.01
23311 - Fuel Distribution System Mechanic 26.45
23312 - Fuel Distribution System Operator 21.01
23370 - General Maintenance Worker 21.42
23380 - Ground Support Equipment Mechanic 26.45
23381 - Ground Support Equipment Servicer 22.30
23382 - Ground Support Equipment Worker 23.58
23391 - Gunsmith I 21.01
23392 - Gunsmith II 23.58
23393 - Gunsmith III 26.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.84
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.78
23430 - Heavy Equipment Mechanic 24.51
23440 - Heavy Equipment Operator 31.86
23460 - Instrument Mechanic 26.45
23465 - Laboratory/Shelter Mechanic 24.99
23470 - Laborer 14.91
23510 - Locksmith 24.99
23530 - Machinery Maintenance Mechanic 24.48
23550 - Machinist Maintenance 23.28
23580 - Maintenance Trades Helper 16.20
23591 - Metrology Technician I 26.45
23592 - Metrology Technician II 27.73
23593 - Metrology Technician III 29.07
23640 - Millwright 33.66
23710 - Office Appliance Repairer 19.66
23760 - Painter Maintenance 21.76
23790 - Pipefitter Maintenance 34.51
23810 - Plumber Maintenance 32.38
23820 - Pneudraulic Systems Mechanic 26.45
23850 - Rigger 26.45
23870 - Scale Mechanic 23.58
23890 - Sheet-Metal Worker Maintenance 26.37
23910 - Small Engine Mechanic 23.26
23931 - Telecommunications Mechanic I 26.15

23932 - Telecommunications Mechanic II 27.04
23950 - Telephone Lineman 26.45
23960 - Welder Combination Maintenance 21.74
23965 - Well Driller 26.45
23970 - Woodcraft Worker 26.45
23980 - Woodworker 21.01
24000 - Personal Needs Occupations
24550 - Case Manager 21.89
24570 - Child Care Attendant 11.22
24580 - Child Care Center Clerk 15.19
24610 - Chore Aide 11.80
24620 - Family Readiness And Support Services Coordinator 21.89
24630 - Homemaker 21.89
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.41
25040 - Sewage Plant Operator 26.81
25070 - Stationary Engineer 25.41
25190 - Ventilation Equipment Tender 18.82
25210 - Water Treatment Plant Operator 26.81
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.84
27007 - Baggage Inspector 13.03
27008 - Corrections Officer 21.43
27010 - Court Security Officer 21.07
27030 - Detection Dog Handler 14.89
27040 - Detention Officer 21.43
27070 - Firefighter 20.95
27101 - Guard I 13.03
27102 - Guard II 14.89
27131 - Police Officer I 31.32
27132 - Police Officer II 34.81
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.66
28042 - Carnival Equipment Repairer 12.84
28043 - Carnival Worker 10.13
28210 - Gate Attendant/Gate Tender 14.39
28310 - Lifeguard 11.84
28350 - Park Attendant (Aide) 16.10
28510 - Recreation Aide/Health Facility Attendant 11.75
28515 - Recreation Specialist 18.79
28630 - Sports Official 12.82
28690 - Swimming Pool Operator 17.53
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.18
29020 - Hatch Tender 25.18
29030 - Line Handler 25.18
29041 - Stevedore I 23.82
29042 - Stevedore II 26.54
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.33
30022 - Archeological Technician II 20.50
30023 - Archeological Technician III 25.41
30030 - Cartographic Technician 25.41
30040 - Civil Engineering Technician 27.72
30051 - Cryogenic Technician I 28.02
30052 - Cryogenic Technician II 30.95
30061 - Drafter/CAD Operator I 18.33
30062 - Drafter/CAD Operator II 20.50
30063 - Drafter/CAD Operator III 22.86
30064 - Drafter/CAD Operator IV 28.13
30081 - Engineering Technician I 15.40
30082 - Engineering Technician II 18.41
30083 - Engineering Technician III 20.86
30084 - Engineering Technician IV 25.84
30085 - Engineering Technician V 31.61
30086 - Engineering Technician VI 38.25
30090 - Environmental Technician 24.46
30095 - Evidence Control Specialist 25.30
30210 - Laboratory Technician 21.31
30221 - Latent Fingerprint Technician I 28.02
30222 - Latent Fingerprint Technician II 30.95
30240 - Mathematical Technician 25.41
30361 - Paralegal/Legal Assistant I 18.93
30362 - Paralegal/Legal Assistant II 23.45
30363 - Paralegal/Legal Assistant III 28.69
30364 - Paralegal/Legal Assistant IV 34.70
30375 - Petroleum Supply Specialist 30.95
30390 - Photo-Optics Technician 25.41
30395 - Radiation Control Technician 30.95
30461 - Technical Writer I 25.30
30462 - Technical Writer II 30.95
30463 - Technical Writer III 37.45
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.13
30502 - Weather Forecaster II 34.21
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.86
30621 - Weather Observer Senior (see 2) 25.41
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.04
31030 - Bus Driver 19.49

31043 - Driver Courier	15.25
31260 - Parking and Lot Attendant	11.81
31290 - Shuttle Bus Driver	16.23
31310 - Taxi Driver	12.35
31361 - Truckdriver Light	16.23
31362 - Truckdriver Medium	17.23
31363 - Truckdriver Heavy	20.60
31364 - Truckdriver Tractor-Trailer	20.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.48
99050 - Desk Clerk	11.62
99095 - Embalmer	32.56
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.90
99252 - Laboratory Animal Caretaker II	13.73
99260 - Marketing Analyst	26.08
99310 - Mortician	32.56
99410 - Pest Controller	23.75
99510 - Photofinishing Worker	13.35
99710 - Recycling Laborer	18.56
99711 - Recycling Specialist	20.65
99730 - Refuse Collector	17.02
99810 - Sales Clerk	12.02
99820 - School Crossing Guard	14.38
99830 - Survey Party Chief	27.70
99831 - Surveying Aide	16.18
99832 - Surveying Technician	21.15
99840 - Vending Machine Attendant	14.00
99841 - Vending Machine Repairer	16.71
99842 - Vending Machine Repairer Helper	14.00

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4895
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin County of Rock

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.04
01012 - Accounting Clerk II		15.76
01013 - Accounting Clerk III		17.64
01020 - Administrative Assistant		26.22
01035 - Court Reporter		18.38
01041 - Customer Service Representative I		14.24
01042 - Customer Service Representative II		16.01
01043 - Customer Service Representative III		17.47
01051 - Data Entry Operator I		13.41
01052 - Data Entry Operator II		14.63
01060 - Dispatcher Motor Vehicle		22.39
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		12.84
01112 - General Clerk II		14.01

01113 - General Clerk III 15.72
01120 - Housing Referral Assistant 20.49
01141 - Messenger Courier 12.98
01191 - Order Clerk I 17.44
01192 - Order Clerk II 19.47
01261 - Personnel Assistant (Employment) I 16.62
01262 - Personnel Assistant (Employment) II 18.60
01263 - Personnel Assistant (Employment) III 20.73
01270 - Production Control Clerk 20.94
01290 - Rental Clerk 12.76
01300 - Scheduler Maintenance 16.42
01311 - Secretary I 16.42
01312 - Secretary II 18.38
01313 - Secretary III 20.49
01320 - Service Order Dispatcher 20.01
01410 - Supply Technician 26.22
01420 - Survey Worker 18.38
01460 - Switchboard Operator/Receptionist 14.18
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 14.63
01612 - Word Processor II 16.42
01613 - Word Processor III 18.38
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.91
05010 - Automotive Electrician 19.68
05040 - Automotive Glass Installer 18.92
05070 - Automotive Worker 18.92
05110 - Mobile Equipment Servicer 17.12
05130 - Motor Equipment Metal Mechanic 20.30
05160 - Motor Equipment Metal Worker 18.92
05190 - Motor Vehicle Mechanic 20.30
05220 - Motor Vehicle Mechanic Helper 16.12
05250 - Motor Vehicle Upholstery Worker 18.07
05280 - Motor Vehicle Wrecker 18.92
05310 - Painter Automotive 19.54
05340 - Radiator Repair Specialist 18.92
05370 - Tire Repairer 13.98
05400 - Transmission Repair Specialist 20.30
07000 - Food Preparation And Service Occupations
07010 - Baker 14.17
07041 - Cook I 15.06
07042 - Cook II 16.54
07070 - Dishwasher 9.62
07130 - Food Service Worker 13.04
07210 - Meat Cutter 17.87
07260 - Waiter/Waitress 9.50
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.82

09040 - Furniture Handler 14.87
09080 - Furniture Refinisher 18.82
09090 - Furniture Refinisher Helper 16.84
09110 - Furniture Repairer Minor 18.35
09130 - Upholsterer 19.99
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.28
11060 - Elevator Operator 14.28
11090 - Gardener 15.94
11122 - Housekeeping Aide 11.83
11150 - Janitor 11.83
11210 - Laborer Grounds Maintenance 13.41
11240 - Maid or Houseman 10.47
11260 - Pruner 12.43
11270 - Tractor Operator 15.28
11330 - Trail Maintenance Worker 13.41
11360 - Window Cleaner 12.83
12000 - Health Occupations
12010 - Ambulance Driver 21.34
12011 - Breath Alcohol Technician 22.24
12012 - Certified Occupational Therapist Assistant 26.71
12015 - Certified Physical Therapist Assistant 28.47
12020 - Dental Assistant 19.17
12025 - Dental Hygienist 34.18
12030 - EKG Technician 30.58
12035 - Electroneurodiagnostic Technologist 30.58
12040 - Emergency Medical Technician 21.34
12071 - Licensed Practical Nurse I 18.04
12072 - Licensed Practical Nurse II 20.18
12073 - Licensed Practical Nurse III 22.50
12100 - Medical Assistant 18.28
12130 - Medical Laboratory Technician 23.60
12160 - Medical Record Clerk 18.11
12190 - Medical Record Technician 20.27
12195 - Medical Transcriptionist 22.03
12210 - Nuclear Medicine Technologist 44.35
12221 - Nursing Assistant I 11.64
12222 - Nursing Assistant II 13.09
12223 - Nursing Assistant III 14.28
12224 - Nursing Assistant IV 16.03
12235 - Optical Dispenser 17.59
12236 - Optical Technician 18.04
12250 - Pharmacy Technician 15.95
12280 - Phlebotomist 18.04
12305 - Radiologic Technologist 26.77
12311 - Registered Nurse I 24.18
12312 - Registered Nurse II 29.59
12313 - Registered Nurse II Specialist 29.59
12314 - Registered Nurse III 35.80
12315 - Registered Nurse III Anesthetist 35.80

12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		27.54
12320 - Substance Abuse Treatment Counselor		25.47
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.13
13012 - Exhibits Specialist II		23.70
13013 - Exhibits Specialist III		28.99
13041 - Illustrator I		19.13
13042 - Illustrator II		23.70
13043 - Illustrator III		28.99
13047 - Librarian		26.24
13050 - Library Aide/Clerk		15.02
13054 - Library Information Technology Systems Administrator		22.67
13058 - Library Technician		17.46
13061 - Media Specialist I		17.00
13062 - Media Specialist II		19.13
13063 - Media Specialist III		21.33
13071 - Photographer I		17.00
13072 - Photographer II		19.02
13073 - Photographer III		23.55
13074 - Photographer IV		28.82
13075 - Photographer V		34.86
13090 - Technical Order Library Clerk		18.87
13110 - Video Teleconference Technician		17.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.58
14042 - Computer Operator II		19.66
14043 - Computer Operator III		21.93
14044 - Computer Operator IV		24.37
14045 - Computer Operator V		26.97
14071 - Computer Programmer I	(see 1)	22.65
14072 - Computer Programmer II	(see 1)	27.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.58
14160 - Personal Computer Support Technician		24.37
14170 - System Support Specialist		31.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.51
15020 - Aircrew Training Devices Instructor (Rated)		34.35
15030 - Air Crew Training Devices Instructor (Pilot)		41.17
15050 - Computer Based Training Specialist / Instructor		28.51
15060 - Educational Technologist		35.95
15070 - Flight Instructor (Pilot)		41.17
15080 - Graphic Artist		21.91
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.17

15086 - Maintenance Test Pilot Rotary Wing 41.17
15088 - Non-Maintenance Test/Co-Pilot 41.17
15090 - Technical Instructor 20.08
15095 - Technical Instructor/Course Developer 24.56
15110 - Test Proctor 16.21
15120 - Tutor 16.21
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.74
19040 - Tool And Die Maker 26.10
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.28
21030 - Material Coordinator 20.94
21040 - Material Expediter 20.94
21050 - Material Handling Laborer 16.35
21071 - Order Filler 11.95
21080 - Production Line Worker (Food Processing) 20.28
21110 - Shipping Packer 18.01
21130 - Shipping/Receiving Clerk 18.01
21140 - Store Worker I 14.95
21150 - Stock Clerk 19.12
21210 - Tools And Parts Attendant 20.28
21410 - Warehouse Specialist 20.28
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.78
23019 - Aircraft Logs and Records Technician 24.56
23021 - Aircraft Mechanic I 26.46
23022 - Aircraft Mechanic II 27.78
23023 - Aircraft Mechanic III 29.16
23040 - Aircraft Mechanic Helper 22.20
23050 - Aircraft Painter 25.25
23060 - Aircraft Servicer 24.56
23070 - Aircraft Survival Flight Equipment Technician 25.25
23080 - Aircraft Worker 25.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.46
23110 - Appliance Mechanic 25.25

23120 - Bicycle Repairer	20.35
23125 - Cable Splicer	30.78
23130 - Carpenter Maintenance	22.49
23140 - Carpet Layer	24.28
23160 - Electrician Maintenance	28.68
23181 - Electronics Technician Maintenance I	24.28
23182 - Electronics Technician Maintenance II	25.25
23183 - Electronics Technician Maintenance III	26.04
23260 - Fabric Worker	23.18
23290 - Fire Alarm System Mechanic	26.04
23310 - Fire Extinguisher Repairer	22.09
23311 - Fuel Distribution System Mechanic	26.04
23312 - Fuel Distribution System Operator	22.09
23370 - General Maintenance Worker	20.62
23380 - Ground Support Equipment Mechanic	26.46
23381 - Ground Support Equipment Servicer	24.56
23382 - Ground Support Equipment Worker	25.75
23391 - Gunsmith I	22.09
23392 - Gunsmith II	24.28
23393 - Gunsmith III	26.04
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.78
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.54
23430 - Heavy Equipment Mechanic	25.44
23440 - Heavy Equipment Operator	32.44
23460 - Instrument Mechanic	26.04
23465 - Laboratory/Shelter Mechanic	25.25
23470 - Laborer	16.35
23510 - Locksmith	25.25
23530 - Machinery Maintenance Mechanic	28.11
23550 - Machinist Maintenance	20.96
23580 - Maintenance Trades Helper	15.31
23591 - Metrology Technician I	26.04
23592 - Metrology Technician II	26.81
23593 - Metrology Technician III	27.64
23640 - Millwright	26.04
23710 - Office Appliance Repairer	21.78
23760 - Painter Maintenance	23.27
23790 - Pipefitter Maintenance	37.37
23810 - Plumber Maintenance	36.29
23820 - Pneudraulic Systems Mechanic	26.04
23850 - Rigger	26.04
23870 - Scale Mechanic	24.28
23890 - Sheet-Metal Worker Maintenance	26.04
23910 - Small Engine Mechanic	22.25
23931 - Telecommunications Mechanic I	27.90
23932 - Telecommunications Mechanic II	28.72
23950 - Telephone Lineman	26.04
23960 - Welder Combination Maintenance	21.57

23965 - Well Driller	26.04
23970 - Woodcraft Worker	26.04
23980 - Woodworker	22.09
24000 - Personal Needs Occupations	
24550 - Case Manager	23.88
24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	14.90
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	23.88
24630 - Homemaker	23.88
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.46
25040 - Sewage Plant Operator	25.93
25070 - Stationary Engineer	27.46
25190 - Ventilation Equipment Tender	22.00
25210 - Water Treatment Plant Operator	25.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.99
27007 - Baggage Inspector	16.36
27008 - Corrections Officer	20.15
27010 - Court Security Officer	21.33
27030 - Detection Dog Handler	18.49
27040 - Detention Officer	20.15
27070 - Firefighter	19.70
27101 - Guard I	16.36
27102 - Guard II	18.49
27131 - Police Officer I	29.94
27132 - Police Officer II	33.26
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.49
28042 - Carnival Equipment Repairer	12.28
28043 - Carnival Worker	9.66
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.66
28515 - Recreation Specialist	16.25
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.28
29020 - Hatch Tender	24.28
29030 - Line Handler	24.28
29041 - Stevedore I	23.18
29042 - Stevedore II	25.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 17.25
30022 - Archeological Technician II 19.30
30023 - Archeological Technician III 23.90
30030 - Cartographic Technician 23.90
30040 - Civil Engineering Technician 22.40
30051 - Cryogenic Technician I 26.48
30052 - Cryogenic Technician II 29.25
30061 - Drafter/CAD Operator I 17.25
30062 - Drafter/CAD Operator II 19.30
30063 - Drafter/CAD Operator III 21.51
30064 - Drafter/CAD Operator IV 26.48
30081 - Engineering Technician I 15.37
30082 - Engineering Technician II 17.25
30083 - Engineering Technician III 19.30
30084 - Engineering Technician IV 23.90
30085 - Engineering Technician V 29.25
30086 - Engineering Technician VI 35.38
30090 - Environmental Technician 22.40
30095 - Evidence Control Specialist 23.90
30210 - Laboratory Technician 23.66
30221 - Latent Fingerprint Technician I 26.48
30222 - Latent Fingerprint Technician II 29.25
30240 - Mathematical Technician 23.90
30361 - Paralegal/Legal Assistant I 19.71
30362 - Paralegal/Legal Assistant II 24.60
30363 - Paralegal/Legal Assistant III 29.87
30364 - Paralegal/Legal Assistant IV 36.14
30375 - Petroleum Supply Specialist 29.25
30390 - Photo-Optics Technician 22.40
30395 - Radiation Control Technician 29.25
30461 - Technical Writer I 23.32
30462 - Technical Writer II 28.53
30463 - Technical Writer III 34.52
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.48
30502 - Weather Forecaster II 32.20
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.51
30621 - Weather Observer Senior (see 2) 23.90
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 17.58
31030 - Bus Driver 22.86
31043 - Driver Courier 15.91
31260 - Parking and Lot Attendant 16.05
31290 - Shuttle Bus Driver 17.00

31310 - Taxi Driver	13.21
31361 - Truckdriver Light	17.00
31362 - Truckdriver Medium	17.99
31363 - Truckdriver Heavy	24.22
31364 - Truckdriver Tractor-Trailer	24.22
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.96
99050 - Desk Clerk	11.08
99095 - Embalmer	30.33
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.81
99252 - Laboratory Animal Caretaker II	14.69
99260 - Marketing Analyst	26.23
99310 - Mortician	30.33
99410 - Pest Controller	23.04
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.71
99711 - Recycling Specialist	20.55
99730 - Refuse Collector	16.33
99810 - Sales Clerk	12.91
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	24.43
99831 - Surveying Aide	18.06
99832 - Surveying Technician	18.91
99840 - Vending Machine Attendant	20.27
99841 - Vending Machine Repairer	23.69
99842 - Vending Machine Repairer Helper	20.55

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4896
Revision No.: 12
Date Of Last Revision: 06/23/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin County of Rock

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.04
01012 - Accounting Clerk II		15.76
01013 - Accounting Clerk III		17.64
01020 - Administrative Assistant		26.22
01035 - Court Reporter		18.38
01041 - Customer Service Representative I		14.24
01042 - Customer Service Representative II		16.01
01043 - Customer Service Representative III		17.47
01051 - Data Entry Operator I		13.41
01052 - Data Entry Operator II		14.63
01060 - Dispatcher Motor Vehicle		22.39
01070 - Document Preparation Clerk		14.21

01090 - Duplicating Machine Operator 14.21
01111 - General Clerk I 12.84
01112 - General Clerk II 14.01
01113 - General Clerk III 15.72
01120 - Housing Referral Assistant 20.49
01141 - Messenger Courier 12.98
01191 - Order Clerk I 17.44
01192 - Order Clerk II 19.47
01261 - Personnel Assistant (Employment) I 16.62
01262 - Personnel Assistant (Employment) II 18.60
01263 - Personnel Assistant (Employment) III 20.73
01270 - Production Control Clerk 20.94
01290 - Rental Clerk 12.76
01300 - Scheduler Maintenance 16.42
01311 - Secretary I 16.42
01312 - Secretary II 18.38
01313 - Secretary III 20.49
01320 - Service Order Dispatcher 20.01
01410 - Supply Technician 26.22
01420 - Survey Worker 18.38
01460 - Switchboard Operator/Receptionist 14.18
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 14.63
01612 - Word Processor II 16.42
01613 - Word Processor III 18.38
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.91
05010 - Automotive Electrician 19.68
05040 - Automotive Glass Installer 18.92
05070 - Automotive Worker 18.92
05110 - Mobile Equipment Servicer 17.12
05130 - Motor Equipment Metal Mechanic 20.30
05160 - Motor Equipment Metal Worker 18.92
05190 - Motor Vehicle Mechanic 20.30
05220 - Motor Vehicle Mechanic Helper 16.12
05250 - Motor Vehicle Upholstery Worker 18.07
05280 - Motor Vehicle Wrecker 18.92
05310 - Painter Automotive 19.54
05340 - Radiator Repair Specialist 18.92
05370 - Tire Repairer 13.98
05400 - Transmission Repair Specialist 20.30
07000 - Food Preparation And Service Occupations
07010 - Baker 14.17
07041 - Cook I 15.06
07042 - Cook II 16.54
07070 - Dishwasher 9.62
07130 - Food Service Worker 13.04
07210 - Meat Cutter 17.87

07260 - Waiter/Waitress	9.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.82
09040 - Furniture Handler	14.87
09080 - Furniture Refinisher	18.82
09090 - Furniture Refinisher Helper	16.84
09110 - Furniture Repairer Minor	18.35
09130 - Upholsterer	19.99
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.28
11060 - Elevator Operator	14.28
11090 - Gardener	15.94
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer Grounds Maintenance	13.41
11240 - Maid or Houseman	10.47
11260 - Pruner	12.43
11270 - Tractor Operator	15.28
11330 - Trail Maintenance Worker	13.41
11360 - Window Cleaner	12.83
12000 - Health Occupations	
12010 - Ambulance Driver	21.34
12011 - Breath Alcohol Technician	22.24
12012 - Certified Occupational Therapist Assistant	26.71
12015 - Certified Physical Therapist Assistant	28.47
12020 - Dental Assistant	19.17
12025 - Dental Hygienist	34.18
12030 - EKG Technician	30.58
12035 - Electroneurodiagnostic Technologist	30.58
12040 - Emergency Medical Technician	21.34
12071 - Licensed Practical Nurse I	18.04
12072 - Licensed Practical Nurse II	20.18
12073 - Licensed Practical Nurse III	22.50
12100 - Medical Assistant	18.28
12130 - Medical Laboratory Technician	23.60
12160 - Medical Record Clerk	18.11
12190 - Medical Record Technician	20.27
12195 - Medical Transcriptionist	22.03
12210 - Nuclear Medicine Technologist	44.35
12221 - Nursing Assistant I	11.64
12222 - Nursing Assistant II	13.09
12223 - Nursing Assistant III	14.28
12224 - Nursing Assistant IV	16.03
12235 - Optical Dispenser	17.59
12236 - Optical Technician	18.04
12250 - Pharmacy Technician	15.95
12280 - Phlebotomist	18.04
12305 - Radiologic Technologist	26.77
12311 - Registered Nurse I	24.18
12312 - Registered Nurse II	29.59

12313 - Registered Nurse II Specialist		29.59
12314 - Registered Nurse III		35.80
12315 - Registered Nurse III Anesthetist		35.80
12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		27.54
12320 - Substance Abuse Treatment Counselor		25.47
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.13
13012 - Exhibits Specialist II		23.70
13013 - Exhibits Specialist III		28.99
13041 - Illustrator I		19.13
13042 - Illustrator II		23.70
13043 - Illustrator III		28.99
13047 - Librarian		26.24
13050 - Library Aide/Clerk		15.02
13054 - Library Information Technology Systems Administrator		22.67
13058 - Library Technician		17.46
13061 - Media Specialist I		17.00
13062 - Media Specialist II		19.13
13063 - Media Specialist III		21.33
13071 - Photographer I		17.00
13072 - Photographer II		19.02
13073 - Photographer III		23.55
13074 - Photographer IV		28.82
13075 - Photographer V		34.86
13090 - Technical Order Library Clerk		18.87
13110 - Video Teleconference Technician		17.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.58
14042 - Computer Operator II		19.66
14043 - Computer Operator III		21.93
14044 - Computer Operator IV		24.37
14045 - Computer Operator V		26.97
14071 - Computer Programmer I	(see 1)	22.65
14072 - Computer Programmer II	(see 1)	27.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.58
14160 - Personal Computer Support Technician		24.37
14170 - System Support Specialist		31.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.51
15020 - Aircrew Training Devices Instructor (Rated)		34.35
15030 - Air Crew Training Devices Instructor (Pilot)		41.17
15050 - Computer Based Training Specialist / Instructor		28.51
15060 - Educational Technologist		35.95

15070 - Flight Instructor (Pilot) 41.17
15080 - Graphic Artist 21.91
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.17
15086 - Maintenance Test Pilot Rotary Wing 41.17
15088 - Non-Maintenance Test/Co-Pilot 41.17
15090 - Technical Instructor 20.08
15095 - Technical Instructor/Course Developer 24.56
15110 - Test Proctor 16.21
15120 - Tutor 16.21
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.74
19040 - Tool And Die Maker 26.10
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.28
21030 - Material Coordinator 20.94
21040 - Material Expediter 20.94
21050 - Material Handling Laborer 16.35
21071 - Order Filler 11.95
21080 - Production Line Worker (Food Processing) 20.28
21110 - Shipping Packer 18.01
21130 - Shipping/Receiving Clerk 18.01
21140 - Store Worker I 14.95
21150 - Stock Clerk 19.12
21210 - Tools And Parts Attendant 20.28
21410 - Warehouse Specialist 20.28
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.78
23019 - Aircraft Logs and Records Technician 24.56
23021 - Aircraft Mechanic I 26.46
23022 - Aircraft Mechanic II 27.78
23023 - Aircraft Mechanic III 29.16
23040 - Aircraft Mechanic Helper 22.20
23050 - Aircraft Painter 25.25
23060 - Aircraft Servicer 24.56
23070 - Aircraft Survival Flight Equipment Technician 25.25
23080 - Aircraft Worker 25.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.75

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.46
23110 - Appliance Mechanic 25.25
23120 - Bicycle Repairer 20.35
23125 - Cable Splicer 30.78
23130 - Carpenter Maintenance 22.49
23140 - Carpet Layer 24.28
23160 - Electrician Maintenance 28.68
23181 - Electronics Technician Maintenance I 24.28
23182 - Electronics Technician Maintenance II 25.25
23183 - Electronics Technician Maintenance III 26.04
23260 - Fabric Worker 23.18
23290 - Fire Alarm System Mechanic 26.04
23310 - Fire Extinguisher Repairer 22.09
23311 - Fuel Distribution System Mechanic 26.04
23312 - Fuel Distribution System Operator 22.09
23370 - General Maintenance Worker 20.62
23380 - Ground Support Equipment Mechanic 26.46
23381 - Ground Support Equipment Servicer 24.56
23382 - Ground Support Equipment Worker 25.75
23391 - Gunsmith I 22.09
23392 - Gunsmith II 24.28
23393 - Gunsmith III 26.04
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.78
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.54
23430 - Heavy Equipment Mechanic 25.44
23440 - Heavy Equipment Operator 32.44
23460 - Instrument Mechanic 26.04
23465 - Laboratory/Shelter Mechanic 25.25
23470 - Laborer 16.35
23510 - Locksmith 25.25
23530 - Machinery Maintenance Mechanic 28.11
23550 - Machinist Maintenance 20.96
23580 - Maintenance Trades Helper 15.31
23591 - Metrology Technician I 26.04
23592 - Metrology Technician II 26.81
23593 - Metrology Technician III 27.64
23640 - Millwright 26.04
23710 - Office Appliance Repairer 21.78
23760 - Painter Maintenance 23.27
23790 - Pipefitter Maintenance 37.37
23810 - Plumber Maintenance 36.29
23820 - Pneudraulic Systems Mechanic 26.04
23850 - Rigger 26.04
23870 - Scale Mechanic 24.28
23890 - Sheet-Metal Worker Maintenance 26.04
23910 - Small Engine Mechanic 22.25
23931 - Telecommunications Mechanic I 27.90

23932 - Telecommunications Mechanic II	28.72
23950 - Telephone Lineman	26.04
23960 - Welder Combination Maintenance	21.57
23965 - Well Driller	26.04
23970 - Woodcraft Worker	26.04
23980 - Woodworker	22.09
24000 - Personal Needs Occupations	
24550 - Case Manager	23.88
24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	14.90
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	23.88
24630 - Homemaker	23.88
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.46
25040 - Sewage Plant Operator	25.93
25070 - Stationary Engineer	27.46
25190 - Ventilation Equipment Tender	22.00
25210 - Water Treatment Plant Operator	25.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.99
27007 - Baggage Inspector	16.36
27008 - Corrections Officer	20.15
27010 - Court Security Officer	21.33
27030 - Detection Dog Handler	18.49
27040 - Detention Officer	20.15
27070 - Firefighter	19.70
27101 - Guard I	16.36
27102 - Guard II	18.49
27131 - Police Officer I	29.94
27132 - Police Officer II	33.26
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.49
28042 - Carnival Equipment Repairer	12.28
28043 - Carnival Worker	9.66
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.66
28515 - Recreation Specialist	16.25
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.28
29020 - Hatch Tender	24.28
29030 - Line Handler	24.28
29041 - Stevedore I	23.18
29042 - Stevedore II	25.25
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.25
30022 - Archeological Technician II 19.30
30023 - Archeological Technician III 23.90
30030 - Cartographic Technician 23.90
30040 - Civil Engineering Technician 22.40
30051 - Cryogenic Technician I 26.48
30052 - Cryogenic Technician II 29.25
30061 - Drafter/CAD Operator I 17.25
30062 - Drafter/CAD Operator II 19.30
30063 - Drafter/CAD Operator III 21.51
30064 - Drafter/CAD Operator IV 26.48
30081 - Engineering Technician I 15.37
30082 - Engineering Technician II 17.25
30083 - Engineering Technician III 19.30
30084 - Engineering Technician IV 23.90
30085 - Engineering Technician V 29.25
30086 - Engineering Technician VI 35.38
30090 - Environmental Technician 22.40
30095 - Evidence Control Specialist 23.90
30210 - Laboratory Technician 23.66
30221 - Latent Fingerprint Technician I 26.48
30222 - Latent Fingerprint Technician II 29.25
30240 - Mathematical Technician 23.90
30361 - Paralegal/Legal Assistant I 19.71
30362 - Paralegal/Legal Assistant II 24.60
30363 - Paralegal/Legal Assistant III 29.87
30364 - Paralegal/Legal Assistant IV 36.14
30375 - Petroleum Supply Specialist 29.25
30390 - Photo-Optics Technician 22.40
30395 - Radiation Control Technician 29.25
30461 - Technical Writer I 23.32
30462 - Technical Writer II 28.53
30463 - Technical Writer III 34.52
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.48
30502 - Weather Forecaster II 32.20
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.51
30621 - Weather Observer Senior (see 2) 23.90
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 17.58
31030 - Bus Driver 22.86

31043 - Driver Courier	15.91
31260 - Parking and Lot Attendant	16.05
31290 - Shuttle Bus Driver	17.00
31310 - Taxi Driver	13.21
31361 - Truckdriver Light	17.00
31362 - Truckdriver Medium	17.99
31363 - Truckdriver Heavy	24.22
31364 - Truckdriver Tractor-Trailer	24.22
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.96
99050 - Desk Clerk	11.08
99095 - Embalmer	30.33
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.81
99252 - Laboratory Animal Caretaker II	14.69
99260 - Marketing Analyst	26.23
99310 - Mortician	30.33
99410 - Pest Controller	23.04
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.71
99711 - Recycling Specialist	20.55
99730 - Refuse Collector	16.33
99810 - Sales Clerk	12.91
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	24.43
99831 - Surveying Aide	18.06
99832 - Surveying Technician	18.91
99840 - Vending Machine Attendant	20.27
99841 - Vending Machine Repairer	23.69
99842 - Vending Machine Repairer Helper	20.55

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4897
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Columbia Dane Green Iowa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.94
01012 - Accounting Clerk II		17.89
01013 - Accounting Clerk III		20.02
01020 - Administrative Assistant		27.69
01035 - Court Reporter		17.14
01041 - Customer Service Representative I		14.77
01042 - Customer Service Representative II		16.60
01043 - Customer Service Representative III		18.11
01051 - Data Entry Operator I		15.63
01052 - Data Entry Operator II		17.05
01060 - Dispatcher Motor Vehicle		20.15
01070 - Document Preparation Clerk		15.14
01090 - Duplicating Machine Operator		15.14
01111 - General Clerk I		14.00
01112 - General Clerk II		15.27

01113 - General Clerk III 17.15
01120 - Housing Referral Assistant 19.54
01141 - Messenger Courier 13.95
01191 - Order Clerk I 16.74
01192 - Order Clerk II 18.26
01261 - Personnel Assistant (Employment) I 18.21
01262 - Personnel Assistant (Employment) II 20.38
01263 - Personnel Assistant (Employment) III 22.72
01270 - Production Control Clerk 24.28
01290 - Rental Clerk 12.76
01300 - Scheduler Maintenance 15.32
01311 - Secretary I 15.32
01312 - Secretary II 17.14
01313 - Secretary III 19.54
01320 - Service Order Dispatcher 18.01
01410 - Supply Technician 27.69
01420 - Survey Worker 20.33
01460 - Switchboard Operator/Receptionist 16.65
01531 - Travel Clerk I 17.16
01532 - Travel Clerk II 18.55
01533 - Travel Clerk III 20.08
01611 - Word Processor I 17.67
01612 - Word Processor II 19.83
01613 - Word Processor III 22.19
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.72
05010 - Automotive Electrician 20.32
05040 - Automotive Glass Installer 19.88
05070 - Automotive Worker 19.88
05110 - Mobile Equipment Servicer 17.63
05130 - Motor Equipment Metal Mechanic 20.91
05160 - Motor Equipment Metal Worker 19.88
05190 - Motor Vehicle Mechanic 20.91
05220 - Motor Vehicle Mechanic Helper 16.56
05250 - Motor Vehicle Upholstery Worker 19.25
05280 - Motor Vehicle Wrecker 19.88
05310 - Painter Automotive 20.15
05340 - Radiator Repair Specialist 19.88
05370 - Tire Repairer 15.11
05400 - Transmission Repair Specialist 20.91
07000 - Food Preparation And Service Occupations
07010 - Baker 14.55
07041 - Cook I 15.77
07042 - Cook II 17.32
07070 - Dishwasher 11.68
07130 - Food Service Worker 11.61
07210 - Meat Cutter 18.32
07260 - Waiter/Waitress 12.56
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.17

09040 - Furniture Handler 14.87
09080 - Furniture Refinisher 16.43
09090 - Furniture Refinisher Helper 15.31
09110 - Furniture Repairer Minor 16.18
09130 - Upholsterer 17.29
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.95
11060 - Elevator Operator 13.95
11090 - Gardener 20.25
11122 - Housekeeping Aide 14.15
11150 - Janitor 14.15
11210 - Laborer Grounds Maintenance 16.33
11240 - Maid or Houseman 12.34
11260 - Pruner 15.06
11270 - Tractor Operator 18.95
11330 - Trail Maintenance Worker 16.33
11360 - Window Cleaner 15.35
12000 - Health Occupations
12010 - Ambulance Driver 16.56
12011 - Breath Alcohol Technician 20.94
12012 - Certified Occupational Therapist Assistant 23.44
12015 - Certified Physical Therapist Assistant 24.18
12020 - Dental Assistant 20.80
12025 - Dental Hygienist 33.74
12030 - EKG Technician 34.16
12035 - Electroneurodiagnostic Technologist 34.16
12040 - Emergency Medical Technician 16.56
12071 - Licensed Practical Nurse I 18.71
12072 - Licensed Practical Nurse II 20.94
12073 - Licensed Practical Nurse III 23.34
12100 - Medical Assistant 18.77
12130 - Medical Laboratory Technician 26.36
12160 - Medical Record Clerk 20.11
12190 - Medical Record Technician 22.50
12195 - Medical Transcriptionist 19.45
12210 - Nuclear Medicine Technologist 44.10
12221 - Nursing Assistant I 11.83
12222 - Nursing Assistant II 13.30
12223 - Nursing Assistant III 14.50
12224 - Nursing Assistant IV 16.28
12235 - Optical Dispenser 17.62
12236 - Optical Technician 20.20
12250 - Pharmacy Technician 17.37
12280 - Phlebotomist 17.90
12305 - Radiologic Technologist 29.55
12311 - Registered Nurse I 24.18
12312 - Registered Nurse II 29.59
12313 - Registered Nurse II Specialist 29.59
12314 - Registered Nurse III 35.80
12315 - Registered Nurse III Anesthetist 35.80

12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		25.93
12320 - Substance Abuse Treatment Counselor		26.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.80
13012 - Exhibits Specialist II		27.00
13013 - Exhibits Specialist III		33.04
13041 - Illustrator I		21.80
13042 - Illustrator II		27.00
13043 - Illustrator III		33.04
13047 - Librarian		29.91
13050 - Library Aide/Clerk		16.53
13054 - Library Information Technology Systems Administrator		27.00
13058 - Library Technician		14.64
13061 - Media Specialist I		19.48
13062 - Media Specialist II		21.80
13063 - Media Specialist III		24.31
13071 - Photographer I		15.74
13072 - Photographer II		17.61
13073 - Photographer III		21.82
13074 - Photographer IV		26.69
13075 - Photographer V		32.29
13090 - Technical Order Library Clerk		20.47
13110 - Video Teleconference Technician		22.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.09
14042 - Computer Operator II		21.36
14043 - Computer Operator III		23.82
14044 - Computer Operator IV		26.46
14045 - Computer Operator V		29.31
14071 - Computer Programmer I	(see 1)	22.65
14072 - Computer Programmer II	(see 1)	26.83
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.09
14160 - Personal Computer Support Technician		26.46
14170 - System Support Specialist		36.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.53
15020 - Aircrew Training Devices Instructor (Rated)		34.51
15030 - Air Crew Training Devices Instructor (Pilot)		41.11
15050 - Computer Based Training Specialist / Instructor		28.53
15060 - Educational Technologist		34.57
15070 - Flight Instructor (Pilot)		41.11
15080 - Graphic Artist		25.82
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.36

15086 - Maintenance Test Pilot Rotary Wing 41.36
15088 - Non-Maintenance Test/Co-Pilot 41.36
15090 - Technical Instructor 22.85
15095 - Technical Instructor/Course Developer 27.95
15110 - Test Proctor 18.45
15120 - Tutor 18.45
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.46
19040 - Tool And Die Maker 24.20
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.46
21030 - Material Coordinator 24.28
21040 - Material Expediter 24.28
21050 - Material Handling Laborer 16.81
21071 - Order Filler 13.37
21080 - Production Line Worker (Food Processing) 17.46
21110 - Shipping Packer 17.51
21130 - Shipping/Receiving Clerk 17.51
21140 - Store Worker I 14.95
21150 - Stock Clerk 19.12
21210 - Tools And Parts Attendant 17.46
21410 - Warehouse Specialist 17.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.78
23019 - Aircraft Logs and Records Technician 24.56
23021 - Aircraft Mechanic I 26.46
23022 - Aircraft Mechanic II 27.78
23023 - Aircraft Mechanic III 29.16
23040 - Aircraft Mechanic Helper 22.20
23050 - Aircraft Painter 24.98
23060 - Aircraft Servicer 24.56
23070 - Aircraft Survival Flight Equipment Technician 24.98
23080 - Aircraft Worker 25.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.46
23110 - Appliance Mechanic 23.32

23120 - Bicycle Repairer 17.64
23125 - Cable Splicer 34.28
23130 - Carpenter Maintenance 26.81
23140 - Carpet Layer 27.03
23160 - Electrician Maintenance 29.06
23181 - Electronics Technician Maintenance I 25.52
23182 - Electronics Technician Maintenance II 26.54
23183 - Electronics Technician Maintenance III 27.59
23260 - Fabric Worker 24.44
23290 - Fire Alarm System Mechanic 23.19
23310 - Fire Extinguisher Repairer 23.29
23311 - Fuel Distribution System Mechanic 35.16
23312 - Fuel Distribution System Operator 28.31
23370 - General Maintenance Worker 20.78
23380 - Ground Support Equipment Mechanic 26.46
23381 - Ground Support Equipment Servicer 24.56
23382 - Ground Support Equipment Worker 25.75
23391 - Gunsmith I 23.29
23392 - Gunsmith II 25.59
23393 - Gunsmith III 27.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.75
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.51
23430 - Heavy Equipment Mechanic 26.25
23440 - Heavy Equipment Operator 33.52
23460 - Instrument Mechanic 28.79
23465 - Laboratory/Shelter Mechanic 26.62
23470 - Laborer 16.81
23510 - Locksmith 20.14
23530 - Machinery Maintenance Mechanic 26.93
23550 - Machinist Maintenance 21.28
23580 - Maintenance Trades Helper 16.63
23591 - Metrology Technician I 28.79
23592 - Metrology Technician II 29.64
23593 - Metrology Technician III 30.56
23640 - Millwright 27.45
23710 - Office Appliance Repairer 21.78
23760 - Painter Maintenance 25.60
23790 - Pipefitter Maintenance 37.94
23810 - Plumber Maintenance 36.79
23820 - Pneudraulic Systems Mechanic 27.45
23850 - Rigger 27.45
23870 - Scale Mechanic 25.59
23890 - Sheet-Metal Worker Maintenance 23.74
23910 - Small Engine Mechanic 18.39
23931 - Telecommunications Mechanic I 25.63
23932 - Telecommunications Mechanic II 27.27
23950 - Telephone Lineman 31.70
23960 - Welder Combination Maintenance 21.51

23965 - Well Driller	27.45
23970 - Woodcraft Worker	27.45
23980 - Woodworker	23.29
24000 - Personal Needs Occupations	
24550 - Case Manager	16.59
24570 - Child Care Attendant	12.03
24580 - Child Care Center Clerk	15.01
24610 - Chore Aide	13.32
24620 - Family Readiness And Support Services Coordinator	16.59
24630 - Homemaker	16.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.45
25040 - Sewage Plant Operator	26.80
25070 - Stationary Engineer	27.45
25190 - Ventilation Equipment Tender	21.80
25210 - Water Treatment Plant Operator	26.80
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.37
27007 - Baggage Inspector	15.95
27008 - Corrections Officer	20.21
27010 - Court Security Officer	21.46
27030 - Detection Dog Handler	18.31
27040 - Detention Officer	20.21
27070 - Firefighter	21.65
27101 - Guard I	15.95
27102 - Guard II	18.31
27131 - Police Officer I	27.86
27132 - Police Officer II	30.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.40
28042 - Carnival Equipment Repairer	15.39
28043 - Carnival Worker	11.63
28210 - Gate Attendant/Gate Tender	16.84
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	18.84
28510 - Recreation Aide/Health Facility Attendant	13.75
28515 - Recreation Specialist	22.11
28630 - Sports Official	15.00
28690 - Swimming Pool Operator	17.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.59
29020 - Hatch Tender	25.59
29030 - Line Handler	25.59
29041 - Stevedore I	24.44
29042 - Stevedore II	26.62
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 18.44
30022 - Archeological Technician II 20.64
30023 - Archeological Technician III 25.56
30030 - Cartographic Technician 25.56
30040 - Civil Engineering Technician 26.74
30051 - Cryogenic Technician I 28.14
30052 - Cryogenic Technician II 31.08
30061 - Drafter/CAD Operator I 18.44
30062 - Drafter/CAD Operator II 20.64
30063 - Drafter/CAD Operator III 23.01
30064 - Drafter/CAD Operator IV 28.31
30081 - Engineering Technician I 15.40
30082 - Engineering Technician II 17.29
30083 - Engineering Technician III 19.34
30084 - Engineering Technician IV 23.96
30085 - Engineering Technician V 29.31
30086 - Engineering Technician VI 35.46
30090 - Environmental Technician 24.78
30095 - Evidence Control Specialist 25.40
30210 - Laboratory Technician 20.72
30221 - Latent Fingerprint Technician I 24.28
30222 - Latent Fingerprint Technician II 26.82
30240 - Mathematical Technician 26.06
30361 - Paralegal/Legal Assistant I 18.27
30362 - Paralegal/Legal Assistant II 22.63
30363 - Paralegal/Legal Assistant III 27.69
30364 - Paralegal/Legal Assistant IV 33.50
30375 - Petroleum Supply Specialist 31.08
30390 - Photo-Optics Technician 25.40
30395 - Radiation Control Technician 31.08
30461 - Technical Writer I 23.09
30462 - Technical Writer II 28.25
30463 - Technical Writer III 34.17
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.31
30502 - Weather Forecaster II 34.44
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.01
30621 - Weather Observer Senior (see 2) 25.56
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 20.41
31030 - Bus Driver 26.53
31043 - Driver Courier 15.67
31260 - Parking and Lot Attendant 13.27
31290 - Shuttle Bus Driver 16.75

31310 - Taxi Driver	14.16
31361 - Truckdriver Light	16.75
31362 - Truckdriver Medium	17.57
31363 - Truckdriver Heavy	24.00
31364 - Truckdriver Tractor-Trailer	24.00
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.45
99050 - Desk Clerk	11.65
99095 - Embalmer	34.34
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.25
99252 - Laboratory Animal Caretaker II	13.09
99260 - Marketing Analyst	27.78
99310 - Mortician	34.34
99410 - Pest Controller	23.04
99510 - Photofinishing Worker	14.93
99710 - Recycling Laborer	20.35
99711 - Recycling Specialist	23.79
99730 - Refuse Collector	19.61
99810 - Sales Clerk	12.91
99820 - School Crossing Guard	16.70
99830 - Survey Party Chief	24.43
99831 - Surveying Aide	18.06
99832 - Surveying Technician	18.91
99840 - Vending Machine Attendant	17.30
99841 - Vending Machine Repairer	20.30
99842 - Vending Machine Repairer Helper	17.30

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive administrative or professional capacity as defined and delineated in 29 CFR Part 541. (See 29 CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S.

Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4898
Revision No.: 12
Date Of Last Revision: 06/23/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Columbia Dane Green Iowa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.94
01012 - Accounting Clerk II		17.89
01013 - Accounting Clerk III		20.02
01020 - Administrative Assistant		27.69
01035 - Court Reporter		17.14
01041 - Customer Service Representative I		14.77
01042 - Customer Service Representative II		16.60
01043 - Customer Service Representative III		18.11
01051 - Data Entry Operator I		15.63
01052 - Data Entry Operator II		17.05
01060 - Dispatcher Motor Vehicle		20.15
01070 - Document Preparation Clerk		15.14

01090 - Duplicating Machine Operator 15.14
01111 - General Clerk I 14.00
01112 - General Clerk II 15.27
01113 - General Clerk III 17.15
01120 - Housing Referral Assistant 19.54
01141 - Messenger Courier 13.95
01191 - Order Clerk I 16.74
01192 - Order Clerk II 18.26
01261 - Personnel Assistant (Employment) I 18.21
01262 - Personnel Assistant (Employment) II 20.38
01263 - Personnel Assistant (Employment) III 22.72
01270 - Production Control Clerk 24.28
01290 - Rental Clerk 12.76
01300 - Scheduler Maintenance 15.32
01311 - Secretary I 15.32
01312 - Secretary II 17.14
01313 - Secretary III 19.54
01320 - Service Order Dispatcher 18.01
01410 - Supply Technician 27.69
01420 - Survey Worker 20.33
01460 - Switchboard Operator/Receptionist 16.65
01531 - Travel Clerk I 17.16
01532 - Travel Clerk II 18.55
01533 - Travel Clerk III 20.08
01611 - Word Processor I 17.67
01612 - Word Processor II 19.83
01613 - Word Processor III 22.19
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.72
05010 - Automotive Electrician 20.32
05040 - Automotive Glass Installer 19.88
05070 - Automotive Worker 19.88
05110 - Mobile Equipment Servicer 17.63
05130 - Motor Equipment Metal Mechanic 20.91
05160 - Motor Equipment Metal Worker 19.88
05190 - Motor Vehicle Mechanic 20.91
05220 - Motor Vehicle Mechanic Helper 16.56
05250 - Motor Vehicle Upholstery Worker 19.25
05280 - Motor Vehicle Wrecker 19.88
05310 - Painter Automotive 20.15
05340 - Radiator Repair Specialist 19.88
05370 - Tire Repairer 15.11
05400 - Transmission Repair Specialist 20.91
07000 - Food Preparation And Service Occupations
07010 - Baker 14.55
07041 - Cook I 15.77
07042 - Cook II 17.32
07070 - Dishwasher 11.68
07130 - Food Service Worker 11.61
07210 - Meat Cutter 18.32

07260 - Waiter/Waitress	12.56
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.17
09040 - Furniture Handler	14.87
09080 - Furniture Refinisher	16.43
09090 - Furniture Refinisher Helper	15.31
09110 - Furniture Repairer Minor	16.18
09130 - Upholsterer	17.29
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.95
11060 - Elevator Operator	13.95
11090 - Gardener	20.25
11122 - Housekeeping Aide	14.15
11150 - Janitor	14.15
11210 - Laborer Grounds Maintenance	16.33
11240 - Maid or Houseman	12.34
11260 - Pruner	15.06
11270 - Tractor Operator	18.95
11330 - Trail Maintenance Worker	16.33
11360 - Window Cleaner	15.35
12000 - Health Occupations	
12010 - Ambulance Driver	16.56
12011 - Breath Alcohol Technician	20.94
12012 - Certified Occupational Therapist Assistant	23.44
12015 - Certified Physical Therapist Assistant	24.18
12020 - Dental Assistant	20.80
12025 - Dental Hygienist	33.74
12030 - EKG Technician	34.16
12035 - Electroneurodiagnostic Technologist	34.16
12040 - Emergency Medical Technician	16.56
12071 - Licensed Practical Nurse I	18.71
12072 - Licensed Practical Nurse II	20.94
12073 - Licensed Practical Nurse III	23.34
12100 - Medical Assistant	18.77
12130 - Medical Laboratory Technician	26.36
12160 - Medical Record Clerk	20.11
12190 - Medical Record Technician	22.50
12195 - Medical Transcriptionist	19.45
12210 - Nuclear Medicine Technologist	44.10
12221 - Nursing Assistant I	11.83
12222 - Nursing Assistant II	13.30
12223 - Nursing Assistant III	14.50
12224 - Nursing Assistant IV	16.28
12235 - Optical Dispenser	17.62
12236 - Optical Technician	20.20
12250 - Pharmacy Technician	17.37
12280 - Phlebotomist	17.90
12305 - Radiologic Technologist	29.55
12311 - Registered Nurse I	24.18
12312 - Registered Nurse II	29.59

12313 - Registered Nurse II Specialist		29.59
12314 - Registered Nurse III		35.80
12315 - Registered Nurse III Anesthetist		35.80
12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		25.93
12320 - Substance Abuse Treatment Counselor		26.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.80
13012 - Exhibits Specialist II		27.00
13013 - Exhibits Specialist III		33.04
13041 - Illustrator I		21.80
13042 - Illustrator II		27.00
13043 - Illustrator III		33.04
13047 - Librarian		29.91
13050 - Library Aide/Clerk		16.53
13054 - Library Information Technology Systems Administrator		27.00
13058 - Library Technician		14.64
13061 - Media Specialist I		19.48
13062 - Media Specialist II		21.80
13063 - Media Specialist III		24.31
13071 - Photographer I		15.74
13072 - Photographer II		17.61
13073 - Photographer III		21.82
13074 - Photographer IV		26.69
13075 - Photographer V		32.29
13090 - Technical Order Library Clerk		20.47
13110 - Video Teleconference Technician		22.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.09
14042 - Computer Operator II		21.36
14043 - Computer Operator III		23.82
14044 - Computer Operator IV		26.46
14045 - Computer Operator V		29.31
14071 - Computer Programmer I	(see 1)	22.65
14072 - Computer Programmer II	(see 1)	26.83
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.09
14160 - Personal Computer Support Technician		26.46
14170 - System Support Specialist		36.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.53
15020 - Aircrew Training Devices Instructor (Rated)		34.51
15030 - Air Crew Training Devices Instructor (Pilot)		41.11
15050 - Computer Based Training Specialist / Instructor		28.53
15060 - Educational Technologist		34.57

15070 - Flight Instructor (Pilot) 41.11
15080 - Graphic Artist 25.82
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.36
15086 - Maintenance Test Pilot Rotary Wing 41.36
15088 - Non-Maintenance Test/Co-Pilot 41.36
15090 - Technical Instructor 22.85
15095 - Technical Instructor/Course Developer 27.95
15110 - Test Proctor 18.45
15120 - Tutor 18.45
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.46
19040 - Tool And Die Maker 24.20
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.46
21030 - Material Coordinator 24.28
21040 - Material Expediter 24.28
21050 - Material Handling Laborer 16.81
21071 - Order Filler 13.37
21080 - Production Line Worker (Food Processing) 17.46
21110 - Shipping Packer 17.51
21130 - Shipping/Receiving Clerk 17.51
21140 - Store Worker I 14.95
21150 - Stock Clerk 19.12
21210 - Tools And Parts Attendant 17.46
21410 - Warehouse Specialist 17.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.78
23019 - Aircraft Logs and Records Technician 24.56
23021 - Aircraft Mechanic I 26.46
23022 - Aircraft Mechanic II 27.78
23023 - Aircraft Mechanic III 29.16
23040 - Aircraft Mechanic Helper 22.20
23050 - Aircraft Painter 24.98
23060 - Aircraft Servicer 24.56
23070 - Aircraft Survival Flight Equipment Technician 24.98
23080 - Aircraft Worker 25.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.75

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.46
23110 - Appliance Mechanic 23.32
23120 - Bicycle Repairer 17.64
23125 - Cable Splicer 34.28
23130 - Carpenter Maintenance 26.81
23140 - Carpet Layer 27.03
23160 - Electrician Maintenance 29.06
23181 - Electronics Technician Maintenance I 25.52
23182 - Electronics Technician Maintenance II 26.54
23183 - Electronics Technician Maintenance III 27.59
23260 - Fabric Worker 24.44
23290 - Fire Alarm System Mechanic 23.19
23310 - Fire Extinguisher Repairer 23.29
23311 - Fuel Distribution System Mechanic 35.16
23312 - Fuel Distribution System Operator 28.31
23370 - General Maintenance Worker 20.78
23380 - Ground Support Equipment Mechanic 26.46
23381 - Ground Support Equipment Servicer 24.56
23382 - Ground Support Equipment Worker 25.75
23391 - Gunsmith I 23.29
23392 - Gunsmith II 25.59
23393 - Gunsmith III 27.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.75
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.51
23430 - Heavy Equipment Mechanic 26.25
23440 - Heavy Equipment Operator 33.52
23460 - Instrument Mechanic 28.79
23465 - Laboratory/Shelter Mechanic 26.62
23470 - Laborer 16.81
23510 - Locksmith 20.14
23530 - Machinery Maintenance Mechanic 26.93
23550 - Machinist Maintenance 21.28
23580 - Maintenance Trades Helper 16.63
23591 - Metrology Technician I 28.79
23592 - Metrology Technician II 29.64
23593 - Metrology Technician III 30.56
23640 - Millwright 27.45
23710 - Office Appliance Repairer 21.78
23760 - Painter Maintenance 25.60
23790 - Pipefitter Maintenance 37.94
23810 - Plumber Maintenance 36.79
23820 - Pneudraulic Systems Mechanic 27.45
23850 - Rigger 27.45
23870 - Scale Mechanic 25.59
23890 - Sheet-Metal Worker Maintenance 23.74
23910 - Small Engine Mechanic 18.39
23931 - Telecommunications Mechanic I 25.63

23932 - Telecommunications Mechanic II 27.27
23950 - Telephone Lineman 31.70
23960 - Welder Combination Maintenance 21.51
23965 - Well Driller 27.45
23970 - Woodcraft Worker 27.45
23980 - Woodworker 23.29
24000 - Personal Needs Occupations
24550 - Case Manager 16.59
24570 - Child Care Attendant 12.03
24580 - Child Care Center Clerk 15.01
24610 - Chore Aide 13.32
24620 - Family Readiness And Support Services Coordinator 16.59
24630 - Homemaker 16.59
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.45
25040 - Sewage Plant Operator 26.80
25070 - Stationary Engineer 27.45
25190 - Ventilation Equipment Tender 21.80
25210 - Water Treatment Plant Operator 26.80
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.37
27007 - Baggage Inspector 15.95
27008 - Corrections Officer 20.21
27010 - Court Security Officer 21.46
27030 - Detection Dog Handler 18.31
27040 - Detention Officer 20.21
27070 - Firefighter 21.65
27101 - Guard I 15.95
27102 - Guard II 18.31
27131 - Police Officer I 27.86
27132 - Police Officer II 30.97
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.40
28042 - Carnival Equipment Repairer 15.39
28043 - Carnival Worker 11.63
28210 - Gate Attendant/Gate Tender 16.84
28310 - Lifeguard 12.11
28350 - Park Attendant (Aide) 18.84
28510 - Recreation Aide/Health Facility Attendant 13.75
28515 - Recreation Specialist 22.11
28630 - Sports Official 15.00
28690 - Swimming Pool Operator 17.18
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.59
29020 - Hatch Tender 25.59
29030 - Line Handler 25.59
29041 - Stevedore I 24.44
29042 - Stevedore II 26.62
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.44
30022 - Archeological Technician II 20.64
30023 - Archeological Technician III 25.56
30030 - Cartographic Technician 25.56
30040 - Civil Engineering Technician 26.74
30051 - Cryogenic Technician I 28.14
30052 - Cryogenic Technician II 31.08
30061 - Drafter/CAD Operator I 18.44
30062 - Drafter/CAD Operator II 20.64
30063 - Drafter/CAD Operator III 23.01
30064 - Drafter/CAD Operator IV 28.31
30081 - Engineering Technician I 15.40
30082 - Engineering Technician II 17.29
30083 - Engineering Technician III 19.34
30084 - Engineering Technician IV 23.96
30085 - Engineering Technician V 29.31
30086 - Engineering Technician VI 35.46
30090 - Environmental Technician 24.78
30095 - Evidence Control Specialist 25.40
30210 - Laboratory Technician 20.72
30221 - Latent Fingerprint Technician I 24.28
30222 - Latent Fingerprint Technician II 26.82
30240 - Mathematical Technician 26.06
30361 - Paralegal/Legal Assistant I 18.27
30362 - Paralegal/Legal Assistant II 22.63
30363 - Paralegal/Legal Assistant III 27.69
30364 - Paralegal/Legal Assistant IV 33.50
30375 - Petroleum Supply Specialist 31.08
30390 - Photo-Optics Technician 25.40
30395 - Radiation Control Technician 31.08
30461 - Technical Writer I 23.09
30462 - Technical Writer II 28.25
30463 - Technical Writer III 34.17
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.31
30502 - Weather Forecaster II 34.44
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.01
30621 - Weather Observer Senior (see 2) 25.56
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 20.41
31030 - Bus Driver 26.53

31043 - Driver Courier	15.67
31260 - Parking and Lot Attendant	13.27
31290 - Shuttle Bus Driver	16.75
31310 - Taxi Driver	14.16
31361 - Truckdriver Light	16.75
31362 - Truckdriver Medium	17.57
31363 - Truckdriver Heavy	24.00
31364 - Truckdriver Tractor-Trailer	24.00
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.45
99050 - Desk Clerk	11.65
99095 - Embalmer	34.34
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.25
99252 - Laboratory Animal Caretaker II	13.09
99260 - Marketing Analyst	27.78
99310 - Mortician	34.34
99410 - Pest Controller	23.04
99510 - Photofinishing Worker	14.93
99710 - Recycling Laborer	20.35
99711 - Recycling Specialist	23.79
99730 - Refuse Collector	19.61
99810 - Sales Clerk	12.91
99820 - School Crossing Guard	16.70
99830 - Survey Party Chief	24.43
99831 - Surveying Aide	18.06
99832 - Surveying Technician	18.91
99840 - Vending Machine Attendant	17.30
99841 - Vending Machine Repairer	20.30
99842 - Vending Machine Repairer Helper	17.30

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4899
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Milwaukee Ozaukee Washington Waukesha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.68
01012 - Accounting Clerk II		17.60
01013 - Accounting Clerk III		19.69
01020 - Administrative Assistant		29.31
01035 - Court Reporter		24.84
01041 - Customer Service Representative I		15.27
01042 - Customer Service Representative II		17.17
01043 - Customer Service Representative III		18.73
01051 - Data Entry Operator I		14.49
01052 - Data Entry Operator II		15.81
01060 - Dispatcher Motor Vehicle		22.10
01070 - Document Preparation Clerk		17.22
01090 - Duplicating Machine Operator		17.22
01111 - General Clerk I		14.29
01112 - General Clerk II		15.59

01113 - General Clerk III 17.50
01120 - Housing Referral Assistant 20.85
01141 - Messenger Courier 12.93
01191 - Order Clerk I 16.65
01192 - Order Clerk II 18.61
01261 - Personnel Assistant (Employment) I 17.07
01262 - Personnel Assistant (Employment) II 19.09
01263 - Personnel Assistant (Employment) III 21.29
01270 - Production Control Clerk 23.55
01290 - Rental Clerk 16.16
01300 - Scheduler Maintenance 16.72
01311 - Secretary I 16.72
01312 - Secretary II 18.70
01313 - Secretary III 20.85
01320 - Service Order Dispatcher 19.75
01410 - Supply Technician 29.31
01420 - Survey Worker 18.54
01460 - Switchboard Operator/Receptionist 15.31
01531 - Travel Clerk I 15.29
01532 - Travel Clerk II 16.53
01533 - Travel Clerk III 17.89
01611 - Word Processor I 17.52
01612 - Word Processor II 19.66
01613 - Word Processor III 21.99
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.08
05010 - Automotive Electrician 21.18
05040 - Automotive Glass Installer 20.38
05070 - Automotive Worker 20.38
05110 - Mobile Equipment Servicer 18.76
05130 - Motor Equipment Metal Mechanic 21.91
05160 - Motor Equipment Metal Worker 20.71
05190 - Motor Vehicle Mechanic 21.91
05220 - Motor Vehicle Mechanic Helper 17.85
05250 - Motor Vehicle Upholstery Worker 19.66
05280 - Motor Vehicle Wrecker 20.38
05310 - Painter Automotive 21.18
05340 - Radiator Repair Specialist 20.38
05370 - Tire Repairer 16.09
05400 - Transmission Repair Specialist 21.91
07000 - Food Preparation And Service Occupations
07010 - Baker 14.29
07041 - Cook I 14.15
07042 - Cook II 15.84
07070 - Dishwasher 9.55
07130 - Food Service Worker 10.48
07210 - Meat Cutter 19.83
07260 - Waiter/Waitress 9.65
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.47

09040 - Furniture Handler 15.53
09080 - Furniture Refinisher 20.68
09090 - Furniture Refinisher Helper 17.44
09110 - Furniture Repairer Minor 19.20
09130 - Upholsterer 20.68
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.43
11060 - Elevator Operator 13.68
11090 - Gardener 19.95
11122 - Housekeeping Aide 13.68
11150 - Janitor 13.68
11210 - Laborer Grounds Maintenance 16.30
11240 - Maid or Houseman 12.02
11260 - Pruner 15.11
11270 - Tractor Operator 18.72
11330 - Trail Maintenance Worker 16.30
11360 - Window Cleaner 14.76
12000 - Health Occupations
12010 - Ambulance Driver 19.09
12011 - Breath Alcohol Technician 21.92
12012 - Certified Occupational Therapist Assistant 21.87
12015 - Certified Physical Therapist Assistant 27.39
12020 - Dental Assistant 18.61
12025 - Dental Hygienist 33.13
12030 - EKG Technician 29.90
12035 - Electroneurodiagnostic Technologist 29.90
12040 - Emergency Medical Technician 19.09
12071 - Licensed Practical Nurse I 19.59
12072 - Licensed Practical Nurse II 21.92
12073 - Licensed Practical Nurse III 24.44
12100 - Medical Assistant 17.92
12130 - Medical Laboratory Technician 24.39
12160 - Medical Record Clerk 20.12
12190 - Medical Record Technician 22.51
12195 - Medical Transcriptionist 21.24
12210 - Nuclear Medicine Technologist 40.40
12221 - Nursing Assistant I 12.06
12222 - Nursing Assistant II 13.56
12223 - Nursing Assistant III 14.80
12224 - Nursing Assistant IV 16.61
12235 - Optical Dispenser 17.78
12236 - Optical Technician 16.27
12250 - Pharmacy Technician 16.71
12280 - Phlebotomist 17.75
12305 - Radiologic Technologist 29.44
12311 - Registered Nurse I 25.22
12312 - Registered Nurse II 30.83
12313 - Registered Nurse II Specialist 30.83
12314 - Registered Nurse III 37.30
12315 - Registered Nurse III Anesthetist 37.30

12316 - Registered Nurse IV		44.70
12317 - Scheduler (Drug and Alcohol Testing)		27.15
12320 - Substance Abuse Treatment Counselor		22.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.99
13012 - Exhibits Specialist II		24.56
13013 - Exhibits Specialist III		30.04
13041 - Illustrator I		20.82
13042 - Illustrator II		25.79
13043 - Illustrator III		31.53
13047 - Librarian		28.55
13050 - Library Aide/Clerk		14.87
13054 - Library Information Technology Systems Administrator		25.79
13058 - Library Technician		15.51
13061 - Media Specialist I		18.61
13062 - Media Specialist II		20.82
13063 - Media Specialist III		23.20
13071 - Photographer I		17.25
13072 - Photographer II		19.30
13073 - Photographer III		23.90
13074 - Photographer IV		29.24
13075 - Photographer V		35.38
13090 - Technical Order Library Clerk		18.67
13110 - Video Teleconference Technician		17.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.24
14042 - Computer Operator II		20.43
14043 - Computer Operator III		22.80
14044 - Computer Operator IV		25.35
14045 - Computer Operator V		27.91
14071 - Computer Programmer I	(see 1)	26.21
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.24
14160 - Personal Computer Support Technician		25.35
14170 - System Support Specialist		32.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.39
15020 - Aircrew Training Devices Instructor (Rated)		39.07
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		33.39
15060 - Educational Technologist		31.88
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		24.22
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.41

15086 - Maintenance Test Pilot Rotary Wing 38.41
15088 - Non-Maintenance Test/Co-Pilot 38.41
15090 - Technical Instructor 23.51
15095 - Technical Instructor/Course Developer 28.76
15110 - Test Proctor 18.98
15120 - Tutor 18.98
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.64
16030 - Counter Attendant 14.64
16040 - Dry Cleaner 16.74
16070 - Finisher Flatwork Machine 14.64
16090 - Presser Hand 14.64
16110 - Presser Machine Drycleaning 14.64
16130 - Presser Machine Shirts 14.64
16160 - Presser Machine Wearing Apparel Laundry 14.64
16190 - Sewing Machine Operator 17.44
16220 - Tailor 18.14
16250 - Washer Machine 15.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.94
19040 - Tool And Die Maker 28.83
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.11
21030 - Material Coordinator 23.55
21040 - Material Expediter 23.55
21050 - Material Handling Laborer 16.27
21071 - Order Filler 13.31
21080 - Production Line Worker (Food Processing) 19.11
21110 - Shipping Packer 18.15
21130 - Shipping/Receiving Clerk 18.15
21140 - Store Worker I 16.04
21150 - Stock Clerk 20.23
21210 - Tools And Parts Attendant 19.11
21410 - Warehouse Specialist 19.11
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.27
23019 - Aircraft Logs and Records Technician 24.56
23021 - Aircraft Mechanic I 28.79
23022 - Aircraft Mechanic II 30.27
23023 - Aircraft Mechanic III 31.60
23040 - Aircraft Mechanic Helper 21.75
23050 - Aircraft Painter 27.37
23060 - Aircraft Servicer 24.56
23070 - Aircraft Survival Flight Equipment Technician 27.37
23080 - Aircraft Worker 25.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.79
23110 - Appliance Mechanic 25.03

23120 - Bicycle Repairer 24.05
23125 - Cable Splicer 42.79
23130 - Carpenter Maintenance 26.45
23140 - Carpet Layer 22.53
23160 - Electrician Maintenance 34.64
23181 - Electronics Technician Maintenance I 26.96
23182 - Electronics Technician Maintenance II 28.43
23183 - Electronics Technician Maintenance III 29.91
23260 - Fabric Worker 25.48
23290 - Fire Alarm System Mechanic 22.95
23310 - Fire Extinguisher Repairer 24.05
23311 - Fuel Distribution System Mechanic 34.50
23312 - Fuel Distribution System Operator 29.06
23370 - General Maintenance Worker 20.08
23380 - Ground Support Equipment Mechanic 28.79
23381 - Ground Support Equipment Servicer 24.56
23382 - Ground Support Equipment Worker 25.95
23391 - Gunsmith I 24.05
23392 - Gunsmith II 26.92
23393 - Gunsmith III 29.86
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.03
23430 - Heavy Equipment Mechanic 27.47
23440 - Heavy Equipment Operator 36.53
23460 - Instrument Mechanic 29.86
23465 - Laboratory/Shelter Mechanic 28.39
23470 - Laborer 16.27
23510 - Locksmith 22.08
23530 - Machinery Maintenance Mechanic 27.08
23550 - Machinist Maintenance 21.40
23580 - Maintenance Trades Helper 17.44
23591 - Metrology Technician I 29.86
23592 - Metrology Technician II 31.39
23593 - Metrology Technician III 32.77
23640 - Millwright 32.14
23710 - Office Appliance Repairer 20.71
23760 - Painter Maintenance 22.89
23790 - Pipefitter Maintenance 39.80
23810 - Plumber Maintenance 37.83
23820 - Pneudraulic Systems Mechanic 29.86
23850 - Rigger 28.83
23870 - Scale Mechanic 26.92
23890 - Sheet-Metal Worker Maintenance 30.02
23910 - Small Engine Mechanic 19.90
23931 - Telecommunications Mechanic I 26.97
23932 - Telecommunications Mechanic II 28.28
23950 - Telephone Lineman 29.74
23960 - Welder Combination Maintenance 22.81

23965 - Well Driller		27.95
23970 - Woodcraft Worker		29.86
23980 - Woodworker		24.05
24000 - Personal Needs Occupations		
24550 - Case Manager		16.84
24570 - Child Care Attendant		12.68
24580 - Child Care Center Clerk		17.09
24610 - Chore Aide		11.60
24620 - Family Readiness And Support Services Coordinator		16.84
24630 - Homemaker		18.65
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.18
25040 - Sewage Plant Operator		29.57
25070 - Stationary Engineer		30.18
25190 - Ventilation Equipment Tender		22.80
25210 - Water Treatment Plant Operator		29.57
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.72
27007 - Baggage Inspector		14.41
27008 - Corrections Officer		21.94
27010 - Court Security Officer		23.27
27030 - Detection Dog Handler		18.64
27040 - Detention Officer		21.94
27070 - Firefighter		25.98
27101 - Guard I		14.41
27102 - Guard II		18.64
27131 - Police Officer I		32.21
27132 - Police Officer II		35.78
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.52
28042 - Carnival Equipment Repairer		12.28
28043 - Carnival Worker		9.30
28210 - Gate Attendant/Gate Tender		14.78
28310 - Lifeguard		11.70
28350 - Park Attendant (Aide)		16.54
28510 - Recreation Aide/Health Facility Attendant		14.52
28515 - Recreation Specialist		20.49
28630 - Sports Official		13.17
28690 - Swimming Pool Operator		19.18
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.24
29020 - Hatch Tender		22.24
29030 - Line Handler		22.24
29041 - Stevedore I		21.74
29042 - Stevedore II		23.43
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.61
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.70
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.59

30021 - Archeological Technician I		17.93
30022 - Archeological Technician II		20.06
30023 - Archeological Technician III		24.85
30030 - Cartographic Technician		24.85
30040 - Civil Engineering Technician		27.10
30051 - Cryogenic Technician I		26.23
30052 - Cryogenic Technician II		28.97
30061 - Drafter/CAD Operator I		17.93
30062 - Drafter/CAD Operator II		20.06
30063 - Drafter/CAD Operator III		22.37
30064 - Drafter/CAD Operator IV		27.52
30081 - Engineering Technician I		16.66
30082 - Engineering Technician II		18.71
30083 - Engineering Technician III		20.96
30084 - Engineering Technician IV		25.93
30085 - Engineering Technician V		31.73
30086 - Engineering Technician VI		38.36
30090 - Environmental Technician		27.55
30095 - Evidence Control Specialist		23.69
30210 - Laboratory Technician		26.13
30221 - Latent Fingerprint Technician I		28.51
30222 - Latent Fingerprint Technician II		31.49
30240 - Mathematical Technician		28.52
30361 - Paralegal/Legal Assistant I		19.24
30362 - Paralegal/Legal Assistant II		24.79
30363 - Paralegal/Legal Assistant III		30.34
30364 - Paralegal/Legal Assistant IV		36.70
30375 - Petroleum Supply Specialist		28.97
30390 - Photo-Optics Technician		25.93
30395 - Radiation Control Technician		28.97
30461 - Technical Writer I		24.84
30462 - Technical Writer II		30.39
30463 - Technical Writer III		36.77
30491 - Unexploded Ordnance (UXO) Technician I		26.44
30492 - Unexploded Ordnance (UXO) Technician II		32.00
30493 - Unexploded Ordnance (UXO) Technician III		38.35
30494 - Unexploded (UXO) Safety Escort		26.44
30495 - Unexploded (UXO) Sweep Personnel		26.44
30501 - Weather Forecaster I		27.52
30502 - Weather Forecaster II		33.48
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.98
30621 - Weather Observer Senior	(see 2)	25.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.00
31020 - Bus Aide		18.24
31030 - Bus Driver		23.90
31043 - Driver Courier		15.44
31260 - Parking and Lot Attendant		10.77
31290 - Shuttle Bus Driver		15.39

31310 - Taxi Driver	13.29
31361 - Truckdriver Light	15.32
31362 - Truckdriver Medium	19.55
31363 - Truckdriver Heavy	23.11
31364 - Truckdriver Tractor-Trailer	23.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.60
99030 - Cashier	10.82
99050 - Desk Clerk	11.53
99095 - Embalmer	28.81
99130 - Flight Follower	26.44
99251 - Laboratory Animal Caretaker I	16.32
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	28.29
99310 - Mortician	28.81
99410 - Pest Controller	18.16
99510 - Photofinishing Worker	13.47
99710 - Recycling Laborer	25.42
99711 - Recycling Specialist	29.19
99730 - Refuse Collector	23.57
99810 - Sales Clerk	13.11
99820 - School Crossing Guard	14.88
99830 - Survey Party Chief	25.87
99831 - Surveying Aide	17.15
99832 - Surveying Technician	23.55
99840 - Vending Machine Attendant	16.49
99841 - Vending Machine Repairer	19.68
99842 - Vending Machine Repairer Helper	16.49

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4900
Revision No.: 12
Date Of Last Revision: 06/23/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Milwaukee Ozaukee Washington Waukesha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.68
01012 - Accounting Clerk II		17.60
01013 - Accounting Clerk III		19.69
01020 - Administrative Assistant		29.31
01035 - Court Reporter		24.84
01041 - Customer Service Representative I		15.27
01042 - Customer Service Representative II		17.17
01043 - Customer Service Representative III		18.73
01051 - Data Entry Operator I		14.49
01052 - Data Entry Operator II		15.81
01060 - Dispatcher Motor Vehicle		22.10
01070 - Document Preparation Clerk		17.22

01090 - Duplicating Machine Operator	17.22
01111 - General Clerk I	14.29
01112 - General Clerk II	15.59
01113 - General Clerk III	17.50
01120 - Housing Referral Assistant	20.85
01141 - Messenger Courier	12.93
01191 - Order Clerk I	16.65
01192 - Order Clerk II	18.61
01261 - Personnel Assistant (Employment) I	17.07
01262 - Personnel Assistant (Employment) II	19.09
01263 - Personnel Assistant (Employment) III	21.29
01270 - Production Control Clerk	23.55
01290 - Rental Clerk	16.16
01300 - Scheduler Maintenance	16.72
01311 - Secretary I	16.72
01312 - Secretary II	18.70
01313 - Secretary III	20.85
01320 - Service Order Dispatcher	19.75
01410 - Supply Technician	29.31
01420 - Survey Worker	18.54
01460 - Switchboard Operator/Receptionist	15.31
01531 - Travel Clerk I	15.29
01532 - Travel Clerk II	16.53
01533 - Travel Clerk III	17.89
01611 - Word Processor I	17.52
01612 - Word Processor II	19.66
01613 - Word Processor III	21.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.08
05010 - Automotive Electrician	21.18
05040 - Automotive Glass Installer	20.38
05070 - Automotive Worker	20.38
05110 - Mobile Equipment Servicer	18.76
05130 - Motor Equipment Metal Mechanic	21.91
05160 - Motor Equipment Metal Worker	20.71
05190 - Motor Vehicle Mechanic	21.91
05220 - Motor Vehicle Mechanic Helper	17.85
05250 - Motor Vehicle Upholstery Worker	19.66
05280 - Motor Vehicle Wrecker	20.38
05310 - Painter Automotive	21.18
05340 - Radiator Repair Specialist	20.38
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	21.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.29
07041 - Cook I	14.15
07042 - Cook II	15.84
07070 - Dishwasher	9.55
07130 - Food Service Worker	10.48
07210 - Meat Cutter	19.83

07260 - Waiter/Waitress	9.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.47
09040 - Furniture Handler	15.53
09080 - Furniture Refinisher	20.68
09090 - Furniture Refinisher Helper	17.44
09110 - Furniture Repairer Minor	19.20
09130 - Upholsterer	20.68
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.43
11060 - Elevator Operator	13.68
11090 - Gardener	19.95
11122 - Housekeeping Aide	13.68
11150 - Janitor	13.68
11210 - Laborer Grounds Maintenance	16.30
11240 - Maid or Houseman	12.02
11260 - Pruner	15.11
11270 - Tractor Operator	18.72
11330 - Trail Maintenance Worker	16.30
11360 - Window Cleaner	14.76
12000 - Health Occupations	
12010 - Ambulance Driver	19.09
12011 - Breath Alcohol Technician	21.92
12012 - Certified Occupational Therapist Assistant	21.87
12015 - Certified Physical Therapist Assistant	27.39
12020 - Dental Assistant	18.61
12025 - Dental Hygienist	33.13
12030 - EKG Technician	29.90
12035 - Electroneurodiagnostic Technologist	29.90
12040 - Emergency Medical Technician	19.09
12071 - Licensed Practical Nurse I	19.59
12072 - Licensed Practical Nurse II	21.92
12073 - Licensed Practical Nurse III	24.44
12100 - Medical Assistant	17.92
12130 - Medical Laboratory Technician	24.39
12160 - Medical Record Clerk	20.12
12190 - Medical Record Technician	22.51
12195 - Medical Transcriptionist	21.24
12210 - Nuclear Medicine Technologist	40.40
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.56
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	17.78
12236 - Optical Technician	16.27
12250 - Pharmacy Technician	16.71
12280 - Phlebotomist	17.75
12305 - Radiologic Technologist	29.44
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	30.83

12313 - Registered Nurse II Specialist		30.83
12314 - Registered Nurse III		37.30
12315 - Registered Nurse III Anesthetist		37.30
12316 - Registered Nurse IV		44.70
12317 - Scheduler (Drug and Alcohol Testing)		27.15
12320 - Substance Abuse Treatment Counselor		22.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.99
13012 - Exhibits Specialist II		24.56
13013 - Exhibits Specialist III		30.04
13041 - Illustrator I		20.82
13042 - Illustrator II		25.79
13043 - Illustrator III		31.53
13047 - Librarian		28.55
13050 - Library Aide/Clerk		14.87
13054 - Library Information Technology Systems Administrator		25.79
13058 - Library Technician		15.51
13061 - Media Specialist I		18.61
13062 - Media Specialist II		20.82
13063 - Media Specialist III		23.20
13071 - Photographer I		17.25
13072 - Photographer II		19.30
13073 - Photographer III		23.90
13074 - Photographer IV		29.24
13075 - Photographer V		35.38
13090 - Technical Order Library Clerk		18.67
13110 - Video Teleconference Technician		17.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.24
14042 - Computer Operator II		20.43
14043 - Computer Operator III		22.80
14044 - Computer Operator IV		25.35
14045 - Computer Operator V		27.91
14071 - Computer Programmer I	(see 1)	26.21
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.24
14160 - Personal Computer Support Technician		25.35
14170 - System Support Specialist		32.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.39
15020 - Aircrew Training Devices Instructor (Rated)		39.07
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		33.39
15060 - Educational Technologist		31.88

15070 - Flight Instructor (Pilot) 44.48
15080 - Graphic Artist 24.22
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.41
15086 - Maintenance Test Pilot Rotary Wing 38.41
15088 - Non-Maintenance Test/Co-Pilot 38.41
15090 - Technical Instructor 23.51
15095 - Technical Instructor/Course Developer 28.76
15110 - Test Proctor 18.98
15120 - Tutor 18.98
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.64
16030 - Counter Attendant 14.64
16040 - Dry Cleaner 16.74
16070 - Finisher Flatwork Machine 14.64
16090 - Presser Hand 14.64
16110 - Presser Machine Drycleaning 14.64
16130 - Presser Machine Shirts 14.64
16160 - Presser Machine Wearing Apparel Laundry 14.64
16190 - Sewing Machine Operator 17.44
16220 - Tailor 18.14
16250 - Washer Machine 15.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.94
19040 - Tool And Die Maker 28.83
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.11
21030 - Material Coordinator 23.55
21040 - Material Expediter 23.55
21050 - Material Handling Laborer 16.27
21071 - Order Filler 13.31
21080 - Production Line Worker (Food Processing) 19.11
21110 - Shipping Packer 18.15
21130 - Shipping/Receiving Clerk 18.15
21140 - Store Worker I 16.04
21150 - Stock Clerk 20.23
21210 - Tools And Parts Attendant 19.11
21410 - Warehouse Specialist 19.11
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.27
23019 - Aircraft Logs and Records Technician 24.56
23021 - Aircraft Mechanic I 28.79
23022 - Aircraft Mechanic II 30.27
23023 - Aircraft Mechanic III 31.60
23040 - Aircraft Mechanic Helper 21.75
23050 - Aircraft Painter 27.37
23060 - Aircraft Servicer 24.56
23070 - Aircraft Survival Flight Equipment Technician 27.37
23080 - Aircraft Worker 25.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.95

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.79
23110 - Appliance Mechanic 25.03
23120 - Bicycle Repairer 24.05
23125 - Cable Splicer 42.79
23130 - Carpenter Maintenance 26.45
23140 - Carpet Layer 22.53
23160 - Electrician Maintenance 34.64
23181 - Electronics Technician Maintenance I 26.96
23182 - Electronics Technician Maintenance II 28.43
23183 - Electronics Technician Maintenance III 29.91
23260 - Fabric Worker 25.48
23290 - Fire Alarm System Mechanic 22.95
23310 - Fire Extinguisher Repairer 24.05
23311 - Fuel Distribution System Mechanic 34.50
23312 - Fuel Distribution System Operator 29.06
23370 - General Maintenance Worker 20.08
23380 - Ground Support Equipment Mechanic 28.79
23381 - Ground Support Equipment Servicer 24.56
23382 - Ground Support Equipment Worker 25.95
23391 - Gunsmith I 24.05
23392 - Gunsmith II 26.92
23393 - Gunsmith III 29.86
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.03
23430 - Heavy Equipment Mechanic 27.47
23440 - Heavy Equipment Operator 36.53
23460 - Instrument Mechanic 29.86
23465 - Laboratory/Shelter Mechanic 28.39
23470 - Laborer 16.27
23510 - Locksmith 22.08
23530 - Machinery Maintenance Mechanic 27.08
23550 - Machinist Maintenance 21.40
23580 - Maintenance Trades Helper 17.44
23591 - Metrology Technician I 29.86
23592 - Metrology Technician II 31.39
23593 - Metrology Technician III 32.77
23640 - Millwright 32.14
23710 - Office Appliance Repairer 20.71
23760 - Painter Maintenance 22.89
23790 - Pipefitter Maintenance 39.80
23810 - Plumber Maintenance 37.83
23820 - Pneudraulic Systems Mechanic 29.86
23850 - Rigger 28.83
23870 - Scale Mechanic 26.92
23890 - Sheet-Metal Worker Maintenance 30.02
23910 - Small Engine Mechanic 19.90
23931 - Telecommunications Mechanic I 26.97

23932 - Telecommunications Mechanic II	28.28
23950 - Telephone Lineman	29.74
23960 - Welder Combination Maintenance	22.81
23965 - Well Driller	27.95
23970 - Woodcraft Worker	29.86
23980 - Woodworker	24.05
24000 - Personal Needs Occupations	
24550 - Case Manager	16.84
24570 - Child Care Attendant	12.68
24580 - Child Care Center Clerk	17.09
24610 - Chore Aide	11.60
24620 - Family Readiness And Support Services Coordinator	16.84
24630 - Homemaker	18.65
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.18
25040 - Sewage Plant Operator	29.57
25070 - Stationary Engineer	30.18
25190 - Ventilation Equipment Tender	22.80
25210 - Water Treatment Plant Operator	29.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.72
27007 - Baggage Inspector	14.41
27008 - Corrections Officer	21.94
27010 - Court Security Officer	23.27
27030 - Detection Dog Handler	18.64
27040 - Detention Officer	21.94
27070 - Firefighter	25.98
27101 - Guard I	14.41
27102 - Guard II	18.64
27131 - Police Officer I	32.21
27132 - Police Officer II	35.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.52
28042 - Carnival Equipment Repairer	12.28
28043 - Carnival Worker	9.30
28210 - Gate Attendant/Gate Tender	14.78
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	16.54
28510 - Recreation Aide/Health Facility Attendant	14.52
28515 - Recreation Specialist	20.49
28630 - Sports Official	13.17
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.24
29020 - Hatch Tender	22.24
29030 - Line Handler	22.24
29041 - Stevedore I	21.74
29042 - Stevedore II	23.43
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.61
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.70
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.59
30021 - Archeological Technician I 17.93
30022 - Archeological Technician II 20.06
30023 - Archeological Technician III 24.85
30030 - Cartographic Technician 24.85
30040 - Civil Engineering Technician 27.10
30051 - Cryogenic Technician I 26.23
30052 - Cryogenic Technician II 28.97
30061 - Drafter/CAD Operator I 17.93
30062 - Drafter/CAD Operator II 20.06
30063 - Drafter/CAD Operator III 22.37
30064 - Drafter/CAD Operator IV 27.52
30081 - Engineering Technician I 16.66
30082 - Engineering Technician II 18.71
30083 - Engineering Technician III 20.96
30084 - Engineering Technician IV 25.93
30085 - Engineering Technician V 31.73
30086 - Engineering Technician VI 38.36
30090 - Environmental Technician 27.55
30095 - Evidence Control Specialist 23.69
30210 - Laboratory Technician 26.13
30221 - Latent Fingerprint Technician I 28.51
30222 - Latent Fingerprint Technician II 31.49
30240 - Mathematical Technician 28.52
30361 - Paralegal/Legal Assistant I 19.24
30362 - Paralegal/Legal Assistant II 24.79
30363 - Paralegal/Legal Assistant III 30.34
30364 - Paralegal/Legal Assistant IV 36.70
30375 - Petroleum Supply Specialist 28.97
30390 - Photo-Optics Technician 25.93
30395 - Radiation Control Technician 28.97
30461 - Technical Writer I 24.84
30462 - Technical Writer II 30.39
30463 - Technical Writer III 36.77
30491 - Unexploded Ordnance (UXO) Technician I 26.44
30492 - Unexploded Ordnance (UXO) Technician II 32.00
30493 - Unexploded Ordnance (UXO) Technician III 38.35
30494 - Unexploded (UXO) Safety Escort 26.44
30495 - Unexploded (UXO) Sweep Personnel 26.44
30501 - Weather Forecaster I 27.52
30502 - Weather Forecaster II 33.48
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.98
30621 - Weather Observer Senior (see 2) 25.53
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.00
31020 - Bus Aide 18.24
31030 - Bus Driver 23.90

31043 - Driver Courier	15.44
31260 - Parking and Lot Attendant	10.77
31290 - Shuttle Bus Driver	15.39
31310 - Taxi Driver	13.29
31361 - Truckdriver Light	15.32
31362 - Truckdriver Medium	19.55
31363 - Truckdriver Heavy	23.11
31364 - Truckdriver Tractor-Trailer	23.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.60
99030 - Cashier	10.82
99050 - Desk Clerk	11.53
99095 - Embalmer	28.81
99130 - Flight Follower	26.44
99251 - Laboratory Animal Caretaker I	16.32
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	28.29
99310 - Mortician	28.81
99410 - Pest Controller	18.16
99510 - Photofinishing Worker	13.47
99710 - Recycling Laborer	25.42
99711 - Recycling Specialist	29.19
99730 - Refuse Collector	23.57
99810 - Sales Clerk	13.11
99820 - School Crossing Guard	14.88
99830 - Survey Party Chief	25.87
99831 - Surveying Aide	17.15
99832 - Surveying Technician	23.55
99840 - Vending Machine Attendant	16.49
99841 - Vending Machine Repairer	19.68
99842 - Vending Machine Repairer Helper	16.49

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4901
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin County of Winnebago

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.92
01012 - Accounting Clerk II		16.75
01013 - Accounting Clerk III		18.74
01020 - Administrative Assistant		26.16
01035 - Court Reporter		17.82
01041 - Customer Service Representative I		14.63
01042 - Customer Service Representative II		16.45
01043 - Customer Service Representative III		17.94
01051 - Data Entry Operator I		15.07
01052 - Data Entry Operator II		16.45
01060 - Dispatcher Motor Vehicle		19.38
01070 - Document Preparation Clerk		14.19
01090 - Duplicating Machine Operator		14.19
01111 - General Clerk I		13.83
01112 - General Clerk II		15.08

01113 - General Clerk III	16.93
01120 - Housing Referral Assistant	19.87
01141 - Messenger Courier	12.20
01191 - Order Clerk I	13.45
01192 - Order Clerk II	15.36
01261 - Personnel Assistant (Employment) I	16.45
01262 - Personnel Assistant (Employment) II	18.41
01263 - Personnel Assistant (Employment) III	20.52
01270 - Production Control Clerk	24.28
01290 - Rental Clerk	12.76
01300 - Scheduler Maintenance	15.92
01311 - Secretary I	15.92
01312 - Secretary II	17.82
01313 - Secretary III	19.87
01320 - Service Order Dispatcher	17.64
01410 - Supply Technician	26.16
01420 - Survey Worker	17.82
01460 - Switchboard Operator/Receptionist	14.91
01531 - Travel Clerk I	16.86
01532 - Travel Clerk II	18.22
01533 - Travel Clerk III	19.58
01611 - Word Processor I	14.19
01612 - Word Processor II	15.92
01613 - Word Processor III	17.82
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.23
05010 - Automotive Electrician	19.16
05040 - Automotive Glass Installer	18.37
05070 - Automotive Worker	18.37
05110 - Mobile Equipment Servicer	16.97
05130 - Motor Equipment Metal Mechanic	19.91
05160 - Motor Equipment Metal Worker	18.37
05190 - Motor Vehicle Mechanic	19.91
05220 - Motor Vehicle Mechanic Helper	16.20
05250 - Motor Vehicle Upholstery Worker	17.77
05280 - Motor Vehicle Wrecker	18.37
05310 - Painter Automotive	19.16
05340 - Radiator Repair Specialist	18.37
05370 - Tire Repairer	15.70
05400 - Transmission Repair Specialist	19.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.25
07041 - Cook I	14.45
07042 - Cook II	16.21
07070 - Dishwasher	8.93
07130 - Food Service Worker	10.48
07210 - Meat Cutter	19.68
07260 - Waiter/Waitress	9.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62

09040 - Furniture Handler 13.54
09080 - Furniture Refinisher 19.62
09090 - Furniture Refinisher Helper 15.54
09110 - Furniture Repairer Minor 17.56
09130 - Upholsterer 19.62
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.50
11060 - Elevator Operator 13.50
11090 - Gardener 19.35
11122 - Housekeeping Aide 12.15
11150 - Janitor 12.15
11210 - Laborer Grounds Maintenance 15.84
11240 - Maid or Houseman 11.45
11260 - Pruner 14.68
11270 - Tractor Operator 18.18
11330 - Trail Maintenance Worker 15.84
11360 - Window Cleaner 13.11
12000 - Health Occupations
12010 - Ambulance Driver 16.41
12011 - Breath Alcohol Technician 19.08
12012 - Certified Occupational Therapist Assistant 23.27
12015 - Certified Physical Therapist Assistant 27.92
12020 - Dental Assistant 18.79
12025 - Dental Hygienist 30.96
12030 - EKG Technician 28.91
12035 - Electroneurodiagnostic Technologist 28.91
12040 - Emergency Medical Technician 16.41
12071 - Licensed Practical Nurse I 17.05
12072 - Licensed Practical Nurse II 19.08
12073 - Licensed Practical Nurse III 21.26
12100 - Medical Assistant 17.10
12130 - Medical Laboratory Technician 26.49
12160 - Medical Record Clerk 17.93
12190 - Medical Record Technician 20.07
12195 - Medical Transcriptionist 17.22
12210 - Nuclear Medicine Technologist 41.91
12221 - Nursing Assistant I 11.69
12222 - Nursing Assistant II 13.15
12223 - Nursing Assistant III 14.34
12224 - Nursing Assistant IV 16.09
12235 - Optical Dispenser 16.61
12236 - Optical Technician 17.05
12250 - Pharmacy Technician 15.35
12280 - Phlebotomist 17.93
12305 - Radiologic Technologist 30.45
12311 - Registered Nurse I 24.38
12312 - Registered Nurse II 29.82
12313 - Registered Nurse II Specialist 29.82
12314 - Registered Nurse III 36.08
12315 - Registered Nurse III Anesthetist 36.08

12316 - Registered Nurse IV		43.24
12317 - Scheduler (Drug and Alcohol Testing)		23.63
12320 - Substance Abuse Treatment Counselor		27.24
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.19
13012 - Exhibits Specialist II		26.24
13013 - Exhibits Specialist III		32.10
13041 - Illustrator I		21.19
13042 - Illustrator II		26.24
13043 - Illustrator III		32.10
13047 - Librarian		29.07
13050 - Library Aide/Clerk		16.85
13054 - Library Information Technology Systems Administrator		26.24
13058 - Library Technician		14.64
13061 - Media Specialist I		18.94
13062 - Media Specialist II		21.19
13063 - Media Specialist III		23.61
13071 - Photographer I		18.94
13072 - Photographer II		21.19
13073 - Photographer III		26.24
13074 - Photographer IV		32.10
13075 - Photographer V		38.84
13090 - Technical Order Library Clerk		21.19
13110 - Video Teleconference Technician		19.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.88
14042 - Computer Operator II		18.88
14043 - Computer Operator III		21.06
14044 - Computer Operator IV		23.40
14045 - Computer Operator V		26.59
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.88
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		30.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.28
15020 - Aircrew Training Devices Instructor (Rated)		36.63
15030 - Air Crew Training Devices Instructor (Pilot)		43.90
15050 - Computer Based Training Specialist / Instructor		30.28
15060 - Educational Technologist		31.44
15070 - Flight Instructor (Pilot)		43.90
15080 - Graphic Artist		23.36
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.90

15086 - Maintenance Test Pilot Rotary Wing 43.90
15088 - Non-Maintenance Test/Co-Pilot 43.90
15090 - Technical Instructor 19.85
15095 - Technical Instructor/Course Developer 24.29
15110 - Test Proctor 16.03
15120 - Tutor 16.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.33
19040 - Tool And Die Maker 23.38
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.40
21030 - Material Coordinator 24.28
21040 - Material Expediter 24.28
21050 - Material Handling Laborer 16.54
21071 - Order Filler 13.29
21080 - Production Line Worker (Food Processing) 19.40
21110 - Shipping Packer 17.98
21130 - Shipping/Receiving Clerk 17.98
21140 - Store Worker I 15.61
21150 - Stock Clerk 19.69
21210 - Tools And Parts Attendant 19.40
21410 - Warehouse Specialist 19.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.37
23019 - Aircraft Logs and Records Technician 21.30
23021 - Aircraft Mechanic I 25.16
23022 - Aircraft Mechanic II 26.37
23023 - Aircraft Mechanic III 27.64
23040 - Aircraft Mechanic Helper 18.86
23050 - Aircraft Painter 23.73
23060 - Aircraft Servicer 21.30
23070 - Aircraft Survival Flight Equipment Technician 23.73
23080 - Aircraft Worker 22.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.16
23110 - Appliance Mechanic 24.07

23120 - Bicycle Repairer 20.22
23125 - Cable Splicer 32.22
23130 - Carpenter Maintenance 21.52
23140 - Carpet Layer 24.48
23160 - Electrician Maintenance 29.94
23181 - Electronics Technician Maintenance I 23.60
23182 - Electronics Technician Maintenance II 26.08
23183 - Electronics Technician Maintenance III 27.51
23260 - Fabric Worker 21.46
23290 - Fire Alarm System Mechanic 25.65
23310 - Fire Extinguisher Repairer 20.22
23311 - Fuel Distribution System Mechanic 25.65
23312 - Fuel Distribution System Operator 20.55
23370 - General Maintenance Worker 22.88
23380 - Ground Support Equipment Mechanic 25.16
23381 - Ground Support Equipment Servicer 21.30
23382 - Ground Support Equipment Worker 22.52
23391 - Gunsmith I 20.22
23392 - Gunsmith II 22.68
23393 - Gunsmith III 25.65
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.91
23430 - Heavy Equipment Mechanic 25.65
23440 - Heavy Equipment Operator 27.31
23460 - Instrument Mechanic 25.65
23465 - Laboratory/Shelter Mechanic 24.07
23470 - Laborer 16.54
23510 - Locksmith 24.07
23530 - Machinery Maintenance Mechanic 28.85
23550 - Machinist Maintenance 22.38
23580 - Maintenance Trades Helper 16.20
23591 - Metrology Technician I 25.65
23592 - Metrology Technician II 26.89
23593 - Metrology Technician III 28.18
23640 - Millwright 29.21
23710 - Office Appliance Repairer 18.31
23760 - Painter Maintenance 18.95
23790 - Pipefitter Maintenance 34.74
23810 - Plumber Maintenance 30.47
23820 - Pneudraulic Systems Mechanic 25.65
23850 - Rigger 25.65
23870 - Scale Mechanic 22.68
23890 - Sheet-Metal Worker Maintenance 26.37
23910 - Small Engine Mechanic 22.68
23931 - Telecommunications Mechanic I 24.35
23932 - Telecommunications Mechanic II 25.53
23950 - Telephone Lineman 27.82
23960 - Welder Combination Maintenance 21.89

23965 - Well Driller	25.65
23970 - Woodcraft Worker	25.65
23980 - Woodworker	20.22
24000 - Personal Needs Occupations	
24550 - Case Manager	19.98
24570 - Child Care Attendant	11.63
24580 - Child Care Center Clerk	16.33
24610 - Chore Aide	11.70
24620 - Family Readiness And Support Services Coordinator	19.98
24630 - Homemaker	19.98
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.55
25040 - Sewage Plant Operator	26.95
25070 - Stationary Engineer	27.55
25190 - Ventilation Equipment Tender	20.72
25210 - Water Treatment Plant Operator	26.95
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.05
27007 - Baggage Inspector	12.53
27008 - Corrections Officer	21.72
27010 - Court Security Officer	21.57
27030 - Detection Dog Handler	14.89
27040 - Detention Officer	21.72
27070 - Firefighter	20.46
27101 - Guard I	12.53
27102 - Guard II	14.89
27131 - Police Officer I	30.50
27132 - Police Officer II	33.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.89
28042 - Carnival Equipment Repairer	13.72
28043 - Carnival Worker	10.41
28210 - Gate Attendant/Gate Tender	14.39
28310 - Lifeguard	11.89
28350 - Park Attendant (Aide)	16.10
28510 - Recreation Aide/Health Facility Attendant	11.75
28515 - Recreation Specialist	18.50
28630 - Sports Official	12.82
28690 - Swimming Pool Operator	21.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.68
29020 - Hatch Tender	22.68
29030 - Line Handler	22.68
29041 - Stevedore I	21.46
29042 - Stevedore II	24.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		20.02
30022 - Archeological Technician II		22.41
30023 - Archeological Technician III		27.75
30030 - Cartographic Technician		27.75
30040 - Civil Engineering Technician		26.75
30051 - Cryogenic Technician I		30.74
30052 - Cryogenic Technician II		33.95
30061 - Drafter/CAD Operator I		20.02
30062 - Drafter/CAD Operator II		22.41
30063 - Drafter/CAD Operator III		24.98
30064 - Drafter/CAD Operator IV		30.74
30081 - Engineering Technician I		15.40
30082 - Engineering Technician II		18.41
30083 - Engineering Technician III		20.86
30084 - Engineering Technician IV		25.84
30085 - Engineering Technician V		31.61
30086 - Engineering Technician VI		38.25
30090 - Environmental Technician		23.49
30095 - Evidence Control Specialist		27.75
30210 - Laboratory Technician		25.03
30221 - Latent Fingerprint Technician I		30.74
30222 - Latent Fingerprint Technician II		33.95
30240 - Mathematical Technician		27.75
30361 - Paralegal/Legal Assistant I		19.63
30362 - Paralegal/Legal Assistant II		24.31
30363 - Paralegal/Legal Assistant III		29.74
30364 - Paralegal/Legal Assistant IV		35.99
30375 - Petroleum Supply Specialist		33.95
30390 - Photo-Optics Technician		27.75
30395 - Radiation Control Technician		33.95
30461 - Technical Writer I		27.75
30462 - Technical Writer II		33.95
30463 - Technical Writer III		41.08
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		30.74
30502 - Weather Forecaster II		37.40
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.98
30621 - Weather Observer Senior	(see 2)	27.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.52
31030 - Bus Driver		20.13
31043 - Driver Courier		14.73
31260 - Parking and Lot Attendant		14.39
31290 - Shuttle Bus Driver		15.68

31310 - Taxi Driver	14.25
31361 - Truckdriver Light	15.68
31362 - Truckdriver Medium	16.63
31363 - Truckdriver Heavy	21.27
31364 - Truckdriver Tractor-Trailer	21.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.48
99050 - Desk Clerk	10.31
99095 - Embalmer	32.56
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.47
99252 - Laboratory Animal Caretaker II	17.52
99260 - Marketing Analyst	26.64
99310 - Mortician	32.56
99410 - Pest Controller	23.36
99510 - Photofinishing Worker	13.35
99710 - Recycling Laborer	19.30
99711 - Recycling Specialist	22.16
99730 - Refuse Collector	17.89
99810 - Sales Clerk	12.02
99820 - School Crossing Guard	15.43
99830 - Survey Party Chief	25.04
99831 - Surveying Aide	14.63
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	20.35
99841 - Vending Machine Repairer	24.17
99842 - Vending Machine Repairer Helper	20.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4902
Revision No.: 12
Date Of Last Revision: 06/23/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin County of Winnebago

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.92
01012 - Accounting Clerk II		16.75
01013 - Accounting Clerk III		18.74
01020 - Administrative Assistant		26.16
01035 - Court Reporter		17.82
01041 - Customer Service Representative I		14.63
01042 - Customer Service Representative II		16.45
01043 - Customer Service Representative III		17.94
01051 - Data Entry Operator I		15.07
01052 - Data Entry Operator II		16.45
01060 - Dispatcher Motor Vehicle		19.38
01070 - Document Preparation Clerk		14.19

01090 - Duplicating Machine Operator 14.19
01111 - General Clerk I 13.83
01112 - General Clerk II 15.08
01113 - General Clerk III 16.93
01120 - Housing Referral Assistant 19.87
01141 - Messenger Courier 12.20
01191 - Order Clerk I 13.45
01192 - Order Clerk II 15.36
01261 - Personnel Assistant (Employment) I 16.45
01262 - Personnel Assistant (Employment) II 18.41
01263 - Personnel Assistant (Employment) III 20.52
01270 - Production Control Clerk 24.28
01290 - Rental Clerk 12.76
01300 - Scheduler Maintenance 15.92
01311 - Secretary I 15.92
01312 - Secretary II 17.82
01313 - Secretary III 19.87
01320 - Service Order Dispatcher 17.64
01410 - Supply Technician 26.16
01420 - Survey Worker 17.82
01460 - Switchboard Operator/Receptionist 14.91
01531 - Travel Clerk I 16.86
01532 - Travel Clerk II 18.22
01533 - Travel Clerk III 19.58
01611 - Word Processor I 14.19
01612 - Word Processor II 15.92
01613 - Word Processor III 17.82
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.23
05010 - Automotive Electrician 19.16
05040 - Automotive Glass Installer 18.37
05070 - Automotive Worker 18.37
05110 - Mobile Equipment Servicer 16.97
05130 - Motor Equipment Metal Mechanic 19.91
05160 - Motor Equipment Metal Worker 18.37
05190 - Motor Vehicle Mechanic 19.91
05220 - Motor Vehicle Mechanic Helper 16.20
05250 - Motor Vehicle Upholstery Worker 17.77
05280 - Motor Vehicle Wrecker 18.37
05310 - Painter Automotive 19.16
05340 - Radiator Repair Specialist 18.37
05370 - Tire Repairer 15.70
05400 - Transmission Repair Specialist 19.91
07000 - Food Preparation And Service Occupations
07010 - Baker 15.25
07041 - Cook I 14.45
07042 - Cook II 16.21
07070 - Dishwasher 8.93
07130 - Food Service Worker 10.48
07210 - Meat Cutter 19.68

07260 - Waiter/Waitress	9.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	13.54
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	15.54
09110 - Furniture Repairer Minor	17.56
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.50
11060 - Elevator Operator	13.50
11090 - Gardener	19.35
11122 - Housekeeping Aide	12.15
11150 - Janitor	12.15
11210 - Laborer Grounds Maintenance	15.84
11240 - Maid or Houseman	11.45
11260 - Pruner	14.68
11270 - Tractor Operator	18.18
11330 - Trail Maintenance Worker	15.84
11360 - Window Cleaner	13.11
12000 - Health Occupations	
12010 - Ambulance Driver	16.41
12011 - Breath Alcohol Technician	19.08
12012 - Certified Occupational Therapist Assistant	23.27
12015 - Certified Physical Therapist Assistant	27.92
12020 - Dental Assistant	18.79
12025 - Dental Hygienist	30.96
12030 - EKG Technician	28.91
12035 - Electroneurodiagnostic Technologist	28.91
12040 - Emergency Medical Technician	16.41
12071 - Licensed Practical Nurse I	17.05
12072 - Licensed Practical Nurse II	19.08
12073 - Licensed Practical Nurse III	21.26
12100 - Medical Assistant	17.10
12130 - Medical Laboratory Technician	26.49
12160 - Medical Record Clerk	17.93
12190 - Medical Record Technician	20.07
12195 - Medical Transcriptionist	17.22
12210 - Nuclear Medicine Technologist	41.91
12221 - Nursing Assistant I	11.69
12222 - Nursing Assistant II	13.15
12223 - Nursing Assistant III	14.34
12224 - Nursing Assistant IV	16.09
12235 - Optical Dispenser	16.61
12236 - Optical Technician	17.05
12250 - Pharmacy Technician	15.35
12280 - Phlebotomist	17.93
12305 - Radiologic Technologist	30.45
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.82

12313 - Registered Nurse II Specialist		29.82
12314 - Registered Nurse III		36.08
12315 - Registered Nurse III Anesthetist		36.08
12316 - Registered Nurse IV		43.24
12317 - Scheduler (Drug and Alcohol Testing)		23.63
12320 - Substance Abuse Treatment Counselor		27.24
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.19
13012 - Exhibits Specialist II		26.24
13013 - Exhibits Specialist III		32.10
13041 - Illustrator I		21.19
13042 - Illustrator II		26.24
13043 - Illustrator III		32.10
13047 - Librarian		29.07
13050 - Library Aide/Clerk		16.85
13054 - Library Information Technology Systems Administrator		26.24
13058 - Library Technician		14.64
13061 - Media Specialist I		18.94
13062 - Media Specialist II		21.19
13063 - Media Specialist III		23.61
13071 - Photographer I		18.94
13072 - Photographer II		21.19
13073 - Photographer III		26.24
13074 - Photographer IV		32.10
13075 - Photographer V		38.84
13090 - Technical Order Library Clerk		21.19
13110 - Video Teleconference Technician		19.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.88
14042 - Computer Operator II		18.88
14043 - Computer Operator III		21.06
14044 - Computer Operator IV		23.40
14045 - Computer Operator V		26.59
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.88
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		30.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.28
15020 - Aircrew Training Devices Instructor (Rated)		36.63
15030 - Air Crew Training Devices Instructor (Pilot)		43.90
15050 - Computer Based Training Specialist / Instructor		30.28
15060 - Educational Technologist		31.44

15070 - Flight Instructor (Pilot) 43.90
15080 - Graphic Artist 23.36
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.90
15086 - Maintenance Test Pilot Rotary Wing 43.90
15088 - Non-Maintenance Test/Co-Pilot 43.90
15090 - Technical Instructor 19.85
15095 - Technical Instructor/Course Developer 24.29
15110 - Test Proctor 16.03
15120 - Tutor 16.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.33
19040 - Tool And Die Maker 23.38
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.40
21030 - Material Coordinator 24.28
21040 - Material Expediter 24.28
21050 - Material Handling Laborer 16.54
21071 - Order Filler 13.29
21080 - Production Line Worker (Food Processing) 19.40
21110 - Shipping Packer 17.98
21130 - Shipping/Receiving Clerk 17.98
21140 - Store Worker I 15.61
21150 - Stock Clerk 19.69
21210 - Tools And Parts Attendant 19.40
21410 - Warehouse Specialist 19.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.37
23019 - Aircraft Logs and Records Technician 21.30
23021 - Aircraft Mechanic I 25.16
23022 - Aircraft Mechanic II 26.37
23023 - Aircraft Mechanic III 27.64
23040 - Aircraft Mechanic Helper 18.86
23050 - Aircraft Painter 23.73
23060 - Aircraft Servicer 21.30
23070 - Aircraft Survival Flight Equipment Technician 23.73
23080 - Aircraft Worker 22.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.52

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.16
23110 - Appliance Mechanic 24.07
23120 - Bicycle Repairer 20.22
23125 - Cable Splicer 32.22
23130 - Carpenter Maintenance 21.52
23140 - Carpet Layer 24.48
23160 - Electrician Maintenance 29.94
23181 - Electronics Technician Maintenance I 23.60
23182 - Electronics Technician Maintenance II 26.08
23183 - Electronics Technician Maintenance III 27.51
23260 - Fabric Worker 21.46
23290 - Fire Alarm System Mechanic 25.65
23310 - Fire Extinguisher Repairer 20.22
23311 - Fuel Distribution System Mechanic 25.65
23312 - Fuel Distribution System Operator 20.55
23370 - General Maintenance Worker 22.88
23380 - Ground Support Equipment Mechanic 25.16
23381 - Ground Support Equipment Servicer 21.30
23382 - Ground Support Equipment Worker 22.52
23391 - Gunsmith I 20.22
23392 - Gunsmith II 22.68
23393 - Gunsmith III 25.65
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.91
23430 - Heavy Equipment Mechanic 25.65
23440 - Heavy Equipment Operator 27.31
23460 - Instrument Mechanic 25.65
23465 - Laboratory/Shelter Mechanic 24.07
23470 - Laborer 16.54
23510 - Locksmith 24.07
23530 - Machinery Maintenance Mechanic 28.85
23550 - Machinist Maintenance 22.38
23580 - Maintenance Trades Helper 16.20
23591 - Metrology Technician I 25.65
23592 - Metrology Technician II 26.89
23593 - Metrology Technician III 28.18
23640 - Millwright 29.21
23710 - Office Appliance Repairer 18.31
23760 - Painter Maintenance 18.95
23790 - Pipefitter Maintenance 34.74
23810 - Plumber Maintenance 30.47
23820 - Pneudraulic Systems Mechanic 25.65
23850 - Rigger 25.65
23870 - Scale Mechanic 22.68
23890 - Sheet-Metal Worker Maintenance 26.37
23910 - Small Engine Mechanic 22.68
23931 - Telecommunications Mechanic I 24.35

23932 - Telecommunications Mechanic II 25.53
23950 - Telephone Lineman 27.82
23960 - Welder Combination Maintenance 21.89
23965 - Well Driller 25.65
23970 - Woodcraft Worker 25.65
23980 - Woodworker 20.22
24000 - Personal Needs Occupations
24550 - Case Manager 19.98
24570 - Child Care Attendant 11.63
24580 - Child Care Center Clerk 16.33
24610 - Chore Aide 11.70
24620 - Family Readiness And Support Services Coordinator 19.98
24630 - Homemaker 19.98
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.55
25040 - Sewage Plant Operator 26.95
25070 - Stationary Engineer 27.55
25190 - Ventilation Equipment Tender 20.72
25210 - Water Treatment Plant Operator 26.95
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.05
27007 - Baggage Inspector 12.53
27008 - Corrections Officer 21.72
27010 - Court Security Officer 21.57
27030 - Detection Dog Handler 14.89
27040 - Detention Officer 21.72
27070 - Firefighter 20.46
27101 - Guard I 12.53
27102 - Guard II 14.89
27131 - Police Officer I 30.50
27132 - Police Officer II 33.88
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.89
28042 - Carnival Equipment Repairer 13.72
28043 - Carnival Worker 10.41
28210 - Gate Attendant/Gate Tender 14.39
28310 - Lifeguard 11.89
28350 - Park Attendant (Aide) 16.10
28510 - Recreation Aide/Health Facility Attendant 11.75
28515 - Recreation Specialist 18.50
28630 - Sports Official 12.82
28690 - Swimming Pool Operator 21.21
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.68
29020 - Hatch Tender 22.68
29030 - Line Handler 22.68
29041 - Stevedore I 21.46
29042 - Stevedore II 24.07
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 20.02
30022 - Archeological Technician II 22.41
30023 - Archeological Technician III 27.75
30030 - Cartographic Technician 27.75
30040 - Civil Engineering Technician 26.75
30051 - Cryogenic Technician I 30.74
30052 - Cryogenic Technician II 33.95
30061 - Drafter/CAD Operator I 20.02
30062 - Drafter/CAD Operator II 22.41
30063 - Drafter/CAD Operator III 24.98
30064 - Drafter/CAD Operator IV 30.74
30081 - Engineering Technician I 15.40
30082 - Engineering Technician II 18.41
30083 - Engineering Technician III 20.86
30084 - Engineering Technician IV 25.84
30085 - Engineering Technician V 31.61
30086 - Engineering Technician VI 38.25
30090 - Environmental Technician 23.49
30095 - Evidence Control Specialist 27.75
30210 - Laboratory Technician 25.03
30221 - Latent Fingerprint Technician I 30.74
30222 - Latent Fingerprint Technician II 33.95
30240 - Mathematical Technician 27.75
30361 - Paralegal/Legal Assistant I 19.63
30362 - Paralegal/Legal Assistant II 24.31
30363 - Paralegal/Legal Assistant III 29.74
30364 - Paralegal/Legal Assistant IV 35.99
30375 - Petroleum Supply Specialist 33.95
30390 - Photo-Optics Technician 27.75
30395 - Radiation Control Technician 33.95
30461 - Technical Writer I 27.75
30462 - Technical Writer II 33.95
30463 - Technical Writer III 41.08
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 30.74
30502 - Weather Forecaster II 37.40
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.98
30621 - Weather Observer Senior (see 2) 27.75
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.52
31030 - Bus Driver 20.13

31043 - Driver Courier	14.73
31260 - Parking and Lot Attendant	14.39
31290 - Shuttle Bus Driver	15.68
31310 - Taxi Driver	14.25
31361 - Truckdriver Light	15.68
31362 - Truckdriver Medium	16.63
31363 - Truckdriver Heavy	21.27
31364 - Truckdriver Tractor-Trailer	21.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.48
99050 - Desk Clerk	10.31
99095 - Embalmer	32.56
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.47
99252 - Laboratory Animal Caretaker II	17.52
99260 - Marketing Analyst	26.64
99310 - Mortician	32.56
99410 - Pest Controller	23.36
99510 - Photofinishing Worker	13.35
99710 - Recycling Laborer	19.30
99711 - Recycling Specialist	22.16
99730 - Refuse Collector	17.89
99810 - Sales Clerk	12.02
99820 - School Crossing Guard	15.43
99830 - Survey Party Chief	25.04
99831 - Surveying Aide	14.63
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	20.35
99841 - Vending Machine Repairer	24.17
99842 - Vending Machine Repairer Helper	20.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4903
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin County of Racine

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.69
01012 - Accounting Clerk II		17.62
01013 - Accounting Clerk III		19.71
01020 - Administrative Assistant		27.47
01035 - Court Reporter		19.27
01041 - Customer Service Representative I		15.12
01042 - Customer Service Representative II		17.00
01043 - Customer Service Representative III		18.55
01051 - Data Entry Operator I		14.93
01052 - Data Entry Operator II		16.30
01060 - Dispatcher Motor Vehicle		26.06
01070 - Document Preparation Clerk		14.67
01090 - Duplicating Machine Operator		14.67
01111 - General Clerk I		13.94
01112 - General Clerk II		15.21

01113 - General Clerk III 17.07
01120 - Housing Referral Assistant 20.53
01141 - Messenger Courier 12.30
01191 - Order Clerk I 13.32
01192 - Order Clerk II 15.10
01261 - Personnel Assistant (Employment) I 16.66
01262 - Personnel Assistant (Employment) II 18.64
01263 - Personnel Assistant (Employment) III 20.79
01270 - Production Control Clerk 23.97
01290 - Rental Clerk 16.16
01300 - Scheduler Maintenance 16.47
01311 - Secretary I 16.47
01312 - Secretary II 18.43
01313 - Secretary III 20.53
01320 - Service Order Dispatcher 23.30
01410 - Supply Technician 27.47
01420 - Survey Worker 18.54
01460 - Switchboard Operator/Receptionist 14.88
01531 - Travel Clerk I 13.97
01532 - Travel Clerk II 15.12
01533 - Travel Clerk III 16.35
01611 - Word Processor I 14.67
01612 - Word Processor II 16.47
01613 - Word Processor III 18.43
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.91
05010 - Automotive Electrician 21.19
05040 - Automotive Glass Installer 20.38
05070 - Automotive Worker 20.38
05110 - Mobile Equipment Servicer 18.76
05130 - Motor Equipment Metal Mechanic 22.29
05160 - Motor Equipment Metal Worker 20.71
05190 - Motor Vehicle Mechanic 22.29
05220 - Motor Vehicle Mechanic Helper 17.85
05250 - Motor Vehicle Upholstery Worker 19.66
05280 - Motor Vehicle Wrecker 20.38
05310 - Painter Automotive 21.19
05340 - Radiator Repair Specialist 20.38
05370 - Tire Repairer 16.09
05400 - Transmission Repair Specialist 22.29
07000 - Food Preparation And Service Occupations
07010 - Baker 14.97
07041 - Cook I 13.15
07042 - Cook II 14.72
07070 - Dishwasher 9.75
07130 - Food Service Worker 10.90
07210 - Meat Cutter 21.24
07260 - Waiter/Waitress 9.30
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.47

09040 - Furniture Handler 15.53
09080 - Furniture Refinisher 20.68
09090 - Furniture Refinisher Helper 17.44
09110 - Furniture Repairer Minor 19.20
09130 - Upholsterer 20.68
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.00
11060 - Elevator Operator 13.68
11090 - Gardener 17.64
11122 - Housekeeping Aide 13.68
11150 - Janitor 13.68
11210 - Laborer Grounds Maintenance 14.66
11240 - Maid or Houseman 10.15
11260 - Pruner 13.58
11270 - Tractor Operator 16.50
11330 - Trail Maintenance Worker 14.66
11360 - Window Cleaner 14.76
12000 - Health Occupations
12010 - Ambulance Driver 21.00
12011 - Breath Alcohol Technician 22.15
12012 - Certified Occupational Therapist Assistant 26.90
12015 - Certified Physical Therapist Assistant 22.13
12020 - Dental Assistant 17.70
12025 - Dental Hygienist 34.34
12030 - EKG Technician 30.50
12035 - Electroneurodiagnostic Technologist 30.50
12040 - Emergency Medical Technician 21.00
12071 - Licensed Practical Nurse I 18.41
12072 - Licensed Practical Nurse II 20.59
12073 - Licensed Practical Nurse III 22.96
12100 - Medical Assistant 17.45
12130 - Medical Laboratory Technician 18.00
12160 - Medical Record Clerk 17.56
12190 - Medical Record Technician 25.10
12195 - Medical Transcriptionist 18.00
12210 - Nuclear Medicine Technologist 44.24
12221 - Nursing Assistant I 11.72
12222 - Nursing Assistant II 13.18
12223 - Nursing Assistant III 14.38
12224 - Nursing Assistant IV 16.14
12235 - Optical Dispenser 20.14
12236 - Optical Technician 18.00
12250 - Pharmacy Technician 17.05
12280 - Phlebotomist 17.63
12305 - Radiologic Technologist 30.01
12311 - Registered Nurse I 25.22
12312 - Registered Nurse II 30.83
12313 - Registered Nurse II Specialist 30.83
12314 - Registered Nurse III 37.30
12315 - Registered Nurse III Anesthetist 37.30

12316 - Registered Nurse IV		44.70
12317 - Scheduler (Drug and Alcohol Testing)		27.45
12320 - Substance Abuse Treatment Counselor		22.46
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.66
13012 - Exhibits Specialist II		26.04
13013 - Exhibits Specialist III		31.86
13041 - Illustrator I		21.03
13042 - Illustrator II		24.57
13043 - Illustrator III		29.84
13047 - Librarian		28.84
13050 - Library Aide/Clerk		15.65
13054 - Library Information Technology Systems Administrator		26.04
13058 - Library Technician		15.51
13061 - Media Specialist I		18.79
13062 - Media Specialist II		21.03
13063 - Media Specialist III		23.44
13071 - Photographer I		18.79
13072 - Photographer II		21.03
13073 - Photographer III		26.04
13074 - Photographer IV		31.86
13075 - Photographer V		38.54
13090 - Technical Order Library Clerk		19.65
13110 - Video Teleconference Technician		18.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.44
14042 - Computer Operator II		20.62
14043 - Computer Operator III		23.00
14044 - Computer Operator IV		25.55
14045 - Computer Operator V		28.29
14071 - Computer Programmer I	(see 1)	26.21
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.44
14160 - Personal Computer Support Technician		25.55
14170 - System Support Specialist		35.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.39
15020 - Aircrew Training Devices Instructor (Rated)		39.07
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		33.39
15060 - Educational Technologist		29.73
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		21.59
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.12

15086 - Maintenance Test Pilot Rotary Wing 43.12
15088 - Non-Maintenance Test/Co-Pilot 43.12
15090 - Technical Instructor 21.05
15095 - Technical Instructor/Course Developer 25.74
15110 - Test Proctor 17.19
15120 - Tutor 17.19
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.64
16030 - Counter Attendant 14.64
16040 - Dry Cleaner 16.74
16070 - Finisher Flatwork Machine 14.64
16090 - Presser Hand 14.64
16110 - Presser Machine Drycleaning 14.64
16130 - Presser Machine Shirts 14.64
16160 - Presser Machine Wearing Apparel Laundry 14.64
16190 - Sewing Machine Operator 17.44
16220 - Tailor 18.14
16250 - Washer Machine 15.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.07
19040 - Tool And Die Maker 28.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.98
21030 - Material Coordinator 23.97
21040 - Material Expediter 23.97
21050 - Material Handling Laborer 16.35
21071 - Order Filler 13.31
21080 - Production Line Worker (Food Processing) 19.98
21110 - Shipping Packer 17.55
21130 - Shipping/Receiving Clerk 17.55
21140 - Store Worker I 16.04
21150 - Stock Clerk 20.23
21210 - Tools And Parts Attendant 19.98
21410 - Warehouse Specialist 19.98
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.31
23019 - Aircraft Logs and Records Technician 22.97
23021 - Aircraft Mechanic I 26.92
23022 - Aircraft Mechanic II 28.31
23023 - Aircraft Mechanic III 29.55
23040 - Aircraft Mechanic Helper 20.34
23050 - Aircraft Painter 25.60
23060 - Aircraft Servicer 22.97
23070 - Aircraft Survival Flight Equipment Technician 25.60
23080 - Aircraft Worker 24.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.92
23110 - Appliance Mechanic 25.60

23120 - Bicycle Repairer	21.68
23125 - Cable Splicer	28.57
23130 - Carpenter Maintenance	25.08
23140 - Carpet Layer	23.35
23160 - Electrician Maintenance	34.82
23181 - Electronics Technician Maintenance I	24.27
23182 - Electronics Technician Maintenance II	25.60
23183 - Electronics Technician Maintenance III	26.92
23260 - Fabric Worker	22.97
23290 - Fire Alarm System Mechanic	26.92
23310 - Fire Extinguisher Repairer	21.68
23311 - Fuel Distribution System Mechanic	26.92
23312 - Fuel Distribution System Operator	22.50
23370 - General Maintenance Worker	21.48
23380 - Ground Support Equipment Mechanic	26.92
23381 - Ground Support Equipment Servicer	22.97
23382 - Ground Support Equipment Worker	24.27
23391 - Gunsmith I	21.68
23392 - Gunsmith II	24.27
23393 - Gunsmith III	26.92
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.39
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.75
23430 - Heavy Equipment Mechanic	27.86
23440 - Heavy Equipment Operator	31.20
23460 - Instrument Mechanic	26.92
23465 - Laboratory/Shelter Mechanic	25.60
23470 - Laborer	16.35
23510 - Locksmith	25.60
23530 - Machinery Maintenance Mechanic	25.65
23550 - Machinist Maintenance	21.40
23580 - Maintenance Trades Helper	17.44
23591 - Metrology Technician I	26.92
23592 - Metrology Technician II	28.31
23593 - Metrology Technician III	29.55
23640 - Millwright	29.95
23710 - Office Appliance Repairer	24.63
23760 - Painter Maintenance	22.32
23790 - Pipefitter Maintenance	33.18
23810 - Plumber Maintenance	31.54
23820 - Pneudraulic Systems Mechanic	26.92
23850 - Rigger	26.92
23870 - Scale Mechanic	24.27
23890 - Sheet-Metal Worker Maintenance	33.75
23910 - Small Engine Mechanic	23.24
23931 - Telecommunications Mechanic I	25.61
23932 - Telecommunications Mechanic II	27.11
23950 - Telephone Lineman	26.92
23960 - Welder Combination Maintenance	22.81

23965 - Well Driller		26.92
23970 - Woodcraft Worker		26.92
23980 - Woodworker		21.68
24000 - Personal Needs Occupations		
24550 - Case Manager		18.41
24570 - Child Care Attendant		12.68
24580 - Child Care Center Clerk		17.09
24610 - Chore Aide		11.26
24620 - Family Readiness And Support Services Coordinator		18.41
24630 - Homemaker		18.65
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.92
25040 - Sewage Plant Operator		25.98
25070 - Stationary Engineer		26.92
25190 - Ventilation Equipment Tender		20.34
25210 - Water Treatment Plant Operator		25.98
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.66
27007 - Baggage Inspector		14.41
27008 - Corrections Officer		23.45
27010 - Court Security Officer		23.45
27030 - Detection Dog Handler		18.64
27040 - Detention Officer		23.45
27070 - Firefighter		23.45
27101 - Guard I		14.41
27102 - Guard II		18.64
27131 - Police Officer I		30.95
27132 - Police Officer II		34.41
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.93
28042 - Carnival Equipment Repairer		14.65
28043 - Carnival Worker		11.61
28210 - Gate Attendant/Gate Tender		17.41
28310 - Lifeguard		12.87
28350 - Park Attendant (Aide)		19.48
28510 - Recreation Aide/Health Facility Attendant		14.96
28515 - Recreation Specialist		24.13
28630 - Sports Official		15.51
28690 - Swimming Pool Operator		25.53
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.27
29020 - Hatch Tender		24.27
29030 - Line Handler		24.27
29041 - Stevedore I		22.97
29042 - Stevedore II		25.60
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.61
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.70
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.59

30021 - Archeological Technician I		19.05
30022 - Archeological Technician II		21.31
30023 - Archeological Technician III		26.40
30030 - Cartographic Technician		26.40
30040 - Civil Engineering Technician		25.64
30051 - Cryogenic Technician I		27.39
30052 - Cryogenic Technician II		30.25
30061 - Drafter/CAD Operator I		19.05
30062 - Drafter/CAD Operator II		21.31
30063 - Drafter/CAD Operator III		23.76
30064 - Drafter/CAD Operator IV		29.23
30081 - Engineering Technician I		16.97
30082 - Engineering Technician II		19.05
30083 - Engineering Technician III		21.31
30084 - Engineering Technician IV		26.40
30085 - Engineering Technician V		32.29
30086 - Engineering Technician VI		39.07
30090 - Environmental Technician		24.77
30095 - Evidence Control Specialist		24.74
30210 - Laboratory Technician		23.76
30221 - Latent Fingerprint Technician I		27.39
30222 - Latent Fingerprint Technician II		30.25
30240 - Mathematical Technician		26.40
30361 - Paralegal/Legal Assistant I		19.24
30362 - Paralegal/Legal Assistant II		24.79
30363 - Paralegal/Legal Assistant III		30.34
30364 - Paralegal/Legal Assistant IV		36.70
30375 - Petroleum Supply Specialist		30.25
30390 - Photo-Optics Technician		26.40
30395 - Radiation Control Technician		30.25
30461 - Technical Writer I		26.40
30462 - Technical Writer II		32.29
30463 - Technical Writer III		39.07
30491 - Unexploded Ordnance (UXO) Technician I		26.44
30492 - Unexploded Ordnance (UXO) Technician II		32.00
30493 - Unexploded Ordnance (UXO) Technician III		38.35
30494 - Unexploded (UXO) Safety Escort		26.44
30495 - Unexploded (UXO) Sweep Personnel		26.44
30501 - Weather Forecaster I		29.23
30502 - Weather Forecaster II		35.56
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.76
30621 - Weather Observer Senior	(see 2)	26.40
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.00
31020 - Bus Aide		17.65
31030 - Bus Driver		22.90
31043 - Driver Courier		15.44
31260 - Parking and Lot Attendant		16.37
31290 - Shuttle Bus Driver		15.39

31310 - Taxi Driver	13.29
31361 - Truckdriver Light	14.95
31362 - Truckdriver Medium	19.55
31363 - Truckdriver Heavy	24.19
31364 - Truckdriver Tractor-Trailer	24.19
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.60
99030 - Cashier	10.19
99050 - Desk Clerk	11.53
99095 - Embalmer	28.04
99130 - Flight Follower	26.44
99251 - Laboratory Animal Caretaker I	12.74
99252 - Laboratory Animal Caretaker II	14.01
99260 - Marketing Analyst	28.92
99310 - Mortician	28.04
99410 - Pest Controller	24.41
99510 - Photofinishing Worker	13.90
99710 - Recycling Laborer	23.85
99711 - Recycling Specialist	27.38
99730 - Refuse Collector	21.43
99810 - Sales Clerk	13.11
99820 - School Crossing Guard	12.07
99830 - Survey Party Chief	21.38
99831 - Surveying Aide	14.17
99832 - Surveying Technician	19.46
99840 - Vending Machine Attendant	21.61
99841 - Vending Machine Repairer	25.79
99842 - Vending Machine Repairer Helper	21.61

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4904
Revision No.: 12
Date Of Last Revision: 06/23/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin County of Racine

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.69
01012 - Accounting Clerk II		17.62
01013 - Accounting Clerk III		19.71
01020 - Administrative Assistant		27.47
01035 - Court Reporter		19.27
01041 - Customer Service Representative I		15.12
01042 - Customer Service Representative II		17.00
01043 - Customer Service Representative III		18.55
01051 - Data Entry Operator I		14.93
01052 - Data Entry Operator II		16.30
01060 - Dispatcher Motor Vehicle		26.06
01070 - Document Preparation Clerk		14.67

01090 - Duplicating Machine Operator	14.67
01111 - General Clerk I	13.94
01112 - General Clerk II	15.21
01113 - General Clerk III	17.07
01120 - Housing Referral Assistant	20.53
01141 - Messenger Courier	12.30
01191 - Order Clerk I	13.32
01192 - Order Clerk II	15.10
01261 - Personnel Assistant (Employment) I	16.66
01262 - Personnel Assistant (Employment) II	18.64
01263 - Personnel Assistant (Employment) III	20.79
01270 - Production Control Clerk	23.97
01290 - Rental Clerk	16.16
01300 - Scheduler Maintenance	16.47
01311 - Secretary I	16.47
01312 - Secretary II	18.43
01313 - Secretary III	20.53
01320 - Service Order Dispatcher	23.30
01410 - Supply Technician	27.47
01420 - Survey Worker	18.54
01460 - Switchboard Operator/Receptionist	14.88
01531 - Travel Clerk I	13.97
01532 - Travel Clerk II	15.12
01533 - Travel Clerk III	16.35
01611 - Word Processor I	14.67
01612 - Word Processor II	16.47
01613 - Word Processor III	18.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.91
05010 - Automotive Electrician	21.19
05040 - Automotive Glass Installer	20.38
05070 - Automotive Worker	20.38
05110 - Mobile Equipment Servicer	18.76
05130 - Motor Equipment Metal Mechanic	22.29
05160 - Motor Equipment Metal Worker	20.71
05190 - Motor Vehicle Mechanic	22.29
05220 - Motor Vehicle Mechanic Helper	17.85
05250 - Motor Vehicle Upholstery Worker	19.66
05280 - Motor Vehicle Wrecker	20.38
05310 - Painter Automotive	21.19
05340 - Radiator Repair Specialist	20.38
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	22.29
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.97
07041 - Cook I	13.15
07042 - Cook II	14.72
07070 - Dishwasher	9.75
07130 - Food Service Worker	10.90
07210 - Meat Cutter	21.24

07260 - Waiter/Waitress	9.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.47
09040 - Furniture Handler	15.53
09080 - Furniture Refinisher	20.68
09090 - Furniture Refinisher Helper	17.44
09110 - Furniture Repairer Minor	19.20
09130 - Upholsterer	20.68
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.00
11060 - Elevator Operator	13.68
11090 - Gardener	17.64
11122 - Housekeeping Aide	13.68
11150 - Janitor	13.68
11210 - Laborer Grounds Maintenance	14.66
11240 - Maid or Houseman	10.15
11260 - Pruner	13.58
11270 - Tractor Operator	16.50
11330 - Trail Maintenance Worker	14.66
11360 - Window Cleaner	14.76
12000 - Health Occupations	
12010 - Ambulance Driver	21.00
12011 - Breath Alcohol Technician	22.15
12012 - Certified Occupational Therapist Assistant	26.90
12015 - Certified Physical Therapist Assistant	22.13
12020 - Dental Assistant	17.70
12025 - Dental Hygienist	34.34
12030 - EKG Technician	30.50
12035 - Electroneurodiagnostic Technologist	30.50
12040 - Emergency Medical Technician	21.00
12071 - Licensed Practical Nurse I	18.41
12072 - Licensed Practical Nurse II	20.59
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	17.45
12130 - Medical Laboratory Technician	18.00
12160 - Medical Record Clerk	17.56
12190 - Medical Record Technician	25.10
12195 - Medical Transcriptionist	18.00
12210 - Nuclear Medicine Technologist	44.24
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.18
12223 - Nursing Assistant III	14.38
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	20.14
12236 - Optical Technician	18.00
12250 - Pharmacy Technician	17.05
12280 - Phlebotomist	17.63
12305 - Radiologic Technologist	30.01
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	30.83

12313 - Registered Nurse II Specialist		30.83
12314 - Registered Nurse III		37.30
12315 - Registered Nurse III Anesthetist		37.30
12316 - Registered Nurse IV		44.70
12317 - Scheduler (Drug and Alcohol Testing)		27.45
12320 - Substance Abuse Treatment Counselor		22.46
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.66
13012 - Exhibits Specialist II		26.04
13013 - Exhibits Specialist III		31.86
13041 - Illustrator I		21.03
13042 - Illustrator II		24.57
13043 - Illustrator III		29.84
13047 - Librarian		28.84
13050 - Library Aide/Clerk		15.65
13054 - Library Information Technology Systems Administrator		26.04
13058 - Library Technician		15.51
13061 - Media Specialist I		18.79
13062 - Media Specialist II		21.03
13063 - Media Specialist III		23.44
13071 - Photographer I		18.79
13072 - Photographer II		21.03
13073 - Photographer III		26.04
13074 - Photographer IV		31.86
13075 - Photographer V		38.54
13090 - Technical Order Library Clerk		19.65
13110 - Video Teleconference Technician		18.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.44
14042 - Computer Operator II		20.62
14043 - Computer Operator III		23.00
14044 - Computer Operator IV		25.55
14045 - Computer Operator V		28.29
14071 - Computer Programmer I	(see 1)	26.21
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.44
14160 - Personal Computer Support Technician		25.55
14170 - System Support Specialist		35.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.39
15020 - Aircrew Training Devices Instructor (Rated)		39.07
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		33.39
15060 - Educational Technologist		29.73

15070 - Flight Instructor (Pilot) 44.48
15080 - Graphic Artist 21.59
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.12
15086 - Maintenance Test Pilot Rotary Wing 43.12
15088 - Non-Maintenance Test/Co-Pilot 43.12
15090 - Technical Instructor 21.05
15095 - Technical Instructor/Course Developer 25.74
15110 - Test Proctor 17.19
15120 - Tutor 17.19
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.64
16030 - Counter Attendant 14.64
16040 - Dry Cleaner 16.74
16070 - Finisher Flatwork Machine 14.64
16090 - Presser Hand 14.64
16110 - Presser Machine Drycleaning 14.64
16130 - Presser Machine Shirts 14.64
16160 - Presser Machine Wearing Apparel Laundry 14.64
16190 - Sewing Machine Operator 17.44
16220 - Tailor 18.14
16250 - Washer Machine 15.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.07
19040 - Tool And Die Maker 28.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.98
21030 - Material Coordinator 23.97
21040 - Material Expediter 23.97
21050 - Material Handling Laborer 16.35
21071 - Order Filler 13.31
21080 - Production Line Worker (Food Processing) 19.98
21110 - Shipping Packer 17.55
21130 - Shipping/Receiving Clerk 17.55
21140 - Store Worker I 16.04
21150 - Stock Clerk 20.23
21210 - Tools And Parts Attendant 19.98
21410 - Warehouse Specialist 19.98
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.31
23019 - Aircraft Logs and Records Technician 22.97
23021 - Aircraft Mechanic I 26.92
23022 - Aircraft Mechanic II 28.31
23023 - Aircraft Mechanic III 29.55
23040 - Aircraft Mechanic Helper 20.34
23050 - Aircraft Painter 25.60
23060 - Aircraft Servicer 22.97
23070 - Aircraft Survival Flight Equipment Technician 25.60
23080 - Aircraft Worker 24.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.27

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.92
23110 - Appliance Mechanic 25.60
23120 - Bicycle Repairer 21.68
23125 - Cable Splicer 28.57
23130 - Carpenter Maintenance 25.08
23140 - Carpet Layer 23.35
23160 - Electrician Maintenance 34.82
23181 - Electronics Technician Maintenance I 24.27
23182 - Electronics Technician Maintenance II 25.60
23183 - Electronics Technician Maintenance III 26.92
23260 - Fabric Worker 22.97
23290 - Fire Alarm System Mechanic 26.92
23310 - Fire Extinguisher Repairer 21.68
23311 - Fuel Distribution System Mechanic 26.92
23312 - Fuel Distribution System Operator 22.50
23370 - General Maintenance Worker 21.48
23380 - Ground Support Equipment Mechanic 26.92
23381 - Ground Support Equipment Servicer 22.97
23382 - Ground Support Equipment Worker 24.27
23391 - Gunsmith I 21.68
23392 - Gunsmith II 24.27
23393 - Gunsmith III 26.92
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.39
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.75
23430 - Heavy Equipment Mechanic 27.86
23440 - Heavy Equipment Operator 31.20
23460 - Instrument Mechanic 26.92
23465 - Laboratory/Shelter Mechanic 25.60
23470 - Laborer 16.35
23510 - Locksmith 25.60
23530 - Machinery Maintenance Mechanic 25.65
23550 - Machinist Maintenance 21.40
23580 - Maintenance Trades Helper 17.44
23591 - Metrology Technician I 26.92
23592 - Metrology Technician II 28.31
23593 - Metrology Technician III 29.55
23640 - Millwright 29.95
23710 - Office Appliance Repairer 24.63
23760 - Painter Maintenance 22.32
23790 - Pipefitter Maintenance 33.18
23810 - Plumber Maintenance 31.54
23820 - Pneudraulic Systems Mechanic 26.92
23850 - Rigger 26.92
23870 - Scale Mechanic 24.27
23890 - Sheet-Metal Worker Maintenance 33.75
23910 - Small Engine Mechanic 23.24
23931 - Telecommunications Mechanic I 25.61

23932 - Telecommunications Mechanic II 27.11
23950 - Telephone Lineman 26.92
23960 - Welder Combination Maintenance 22.81
23965 - Well Driller 26.92
23970 - Woodcraft Worker 26.92
23980 - Woodworker 21.68
24000 - Personal Needs Occupations
24550 - Case Manager 18.41
24570 - Child Care Attendant 12.68
24580 - Child Care Center Clerk 17.09
24610 - Chore Aide 11.26
24620 - Family Readiness And Support Services Coordinator 18.41
24630 - Homemaker 18.65
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.92
25040 - Sewage Plant Operator 25.98
25070 - Stationary Engineer 26.92
25190 - Ventilation Equipment Tender 20.34
25210 - Water Treatment Plant Operator 25.98
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.66
27007 - Baggage Inspector 14.41
27008 - Corrections Officer 23.45
27010 - Court Security Officer 23.45
27030 - Detection Dog Handler 18.64
27040 - Detention Officer 23.45
27070 - Firefighter 23.45
27101 - Guard I 14.41
27102 - Guard II 18.64
27131 - Police Officer I 30.95
27132 - Police Officer II 34.41
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.93
28042 - Carnival Equipment Repairer 14.65
28043 - Carnival Worker 11.61
28210 - Gate Attendant/Gate Tender 17.41
28310 - Lifeguard 12.87
28350 - Park Attendant (Aide) 19.48
28510 - Recreation Aide/Health Facility Attendant 14.96
28515 - Recreation Specialist 24.13
28630 - Sports Official 15.51
28690 - Swimming Pool Operator 25.53
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.27
29020 - Hatch Tender 24.27
29030 - Line Handler 24.27
29041 - Stevedore I 22.97
29042 - Stevedore II 25.60
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.61
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.70
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.59
30021 - Archeological Technician I 19.05
30022 - Archeological Technician II 21.31
30023 - Archeological Technician III 26.40
30030 - Cartographic Technician 26.40
30040 - Civil Engineering Technician 25.64
30051 - Cryogenic Technician I 27.39
30052 - Cryogenic Technician II 30.25
30061 - Drafter/CAD Operator I 19.05
30062 - Drafter/CAD Operator II 21.31
30063 - Drafter/CAD Operator III 23.76
30064 - Drafter/CAD Operator IV 29.23
30081 - Engineering Technician I 16.97
30082 - Engineering Technician II 19.05
30083 - Engineering Technician III 21.31
30084 - Engineering Technician IV 26.40
30085 - Engineering Technician V 32.29
30086 - Engineering Technician VI 39.07
30090 - Environmental Technician 24.77
30095 - Evidence Control Specialist 24.74
30210 - Laboratory Technician 23.76
30221 - Latent Fingerprint Technician I 27.39
30222 - Latent Fingerprint Technician II 30.25
30240 - Mathematical Technician 26.40
30361 - Paralegal/Legal Assistant I 19.24
30362 - Paralegal/Legal Assistant II 24.79
30363 - Paralegal/Legal Assistant III 30.34
30364 - Paralegal/Legal Assistant IV 36.70
30375 - Petroleum Supply Specialist 30.25
30390 - Photo-Optics Technician 26.40
30395 - Radiation Control Technician 30.25
30461 - Technical Writer I 26.40
30462 - Technical Writer II 32.29
30463 - Technical Writer III 39.07
30491 - Unexploded Ordnance (UXO) Technician I 26.44
30492 - Unexploded Ordnance (UXO) Technician II 32.00
30493 - Unexploded Ordnance (UXO) Technician III 38.35
30494 - Unexploded (UXO) Safety Escort 26.44
30495 - Unexploded (UXO) Sweep Personnel 26.44
30501 - Weather Forecaster I 29.23
30502 - Weather Forecaster II 35.56
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.76
30621 - Weather Observer Senior (see 2) 26.40
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.00
31020 - Bus Aide 17.65
31030 - Bus Driver 22.90

31043 - Driver Courier	15.44
31260 - Parking and Lot Attendant	16.37
31290 - Shuttle Bus Driver	15.39
31310 - Taxi Driver	13.29
31361 - Truckdriver Light	14.95
31362 - Truckdriver Medium	19.55
31363 - Truckdriver Heavy	24.19
31364 - Truckdriver Tractor-Trailer	24.19
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.60
99030 - Cashier	10.19
99050 - Desk Clerk	11.53
99095 - Embalmer	28.04
99130 - Flight Follower	26.44
99251 - Laboratory Animal Caretaker I	12.74
99252 - Laboratory Animal Caretaker II	14.01
99260 - Marketing Analyst	28.92
99310 - Mortician	28.04
99410 - Pest Controller	24.41
99510 - Photofinishing Worker	13.90
99710 - Recycling Laborer	23.85
99711 - Recycling Specialist	27.38
99730 - Refuse Collector	21.43
99810 - Sales Clerk	13.11
99820 - School Crossing Guard	12.07
99830 - Survey Party Chief	21.38
99831 - Surveying Aide	14.17
99832 - Surveying Technician	19.46
99840 - Vending Machine Attendant	21.61
99841 - Vending Machine Repairer	25.79
99842 - Vending Machine Repairer Helper	21.61

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4906
Revision No.: 12
Date Of Last Revision: 06/23/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin County of Sheboygan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.54
01013 - Accounting Clerk III		17.39
01020 - Administrative Assistant		28.10
01035 - Court Reporter		17.79
01041 - Customer Service Representative I		13.93
01042 - Customer Service Representative II		15.66
01043 - Customer Service Representative III		17.08
01051 - Data Entry Operator I		14.18
01052 - Data Entry Operator II		15.47
01060 - Dispatcher Motor Vehicle		21.60
01070 - Document Preparation Clerk		14.16

01090 - Duplicating Machine Operator 14.16
01111 - General Clerk I 13.42
01112 - General Clerk II 14.64
01113 - General Clerk III 16.43
01120 - Housing Referral Assistant 19.83
01141 - Messenger Courier 12.20
01191 - Order Clerk I 17.43
01192 - Order Clerk II 19.02
01261 - Personnel Assistant (Employment) I 16.32
01262 - Personnel Assistant (Employment) II 18.26
01263 - Personnel Assistant (Employment) III 20.36
01270 - Production Control Clerk 23.23
01290 - Rental Clerk 11.78
01300 - Scheduler Maintenance 15.90
01311 - Secretary I 15.90
01312 - Secretary II 17.79
01313 - Secretary III 19.83
01320 - Service Order Dispatcher 19.40
01410 - Supply Technician 28.10
01420 - Survey Worker 17.79
01460 - Switchboard Operator/Receptionist 14.75
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.05
01533 - Travel Clerk III 16.18
01611 - Word Processor I 14.16
01612 - Word Processor II 15.90
01613 - Word Processor III 17.79
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.27
05010 - Automotive Electrician 19.16
05040 - Automotive Glass Installer 18.37
05070 - Automotive Worker 18.37
05110 - Mobile Equipment Servicer 16.97
05130 - Motor Equipment Metal Mechanic 19.76
05160 - Motor Equipment Metal Worker 18.37
05190 - Motor Vehicle Mechanic 19.49
05220 - Motor Vehicle Mechanic Helper 16.20
05250 - Motor Vehicle Upholstery Worker 17.77
05280 - Motor Vehicle Wrecker 18.37
05310 - Painter Automotive 19.16
05340 - Radiator Repair Specialist 18.37
05370 - Tire Repairer 15.36
05400 - Transmission Repair Specialist 19.76
07000 - Food Preparation And Service Occupations
07010 - Baker 14.89
07041 - Cook I 13.89
07042 - Cook II 15.58
07070 - Dishwasher 9.06
07130 - Food Service Worker 10.59
07210 - Meat Cutter 19.84

07260 - Waiter/Waitress	11.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.83
09040 - Furniture Handler	17.07
09080 - Furniture Refinisher	24.83
09090 - Furniture Refinisher Helper	19.60
09110 - Furniture Repairer Minor	22.14
09130 - Upholsterer	24.83
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.40
11060 - Elevator Operator	16.40
11090 - Gardener	17.09
11122 - Housekeeping Aide	14.56
11150 - Janitor	14.56
11210 - Laborer Grounds Maintenance	13.99
11240 - Maid or Houseman	11.30
11260 - Pruner	12.97
11270 - Tractor Operator	16.06
11330 - Trail Maintenance Worker	13.99
11360 - Window Cleaner	15.71
12000 - Health Occupations	
12010 - Ambulance Driver	19.16
12011 - Breath Alcohol Technician	19.16
12012 - Certified Occupational Therapist Assistant	26.28
12015 - Certified Physical Therapist Assistant	26.58
12020 - Dental Assistant	18.17
12025 - Dental Hygienist	34.32
12030 - EKG Technician	29.03
12035 - Electroneurodiagnostic Technologist	29.03
12040 - Emergency Medical Technician	19.16
12071 - Licensed Practical Nurse I	17.12
12072 - Licensed Practical Nurse II	19.16
12073 - Licensed Practical Nurse III	21.36
12100 - Medical Assistant	18.19
12130 - Medical Laboratory Technician	24.08
12160 - Medical Record Clerk	18.23
12190 - Medical Record Technician	20.40
12195 - Medical Transcriptionist	17.12
12210 - Nuclear Medicine Technologist	42.10
12221 - Nursing Assistant I	11.77
12222 - Nursing Assistant II	13.24
12223 - Nursing Assistant III	14.44
12224 - Nursing Assistant IV	16.21
12235 - Optical Dispenser	19.16
12236 - Optical Technician	17.12
12250 - Pharmacy Technician	16.29
12280 - Phlebotomist	18.26
12305 - Radiologic Technologist	26.51
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.82

12313 - Registered Nurse II Specialist		29.82
12314 - Registered Nurse III		36.08
12315 - Registered Nurse III Anesthetist		36.08
12316 - Registered Nurse IV		43.24
12317 - Scheduler (Drug and Alcohol Testing)		23.73
12320 - Substance Abuse Treatment Counselor		24.81
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.86
13012 - Exhibits Specialist II		24.60
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		19.89
13042 - Illustrator II		24.64
13043 - Illustrator III		30.15
13047 - Librarian		26.43
13050 - Library Aide/Clerk		15.33
13054 - Library Information Technology Systems Administrator		23.86
13058 - Library Technician		13.77
13061 - Media Specialist I		17.22
13062 - Media Specialist II		19.27
13063 - Media Specialist III		21.47
13071 - Photographer I		17.22
13072 - Photographer II		19.27
13073 - Photographer III		23.86
13074 - Photographer IV		29.19
13075 - Photographer V		35.31
13090 - Technical Order Library Clerk		19.27
13110 - Video Teleconference Technician		19.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.88
14042 - Computer Operator II		18.88
14043 - Computer Operator III		21.06
14044 - Computer Operator IV		23.40
14045 - Computer Operator V		26.59
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.88
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		32.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.84
15020 - Aircrew Training Devices Instructor (Rated)		36.09
15030 - Air Crew Training Devices Instructor (Pilot)		43.26
15050 - Computer Based Training Specialist / Instructor		29.84
15060 - Educational Technologist		29.84

15070 - Flight Instructor (Pilot) 43.26
15080 - Graphic Artist 21.93
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.26
15086 - Maintenance Test Pilot Rotary Wing 43.26
15088 - Non-Maintenance Test/Co-Pilot 43.26
15090 - Technical Instructor 23.01
15095 - Technical Instructor/Course Developer 28.16
15110 - Test Proctor 18.58
15120 - Tutor 18.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.54
19040 - Tool And Die Maker 27.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.42
21030 - Material Coordinator 23.23
21040 - Material Expediter 23.23
21050 - Material Handling Laborer 18.50
21071 - Order Filler 12.24
21080 - Production Line Worker (Food Processing) 21.42
21110 - Shipping Packer 18.24
21130 - Shipping/Receiving Clerk 18.24
21140 - Store Worker I 15.61
21150 - Stock Clerk 19.69
21210 - Tools And Parts Attendant 21.42
21410 - Warehouse Specialist 21.42
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.74
23019 - Aircraft Logs and Records Technician 22.14
23021 - Aircraft Mechanic I 26.46
23022 - Aircraft Mechanic II 27.74
23023 - Aircraft Mechanic III 29.07
23040 - Aircraft Mechanic Helper 19.83
23050 - Aircraft Painter 24.83
23060 - Aircraft Servicer 22.14
23070 - Aircraft Survival Flight Equipment Technician 24.83
23080 - Aircraft Worker 23.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.40

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.46
23110 - Appliance Mechanic 24.83
23120 - Bicycle Repairer 20.86
23125 - Cable Splicer 33.01
23130 - Carpenter Maintenance 24.24
23140 - Carpet Layer 24.48
23160 - Electrician Maintenance 28.60
23181 - Electronics Technician Maintenance I 24.03
23182 - Electronics Technician Maintenance II 25.63
23183 - Electronics Technician Maintenance III 27.07
23260 - Fabric Worker 22.14
23290 - Fire Alarm System Mechanic 26.46
23310 - Fire Extinguisher Repairer 20.86
23311 - Fuel Distribution System Mechanic 26.46
23312 - Fuel Distribution System Operator 21.67
23370 - General Maintenance Worker 21.59
23380 - Ground Support Equipment Mechanic 26.46
23381 - Ground Support Equipment Servicer 22.14
23382 - Ground Support Equipment Worker 23.40
23391 - Gunsmith I 20.86
23392 - Gunsmith II 23.40
23393 - Gunsmith III 26.46
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.84
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.99
23430 - Heavy Equipment Mechanic 26.05
23440 - Heavy Equipment Operator 27.31
23460 - Instrument Mechanic 27.07
23465 - Laboratory/Shelter Mechanic 24.83
23470 - Laborer 18.50
23510 - Locksmith 24.83
23530 - Machinery Maintenance Mechanic 26.68
23550 - Machinist Maintenance 24.66
23580 - Maintenance Trades Helper 19.60
23591 - Metrology Technician I 27.07
23592 - Metrology Technician II 28.38
23593 - Metrology Technician III 29.74
23640 - Millwright 28.14
23710 - Office Appliance Repairer 24.83
23760 - Painter Maintenance 19.89
23790 - Pipefitter Maintenance 33.06
23810 - Plumber Maintenance 31.01
23820 - Pneudraulic Systems Mechanic 26.46
23850 - Rigger 26.46
23870 - Scale Mechanic 23.40
23890 - Sheet-Metal Worker Maintenance 31.91
23910 - Small Engine Mechanic 23.40
23931 - Telecommunications Mechanic I 23.77

23932 - Telecommunications Mechanic II 24.58
23950 - Telephone Lineman 26.46
23960 - Welder Combination Maintenance 26.48
23965 - Well Driller 26.46
23970 - Woodcraft Worker 26.46
23980 - Woodworker 20.86
24000 - Personal Needs Occupations
24550 - Case Manager 19.15
24570 - Child Care Attendant 10.57
24580 - Child Care Center Clerk 15.19
24610 - Chore Aide 11.52
24620 - Family Readiness And Support Services Coordinator 19.15
24630 - Homemaker 19.15
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.07
25040 - Sewage Plant Operator 27.81
25070 - Stationary Engineer 27.07
25190 - Ventilation Equipment Tender 19.60
25210 - Water Treatment Plant Operator 27.81
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.56
27007 - Baggage Inspector 13.78
27008 - Corrections Officer 29.66
27010 - Court Security Officer 29.66
27030 - Detection Dog Handler 16.38
27040 - Detention Officer 29.66
27070 - Firefighter 24.41
27101 - Guard I 13.78
27102 - Guard II 16.38
27131 - Police Officer I 30.34
27132 - Police Officer II 33.71
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.93
28042 - Carnival Equipment Repairer 14.10
28043 - Carnival Worker 11.14
28210 - Gate Attendant/Gate Tender 14.43
28310 - Lifeguard 12.85
28350 - Park Attendant (Aide) 16.14
28510 - Recreation Aide/Health Facility Attendant 11.77
28515 - Recreation Specialist 19.98
28630 - Sports Official 12.85
28690 - Swimming Pool Operator 23.33
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.40
29020 - Hatch Tender 23.40
29030 - Line Handler 23.40
29041 - Stevedore I 22.14
29042 - Stevedore II 24.83
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.33
30022 - Archeological Technician II 20.50
30023 - Archeological Technician III 25.41
30030 - Cartographic Technician 25.41
30040 - Civil Engineering Technician 24.53
30051 - Cryogenic Technician I 27.17
30052 - Cryogenic Technician II 30.01
30061 - Drafter/CAD Operator I 18.33
30062 - Drafter/CAD Operator II 20.50
30063 - Drafter/CAD Operator III 22.86
30064 - Drafter/CAD Operator IV 28.13
30081 - Engineering Technician I 15.76
30082 - Engineering Technician II 18.41
30083 - Engineering Technician III 20.86
30084 - Engineering Technician IV 25.84
30085 - Engineering Technician V 31.61
30086 - Engineering Technician VI 38.25
30090 - Environmental Technician 24.53
30095 - Evidence Control Specialist 24.53
30210 - Laboratory Technician 22.52
30221 - Latent Fingerprint Technician I 27.17
30222 - Latent Fingerprint Technician II 30.01
30240 - Mathematical Technician 25.41
30361 - Paralegal/Legal Assistant I 19.29
30362 - Paralegal/Legal Assistant II 23.89
30363 - Paralegal/Legal Assistant III 29.23
30364 - Paralegal/Legal Assistant IV 35.36
30375 - Petroleum Supply Specialist 30.01
30390 - Photo-Optics Technician 25.41
30395 - Radiation Control Technician 30.01
30461 - Technical Writer I 24.53
30462 - Technical Writer II 30.01
30463 - Technical Writer III 36.30
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.17
30502 - Weather Forecaster II 33.04
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.86
30621 - Weather Observer Senior (see 2) 25.41
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.83
31030 - Bus Driver 20.53

31043 - Driver Courier	15.31
31260 - Parking and Lot Attendant	15.64
31290 - Shuttle Bus Driver	16.29
31310 - Taxi Driver	11.75
31361 - Truckdriver Light	16.29
31362 - Truckdriver Medium	17.29
31363 - Truckdriver Heavy	23.44
31364 - Truckdriver Tractor-Trailer	23.44
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.69
99050 - Desk Clerk	10.91
99095 - Embalmer	32.56
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.95
99252 - Laboratory Animal Caretaker II	18.06
99260 - Marketing Analyst	31.37
99310 - Mortician	32.56
99410 - Pest Controller	23.75
99510 - Photofinishing Worker	13.35
99710 - Recycling Laborer	18.56
99711 - Recycling Specialist	21.03
99730 - Refuse Collector	17.02
99810 - Sales Clerk	12.02
99820 - School Crossing Guard	15.84
99830 - Survey Party Chief	25.04
99831 - Surveying Aide	14.63
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	18.50
99841 - Vending Machine Repairer	21.97
99842 - Vending Machine Repairer Helper	18.50

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4907
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin County of Marathon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.83
01012 - Accounting Clerk II		16.65
01013 - Accounting Clerk III		18.63
01020 - Administrative Assistant		23.07
01035 - Court Reporter		17.34
01041 - Customer Service Representative I		13.35
01042 - Customer Service Representative II		15.02
01043 - Customer Service Representative III		16.38
01051 - Data Entry Operator I		14.44
01052 - Data Entry Operator II		15.75
01060 - Dispatcher Motor Vehicle		20.79
01070 - Document Preparation Clerk		15.75
01090 - Duplicating Machine Operator		15.75
01111 - General Clerk I		13.30
01112 - General Clerk II		14.50

01113 - General Clerk III 16.28
01120 - Housing Referral Assistant 19.33
01141 - Messenger Courier 12.42
01191 - Order Clerk I 15.51
01192 - Order Clerk II 16.92
01261 - Personnel Assistant (Employment) I 15.58
01262 - Personnel Assistant (Employment) II 17.44
01263 - Personnel Assistant (Employment) III 19.44
01270 - Production Control Clerk 22.41
01290 - Rental Clerk 14.26
01300 - Scheduler Maintenance 15.50
01311 - Secretary I 15.50
01312 - Secretary II 17.34
01313 - Secretary III 19.33
01320 - Service Order Dispatcher 18.58
01410 - Supply Technician 23.07
01420 - Survey Worker 17.34
01460 - Switchboard Operator/Receptionist 14.55
01531 - Travel Clerk I 14.49
01532 - Travel Clerk II 15.67
01533 - Travel Clerk III 16.80
01611 - Word Processor I 13.81
01612 - Word Processor II 15.50
01613 - Word Processor III 17.34
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.01
05010 - Automotive Electrician 19.82
05040 - Automotive Glass Installer 18.79
05070 - Automotive Worker 18.79
05110 - Mobile Equipment Servicer 16.97
05130 - Motor Equipment Metal Mechanic 20.83
05160 - Motor Equipment Metal Worker 18.79
05190 - Motor Vehicle Mechanic 20.83
05220 - Motor Vehicle Mechanic Helper 16.20
05250 - Motor Vehicle Upholstery Worker 17.77
05280 - Motor Vehicle Wrecker 18.79
05310 - Painter Automotive 19.82
05340 - Radiator Repair Specialist 18.79
05370 - Tire Repairer 14.93
05400 - Transmission Repair Specialist 20.83
07000 - Food Preparation And Service Occupations
07010 - Baker 13.60
07041 - Cook I 13.25
07042 - Cook II 14.87
07070 - Dishwasher 10.55
07130 - Food Service Worker 11.09
07210 - Meat Cutter 19.19
07260 - Waiter/Waitress 9.89
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.94

09040 - Furniture Handler 13.11
09080 - Furniture Refinisher 18.94
09090 - Furniture Refinisher Helper 15.03
09110 - Furniture Repairer Minor 16.98
09130 - Upholsterer 18.94
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 16.69
11060 - Elevator Operator 16.69
11090 - Gardener 18.36
11122 - Housekeeping Aide 13.49
11150 - Janitor 13.49
11210 - Laborer Grounds Maintenance 14.89
11240 - Maid or Houseman 11.52
11260 - Pruner 13.72
11270 - Tractor Operator 17.24
11330 - Trail Maintenance Worker 14.89
11360 - Window Cleaner 14.59
12000 - Health Occupations
12010 - Ambulance Driver 16.88
12011 - Breath Alcohol Technician 19.37
12012 - Certified Occupational Therapist Assistant 28.31
12015 - Certified Physical Therapist Assistant 27.38
12020 - Dental Assistant 18.45
12025 - Dental Hygienist 30.34
12030 - EKG Technician 28.59
12035 - Electroneurodiagnostic Technologist 28.59
12040 - Emergency Medical Technician 16.88
12071 - Licensed Practical Nurse I 17.31
12072 - Licensed Practical Nurse II 19.37
12073 - Licensed Practical Nurse III 21.59
12100 - Medical Assistant 17.99
12130 - Medical Laboratory Technician 25.90
12160 - Medical Record Clerk 17.40
12190 - Medical Record Technician 19.47
12195 - Medical Transcriptionist 21.03
12210 - Nuclear Medicine Technologist 42.55
12221 - Nursing Assistant I 11.77
12222 - Nursing Assistant II 13.24
12223 - Nursing Assistant III 14.44
12224 - Nursing Assistant IV 16.21
12235 - Optical Dispenser 18.10
12236 - Optical Technician 17.31
12250 - Pharmacy Technician 15.04
12280 - Phlebotomist 16.46
12305 - Radiologic Technologist 27.55
12311 - Registered Nurse I 24.38
12312 - Registered Nurse II 29.82
12313 - Registered Nurse II Specialist 29.82
12314 - Registered Nurse III 36.08
12315 - Registered Nurse III Anesthetist 36.08

12316 - Registered Nurse IV		43.24
12317 - Scheduler (Drug and Alcohol Testing)		23.99
12320 - Substance Abuse Treatment Counselor		22.93
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.02
13012 - Exhibits Specialist II		29.75
13013 - Exhibits Specialist III		36.39
13041 - Illustrator I		24.02
13042 - Illustrator II		29.75
13043 - Illustrator III		36.39
13047 - Librarian		32.95
13050 - Library Aide/Clerk		17.56
13054 - Library Information Technology Systems Administrator		29.75
13058 - Library Technician		20.17
13061 - Media Specialist I		21.46
13062 - Media Specialist II		24.02
13063 - Media Specialist III		26.76
13071 - Photographer I		19.55
13072 - Photographer II		21.86
13073 - Photographer III		27.07
13074 - Photographer IV		33.13
13075 - Photographer V		40.07
13090 - Technical Order Library Clerk		20.94
13110 - Video Teleconference Technician		21.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.88
14042 - Computer Operator II		18.88
14043 - Computer Operator III		21.06
14044 - Computer Operator IV		23.40
14045 - Computer Operator V		26.59
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.88
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		30.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.93
15020 - Aircrew Training Devices Instructor (Rated)		33.79
15030 - Air Crew Training Devices Instructor (Pilot)		40.50
15050 - Computer Based Training Specialist / Instructor		27.93
15060 - Educational Technologist		32.59
15070 - Flight Instructor (Pilot)		40.50
15080 - Graphic Artist		21.93
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.50

15086 - Maintenance Test Pilot Rotary Wing 40.50
15088 - Non-Maintenance Test/Co-Pilot 40.50
15090 - Technical Instructor 20.73
15095 - Technical Instructor/Course Developer 25.36
15110 - Test Proctor 16.74
15120 - Tutor 16.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.46
19040 - Tool And Die Maker 24.90
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.47
21030 - Material Coordinator 22.41
21040 - Material Expediter 22.41
21050 - Material Handling Laborer 16.38
21071 - Order Filler 12.86
21080 - Production Line Worker (Food Processing) 18.47
21110 - Shipping Packer 19.71
21130 - Shipping/Receiving Clerk 19.71
21140 - Store Worker I 13.73
21150 - Stock Clerk 17.57
21210 - Tools And Parts Attendant 18.47
21410 - Warehouse Specialist 18.47
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.32
23019 - Aircraft Logs and Records Technician 21.41
23021 - Aircraft Mechanic I 25.09
23022 - Aircraft Mechanic II 26.32
23023 - Aircraft Mechanic III 27.55
23040 - Aircraft Mechanic Helper 18.95
23050 - Aircraft Painter 23.88
23060 - Aircraft Servicer 21.41
23070 - Aircraft Survival Flight Equipment Technician 23.88
23080 - Aircraft Worker 22.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.63
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.09
23110 - Appliance Mechanic 23.21

23120 - Bicycle Repairer	19.97
23125 - Cable Splicer	26.63
23130 - Carpenter Maintenance	20.92
23140 - Carpet Layer	24.48
23160 - Electrician Maintenance	27.26
23181 - Electronics Technician Maintenance I	22.63
23182 - Electronics Technician Maintenance II	23.94
23183 - Electronics Technician Maintenance III	25.09
23260 - Fabric Worker	21.41
23290 - Fire Alarm System Mechanic	25.09
23310 - Fire Extinguisher Repairer	20.17
23311 - Fuel Distribution System Mechanic	25.09
23312 - Fuel Distribution System Operator	20.55
23370 - General Maintenance Worker	21.66
23380 - Ground Support Equipment Mechanic	25.09
23381 - Ground Support Equipment Servicer	21.41
23382 - Ground Support Equipment Worker	22.63
23391 - Gunsmith I	20.17
23392 - Gunsmith II	22.63
23393 - Gunsmith III	25.09
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.27
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.45
23430 - Heavy Equipment Mechanic	24.88
23440 - Heavy Equipment Operator	30.04
23460 - Instrument Mechanic	25.09
23465 - Laboratory/Shelter Mechanic	23.88
23470 - Laborer	16.38
23510 - Locksmith	23.88
23530 - Machinery Maintenance Mechanic	26.25
23550 - Machinist Maintenance	21.78
23580 - Maintenance Trades Helper	18.95
23591 - Metrology Technician I	25.09
23592 - Metrology Technician II	26.32
23593 - Metrology Technician III	27.55
23640 - Millwright	25.29
23710 - Office Appliance Repairer	23.09
23760 - Painter Maintenance	23.88
23790 - Pipefitter Maintenance	31.58
23810 - Plumber Maintenance	30.02
23820 - Pneudraulic Systems Mechanic	25.09
23850 - Rigger	25.09
23870 - Scale Mechanic	22.63
23890 - Sheet-Metal Worker Maintenance	32.20
23910 - Small Engine Mechanic	22.63
23931 - Telecommunications Mechanic I	23.77
23932 - Telecommunications Mechanic II	24.74
23950 - Telephone Lineman	25.09
23960 - Welder Combination Maintenance	21.74

23965 - Well Driller	25.09
23970 - Woodcraft Worker	25.09
23980 - Woodworker	20.17
24000 - Personal Needs Occupations	
24550 - Case Manager	19.67
24570 - Child Care Attendant	11.51
24580 - Child Care Center Clerk	15.19
24610 - Chore Aide	11.56
24620 - Family Readiness And Support Services Coordinator	19.67
24630 - Homemaker	19.67
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.40
25040 - Sewage Plant Operator	25.17
25070 - Stationary Engineer	25.40
25190 - Ventilation Equipment Tender	18.95
25210 - Water Treatment Plant Operator	25.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.84
27007 - Baggage Inspector	12.53
27008 - Corrections Officer	20.90
27010 - Court Security Officer	20.98
27030 - Detection Dog Handler	14.89
27040 - Detention Officer	20.90
27070 - Firefighter	18.34
27101 - Guard I	12.53
27102 - Guard II	14.89
27131 - Police Officer I	28.59
27132 - Police Officer II	31.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.66
28042 - Carnival Equipment Repairer	12.82
28043 - Carnival Worker	10.13
28210 - Gate Attendant/Gate Tender	14.39
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	16.10
28510 - Recreation Aide/Health Facility Attendant	11.75
28515 - Recreation Specialist	19.06
28630 - Sports Official	12.82
28690 - Swimming Pool Operator	19.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.63
29020 - Hatch Tender	22.63
29030 - Line Handler	22.63
29041 - Stevedore I	21.41
29042 - Stevedore II	23.88
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.33
30022 - Archeological Technician II		20.50
30023 - Archeological Technician III		25.41
30030 - Cartographic Technician		25.41
30040 - Civil Engineering Technician		25.30
30051 - Cryogenic Technician I		27.45
30052 - Cryogenic Technician II		30.32
30061 - Drafter/CAD Operator I		18.33
30062 - Drafter/CAD Operator II		20.50
30063 - Drafter/CAD Operator III		22.86
30064 - Drafter/CAD Operator IV		28.13
30081 - Engineering Technician I		15.40
30082 - Engineering Technician II		18.41
30083 - Engineering Technician III		20.86
30084 - Engineering Technician IV		25.84
30085 - Engineering Technician V		31.61
30086 - Engineering Technician VI		38.25
30090 - Environmental Technician		24.78
30095 - Evidence Control Specialist		24.78
30210 - Laboratory Technician		22.30
30221 - Latent Fingerprint Technician I		27.45
30222 - Latent Fingerprint Technician II		30.32
30240 - Mathematical Technician		25.41
30361 - Paralegal/Legal Assistant I		20.66
30362 - Paralegal/Legal Assistant II		25.59
30363 - Paralegal/Legal Assistant III		31.30
30364 - Paralegal/Legal Assistant IV		37.87
30375 - Petroleum Supply Specialist		30.32
30390 - Photo-Optics Technician		25.41
30395 - Radiation Control Technician		30.32
30461 - Technical Writer I		24.32
30462 - Technical Writer II		29.75
30463 - Technical Writer III		35.99
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.13
30502 - Weather Forecaster II		34.21
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.86
30621 - Weather Observer Senior	(see 2)	25.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.51
31030 - Bus Driver		20.28
31043 - Driver Courier		16.89
31260 - Parking and Lot Attendant		14.29
31290 - Shuttle Bus Driver		17.99

31310 - Taxi Driver	12.44
31361 - Truckdriver Light	17.99
31362 - Truckdriver Medium	19.09
31363 - Truckdriver Heavy	21.45
31364 - Truckdriver Tractor-Trailer	21.45
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.15
99050 - Desk Clerk	10.90
99095 - Embalmer	32.56
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.95
99252 - Laboratory Animal Caretaker II	18.06
99260 - Marketing Analyst	25.24
99310 - Mortician	32.56
99410 - Pest Controller	21.23
99510 - Photofinishing Worker	13.35
99710 - Recycling Laborer	18.56
99711 - Recycling Specialist	20.65
99730 - Refuse Collector	17.02
99810 - Sales Clerk	12.02
99820 - School Crossing Guard	14.96
99830 - Survey Party Chief	25.04
99831 - Surveying Aide	14.63
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	18.79
99841 - Vending Machine Repairer	22.45
99842 - Vending Machine Repairer Helper	18.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4908
Revision No.: 12
Date Of Last Revision: 06/23/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin County of Marathon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.83
01012 - Accounting Clerk II		16.65
01013 - Accounting Clerk III		18.63
01020 - Administrative Assistant		23.07
01035 - Court Reporter		17.34
01041 - Customer Service Representative I		13.35
01042 - Customer Service Representative II		15.02
01043 - Customer Service Representative III		16.38
01051 - Data Entry Operator I		14.44
01052 - Data Entry Operator II		15.75
01060 - Dispatcher Motor Vehicle		20.79
01070 - Document Preparation Clerk		15.75

01090 - Duplicating Machine Operator 15.75
01111 - General Clerk I 13.30
01112 - General Clerk II 14.50
01113 - General Clerk III 16.28
01120 - Housing Referral Assistant 19.33
01141 - Messenger Courier 12.42
01191 - Order Clerk I 15.51
01192 - Order Clerk II 16.92
01261 - Personnel Assistant (Employment) I 15.58
01262 - Personnel Assistant (Employment) II 17.44
01263 - Personnel Assistant (Employment) III 19.44
01270 - Production Control Clerk 22.41
01290 - Rental Clerk 14.26
01300 - Scheduler Maintenance 15.50
01311 - Secretary I 15.50
01312 - Secretary II 17.34
01313 - Secretary III 19.33
01320 - Service Order Dispatcher 18.58
01410 - Supply Technician 23.07
01420 - Survey Worker 17.34
01460 - Switchboard Operator/Receptionist 14.55
01531 - Travel Clerk I 14.49
01532 - Travel Clerk II 15.67
01533 - Travel Clerk III 16.80
01611 - Word Processor I 13.81
01612 - Word Processor II 15.50
01613 - Word Processor III 17.34
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.01
05010 - Automotive Electrician 19.82
05040 - Automotive Glass Installer 18.79
05070 - Automotive Worker 18.79
05110 - Mobile Equipment Servicer 16.97
05130 - Motor Equipment Metal Mechanic 20.83
05160 - Motor Equipment Metal Worker 18.79
05190 - Motor Vehicle Mechanic 20.83
05220 - Motor Vehicle Mechanic Helper 16.20
05250 - Motor Vehicle Upholstery Worker 17.77
05280 - Motor Vehicle Wrecker 18.79
05310 - Painter Automotive 19.82
05340 - Radiator Repair Specialist 18.79
05370 - Tire Repairer 14.93
05400 - Transmission Repair Specialist 20.83
07000 - Food Preparation And Service Occupations
07010 - Baker 13.60
07041 - Cook I 13.25
07042 - Cook II 14.87
07070 - Dishwasher 10.55
07130 - Food Service Worker 11.09
07210 - Meat Cutter 19.19

07260 - Waiter/Waitress	9.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.94
09040 - Furniture Handler	13.11
09080 - Furniture Refinisher	18.94
09090 - Furniture Refinisher Helper	15.03
09110 - Furniture Repairer Minor	16.98
09130 - Upholsterer	18.94
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.69
11060 - Elevator Operator	16.69
11090 - Gardener	18.36
11122 - Housekeeping Aide	13.49
11150 - Janitor	13.49
11210 - Laborer Grounds Maintenance	14.89
11240 - Maid or Houseman	11.52
11260 - Pruner	13.72
11270 - Tractor Operator	17.24
11330 - Trail Maintenance Worker	14.89
11360 - Window Cleaner	14.59
12000 - Health Occupations	
12010 - Ambulance Driver	16.88
12011 - Breath Alcohol Technician	19.37
12012 - Certified Occupational Therapist Assistant	28.31
12015 - Certified Physical Therapist Assistant	27.38
12020 - Dental Assistant	18.45
12025 - Dental Hygienist	30.34
12030 - EKG Technician	28.59
12035 - Electroneurodiagnostic Technologist	28.59
12040 - Emergency Medical Technician	16.88
12071 - Licensed Practical Nurse I	17.31
12072 - Licensed Practical Nurse II	19.37
12073 - Licensed Practical Nurse III	21.59
12100 - Medical Assistant	17.99
12130 - Medical Laboratory Technician	25.90
12160 - Medical Record Clerk	17.40
12190 - Medical Record Technician	19.47
12195 - Medical Transcriptionist	21.03
12210 - Nuclear Medicine Technologist	42.55
12221 - Nursing Assistant I	11.77
12222 - Nursing Assistant II	13.24
12223 - Nursing Assistant III	14.44
12224 - Nursing Assistant IV	16.21
12235 - Optical Dispenser	18.10
12236 - Optical Technician	17.31
12250 - Pharmacy Technician	15.04
12280 - Phlebotomist	16.46
12305 - Radiologic Technologist	27.55
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.82

12313 - Registered Nurse II Specialist		29.82
12314 - Registered Nurse III		36.08
12315 - Registered Nurse III Anesthetist		36.08
12316 - Registered Nurse IV		43.24
12317 - Scheduler (Drug and Alcohol Testing)		23.99
12320 - Substance Abuse Treatment Counselor		22.93
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.02
13012 - Exhibits Specialist II		29.75
13013 - Exhibits Specialist III		36.39
13041 - Illustrator I		24.02
13042 - Illustrator II		29.75
13043 - Illustrator III		36.39
13047 - Librarian		32.95
13050 - Library Aide/Clerk		17.56
13054 - Library Information Technology Systems Administrator		29.75
13058 - Library Technician		20.17
13061 - Media Specialist I		21.46
13062 - Media Specialist II		24.02
13063 - Media Specialist III		26.76
13071 - Photographer I		19.55
13072 - Photographer II		21.86
13073 - Photographer III		27.07
13074 - Photographer IV		33.13
13075 - Photographer V		40.07
13090 - Technical Order Library Clerk		20.94
13110 - Video Teleconference Technician		21.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.88
14042 - Computer Operator II		18.88
14043 - Computer Operator III		21.06
14044 - Computer Operator IV		23.40
14045 - Computer Operator V		26.59
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.88
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		30.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.93
15020 - Aircrew Training Devices Instructor (Rated)		33.79
15030 - Air Crew Training Devices Instructor (Pilot)		40.50
15050 - Computer Based Training Specialist / Instructor		27.93
15060 - Educational Technologist		32.59

15070 - Flight Instructor (Pilot) 40.50
15080 - Graphic Artist 21.93
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.50
15086 - Maintenance Test Pilot Rotary Wing 40.50
15088 - Non-Maintenance Test/Co-Pilot 40.50
15090 - Technical Instructor 20.73
15095 - Technical Instructor/Course Developer 25.36
15110 - Test Proctor 16.74
15120 - Tutor 16.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.46
19040 - Tool And Die Maker 24.90
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.47
21030 - Material Coordinator 22.41
21040 - Material Expediter 22.41
21050 - Material Handling Laborer 16.38
21071 - Order Filler 12.86
21080 - Production Line Worker (Food Processing) 18.47
21110 - Shipping Packer 19.71
21130 - Shipping/Receiving Clerk 19.71
21140 - Store Worker I 13.73
21150 - Stock Clerk 17.57
21210 - Tools And Parts Attendant 18.47
21410 - Warehouse Specialist 18.47
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.32
23019 - Aircraft Logs and Records Technician 21.41
23021 - Aircraft Mechanic I 25.09
23022 - Aircraft Mechanic II 26.32
23023 - Aircraft Mechanic III 27.55
23040 - Aircraft Mechanic Helper 18.95
23050 - Aircraft Painter 23.88
23060 - Aircraft Servicer 21.41
23070 - Aircraft Survival Flight Equipment Technician 23.88
23080 - Aircraft Worker 22.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.63

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.09
23110 - Appliance Mechanic 23.21
23120 - Bicycle Repairer 19.97
23125 - Cable Splicer 26.63
23130 - Carpenter Maintenance 20.92
23140 - Carpet Layer 24.48
23160 - Electrician Maintenance 27.26
23181 - Electronics Technician Maintenance I 22.63
23182 - Electronics Technician Maintenance II 23.94
23183 - Electronics Technician Maintenance III 25.09
23260 - Fabric Worker 21.41
23290 - Fire Alarm System Mechanic 25.09
23310 - Fire Extinguisher Repairer 20.17
23311 - Fuel Distribution System Mechanic 25.09
23312 - Fuel Distribution System Operator 20.55
23370 - General Maintenance Worker 21.66
23380 - Ground Support Equipment Mechanic 25.09
23381 - Ground Support Equipment Servicer 21.41
23382 - Ground Support Equipment Worker 22.63
23391 - Gunsmith I 20.17
23392 - Gunsmith II 22.63
23393 - Gunsmith III 25.09
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.27
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.45
23430 - Heavy Equipment Mechanic 24.88
23440 - Heavy Equipment Operator 30.04
23460 - Instrument Mechanic 25.09
23465 - Laboratory/Shelter Mechanic 23.88
23470 - Laborer 16.38
23510 - Locksmith 23.88
23530 - Machinery Maintenance Mechanic 26.25
23550 - Machinist Maintenance 21.78
23580 - Maintenance Trades Helper 18.95
23591 - Metrology Technician I 25.09
23592 - Metrology Technician II 26.32
23593 - Metrology Technician III 27.55
23640 - Millwright 25.29
23710 - Office Appliance Repairer 23.09
23760 - Painter Maintenance 23.88
23790 - Pipefitter Maintenance 31.58
23810 - Plumber Maintenance 30.02
23820 - Pneudraulic Systems Mechanic 25.09
23850 - Rigger 25.09
23870 - Scale Mechanic 22.63
23890 - Sheet-Metal Worker Maintenance 32.20
23910 - Small Engine Mechanic 22.63
23931 - Telecommunications Mechanic I 23.77

23932 - Telecommunications Mechanic II 24.74
23950 - Telephone Lineman 25.09
23960 - Welder Combination Maintenance 21.74
23965 - Well Driller 25.09
23970 - Woodcraft Worker 25.09
23980 - Woodworker 20.17
24000 - Personal Needs Occupations
24550 - Case Manager 19.67
24570 - Child Care Attendant 11.51
24580 - Child Care Center Clerk 15.19
24610 - Chore Aide 11.56
24620 - Family Readiness And Support Services Coordinator 19.67
24630 - Homemaker 19.67
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.40
25040 - Sewage Plant Operator 25.17
25070 - Stationary Engineer 25.40
25190 - Ventilation Equipment Tender 18.95
25210 - Water Treatment Plant Operator 25.17
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.84
27007 - Baggage Inspector 12.53
27008 - Corrections Officer 20.90
27010 - Court Security Officer 20.98
27030 - Detection Dog Handler 14.89
27040 - Detention Officer 20.90
27070 - Firefighter 18.34
27101 - Guard I 12.53
27102 - Guard II 14.89
27131 - Police Officer I 28.59
27132 - Police Officer II 31.76
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.66
28042 - Carnival Equipment Repairer 12.82
28043 - Carnival Worker 10.13
28210 - Gate Attendant/Gate Tender 14.39
28310 - Lifeguard 11.84
28350 - Park Attendant (Aide) 16.10
28510 - Recreation Aide/Health Facility Attendant 11.75
28515 - Recreation Specialist 19.06
28630 - Sports Official 12.82
28690 - Swimming Pool Operator 19.28
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.63
29020 - Hatch Tender 22.63
29030 - Line Handler 22.63
29041 - Stevedore I 21.41
29042 - Stevedore II 23.88
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.33
30022 - Archeological Technician II 20.50
30023 - Archeological Technician III 25.41
30030 - Cartographic Technician 25.41
30040 - Civil Engineering Technician 25.30
30051 - Cryogenic Technician I 27.45
30052 - Cryogenic Technician II 30.32
30061 - Drafter/CAD Operator I 18.33
30062 - Drafter/CAD Operator II 20.50
30063 - Drafter/CAD Operator III 22.86
30064 - Drafter/CAD Operator IV 28.13
30081 - Engineering Technician I 15.40
30082 - Engineering Technician II 18.41
30083 - Engineering Technician III 20.86
30084 - Engineering Technician IV 25.84
30085 - Engineering Technician V 31.61
30086 - Engineering Technician VI 38.25
30090 - Environmental Technician 24.78
30095 - Evidence Control Specialist 24.78
30210 - Laboratory Technician 22.30
30221 - Latent Fingerprint Technician I 27.45
30222 - Latent Fingerprint Technician II 30.32
30240 - Mathematical Technician 25.41
30361 - Paralegal/Legal Assistant I 20.66
30362 - Paralegal/Legal Assistant II 25.59
30363 - Paralegal/Legal Assistant III 31.30
30364 - Paralegal/Legal Assistant IV 37.87
30375 - Petroleum Supply Specialist 30.32
30390 - Photo-Optics Technician 25.41
30395 - Radiation Control Technician 30.32
30461 - Technical Writer I 24.32
30462 - Technical Writer II 29.75
30463 - Technical Writer III 35.99
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.13
30502 - Weather Forecaster II 34.21
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.86
30621 - Weather Observer Senior (see 2) 25.41
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.51
31030 - Bus Driver 20.28

31043 - Driver Courier	16.89
31260 - Parking and Lot Attendant	14.29
31290 - Shuttle Bus Driver	17.99
31310 - Taxi Driver	12.44
31361 - Truckdriver Light	17.99
31362 - Truckdriver Medium	19.09
31363 - Truckdriver Heavy	21.45
31364 - Truckdriver Tractor-Trailer	21.45
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.15
99050 - Desk Clerk	10.90
99095 - Embalmer	32.56
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.95
99252 - Laboratory Animal Caretaker II	18.06
99260 - Marketing Analyst	25.24
99310 - Mortician	32.56
99410 - Pest Controller	21.23
99510 - Photofinishing Worker	13.35
99710 - Recycling Laborer	18.56
99711 - Recycling Specialist	20.65
99730 - Refuse Collector	17.02
99810 - Sales Clerk	12.02
99820 - School Crossing Guard	14.96
99830 - Survey Party Chief	25.04
99831 - Surveying Aide	14.63
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	18.79
99841 - Vending Machine Repairer	22.45
99842 - Vending Machine Repairer Helper	18.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4913
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin County of Walworth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.40
01012 - Accounting Clerk II		17.28
01013 - Accounting Clerk III		19.33
01020 - Administrative Assistant		25.48
01035 - Court Reporter		19.27
01041 - Customer Service Representative I		14.30
01042 - Customer Service Representative II		16.08
01043 - Customer Service Representative III		17.54
01051 - Data Entry Operator I		14.97
01052 - Data Entry Operator II		16.34
01060 - Dispatcher Motor Vehicle		19.31
01070 - Document Preparation Clerk		15.21
01090 - Duplicating Machine Operator		15.21
01111 - General Clerk I		13.27
01112 - General Clerk II		14.48

01113 - General Clerk III 16.25
01120 - Housing Referral Assistant 21.29
01141 - Messenger Courier 12.89
01191 - Order Clerk I 14.86
01192 - Order Clerk II 16.22
01261 - Personnel Assistant (Employment) I 16.92
01262 - Personnel Assistant (Employment) II 18.93
01263 - Personnel Assistant (Employment) III 21.11
01270 - Production Control Clerk 22.50
01290 - Rental Clerk 16.16
01300 - Scheduler Maintenance 17.07
01311 - Secretary I 17.07
01312 - Secretary II 19.09
01313 - Secretary III 21.29
01320 - Service Order Dispatcher 17.32
01410 - Supply Technician 25.48
01420 - Survey Worker 21.74
01460 - Switchboard Operator/Receptionist 14.35
01531 - Travel Clerk I 14.73
01532 - Travel Clerk II 15.92
01533 - Travel Clerk III 17.23
01611 - Word Processor I 15.21
01612 - Word Processor II 17.07
01613 - Word Processor III 19.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.91
05010 - Automotive Electrician 21.18
05040 - Automotive Glass Installer 20.38
05070 - Automotive Worker 20.38
05110 - Mobile Equipment Servicer 18.76
05130 - Motor Equipment Metal Mechanic 21.91
05160 - Motor Equipment Metal Worker 20.71
05190 - Motor Vehicle Mechanic 21.91
05220 - Motor Vehicle Mechanic Helper 17.85
05250 - Motor Vehicle Upholstery Worker 19.66
05280 - Motor Vehicle Wrecker 20.38
05310 - Painter Automotive 21.18
05340 - Radiator Repair Specialist 20.38
05370 - Tire Repairer 17.76
05400 - Transmission Repair Specialist 21.91
07000 - Food Preparation And Service Occupations
07010 - Baker 12.33
07041 - Cook I 13.60
07042 - Cook II 15.09
07070 - Dishwasher 9.55
07130 - Food Service Worker 11.27
07210 - Meat Cutter 18.87
07260 - Waiter/Waitress 9.30
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.52

09040 - Furniture Handler 17.08
09080 - Furniture Refinisher 22.75
09090 - Furniture Refinisher Helper 19.18
09110 - Furniture Repairer Minor 21.12
09130 - Upholsterer 22.75
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.15
11060 - Elevator Operator 12.83
11090 - Gardener 17.48
11122 - Housekeeping Aide 13.68
11150 - Janitor 13.68
11210 - Laborer Grounds Maintenance 14.66
11240 - Maid or Houseman 11.13
11260 - Pruner 13.58
11270 - Tractor Operator 15.81
11330 - Trail Maintenance Worker 14.66
11360 - Window Cleaner 14.76
12000 - Health Occupations
12010 - Ambulance Driver 19.61
12011 - Breath Alcohol Technician 19.61
12012 - Certified Occupational Therapist Assistant 28.10
12015 - Certified Physical Therapist Assistant 25.63
12020 - Dental Assistant 19.11
12025 - Dental Hygienist 38.30
12030 - EKG Technician 28.45
12035 - Electroneurodiagnostic Technologist 28.45
12040 - Emergency Medical Technician 19.61
12071 - Licensed Practical Nurse I 18.41
12072 - Licensed Practical Nurse II 20.59
12073 - Licensed Practical Nurse III 22.96
12100 - Medical Assistant 17.85
12130 - Medical Laboratory Technician 25.39
12160 - Medical Record Clerk 15.96
12190 - Medical Record Technician 19.61
12195 - Medical Transcriptionist 18.07
12210 - Nuclear Medicine Technologist 43.10
12221 - Nursing Assistant I 11.72
12222 - Nursing Assistant II 13.17
12223 - Nursing Assistant III 14.37
12224 - Nursing Assistant IV 16.14
12235 - Optical Dispenser 17.18
12236 - Optical Technician 17.53
12250 - Pharmacy Technician 14.38
12280 - Phlebotomist 17.43
12305 - Radiologic Technologist 28.21
12311 - Registered Nurse I 25.22
12312 - Registered Nurse II 30.83
12313 - Registered Nurse II Specialist 30.83
12314 - Registered Nurse III 37.30
12315 - Registered Nurse III Anesthetist 37.30

12316 - Registered Nurse IV		44.70
12317 - Scheduler (Drug and Alcohol Testing)		24.74
12320 - Substance Abuse Treatment Counselor		20.41
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.69
13012 - Exhibits Specialist II		22.17
13013 - Exhibits Specialist III		27.13
13041 - Illustrator I		17.91
13042 - Illustrator II		22.17
13043 - Illustrator III		27.13
13047 - Librarian		24.56
13050 - Library Aide/Clerk		16.00
13054 - Library Information Technology Systems Administrator		22.17
13058 - Library Technician		15.51
13061 - Media Specialist I		16.00
13062 - Media Specialist II		19.05
13063 - Media Specialist III		19.95
13071 - Photographer I		15.83
13072 - Photographer II		17.71
13073 - Photographer III		21.94
13074 - Photographer IV		26.85
13075 - Photographer V		32.48
13090 - Technical Order Library Clerk		20.09
13110 - Video Teleconference Technician		16.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.24
14042 - Computer Operator II		20.43
14043 - Computer Operator III		22.80
14044 - Computer Operator IV		25.35
14045 - Computer Operator V		27.91
14071 - Computer Programmer I	(see 1)	26.21
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.24
14160 - Personal Computer Support Technician		25.35
14170 - System Support Specialist		28.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.39
15020 - Aircrew Training Devices Instructor (Rated)		39.07
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		33.39
15060 - Educational Technologist		31.76
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		22.29
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.53

15086 - Maintenance Test Pilot Rotary Wing 40.53
15088 - Non-Maintenance Test/Co-Pilot 40.53
15090 - Technical Instructor 19.14
15095 - Technical Instructor/Course Developer 23.40
15110 - Test Proctor 16.88
15120 - Tutor 16.88
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.94
19040 - Tool And Die Maker 28.83
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.30
21030 - Material Coordinator 22.50
21040 - Material Expediter 22.50
21050 - Material Handling Laborer 15.71
21071 - Order Filler 14.64
21080 - Production Line Worker (Food Processing) 19.30
21110 - Shipping Packer 17.72
21130 - Shipping/Receiving Clerk 17.72
21140 - Store Worker I 14.92
21150 - Stock Clerk 19.01
21210 - Tools And Parts Attendant 19.30
21410 - Warehouse Specialist 19.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.31
23019 - Aircraft Logs and Records Technician 22.07
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.31
23023 - Aircraft Mechanic III 27.32
23040 - Aircraft Mechanic Helper 19.62
23050 - Aircraft Painter 24.32
23060 - Aircraft Servicer 22.07
23070 - Aircraft Survival Flight Equipment Technician 24.32
23080 - Aircraft Worker 23.22
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.22
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.34
23110 - Appliance Mechanic 22.75

23120 - Bicycle Repairer	21.08
23125 - Cable Splicer	42.19
23130 - Carpenter Maintenance	23.83
23140 - Carpet Layer	23.39
23160 - Electrician Maintenance	31.92
23181 - Electronics Technician Maintenance I	29.03
23182 - Electronics Technician Maintenance II	30.60
23183 - Electronics Technician Maintenance III	32.31
23260 - Fabric Worker	22.24
23290 - Fire Alarm System Mechanic	25.52
23310 - Fire Extinguisher Repairer	21.08
23311 - Fuel Distribution System Mechanic	32.52
23312 - Fuel Distribution System Operator	29.95
23370 - General Maintenance Worker	18.94
23380 - Ground Support Equipment Mechanic	25.34
23381 - Ground Support Equipment Servicer	22.07
23382 - Ground Support Equipment Worker	23.22
23391 - Gunsmith I	21.08
23392 - Gunsmith II	23.39
23393 - Gunsmith III	25.52
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.65
23430 - Heavy Equipment Mechanic	25.07
23440 - Heavy Equipment Operator	25.39
23460 - Instrument Mechanic	25.52
23465 - Laboratory/Shelter Mechanic	24.51
23470 - Laborer	15.71
23510 - Locksmith	24.51
23530 - Machinery Maintenance Mechanic	24.24
23550 - Machinist Maintenance	21.40
23580 - Maintenance Trades Helper	17.44
23591 - Metrology Technician I	25.52
23592 - Metrology Technician II	26.54
23593 - Metrology Technician III	27.56
23640 - Millwright	29.95
23710 - Office Appliance Repairer	19.98
23760 - Painter Maintenance	20.15
23790 - Pipefitter Maintenance	30.31
23810 - Plumber Maintenance	28.74
23820 - Pneudraulic Systems Mechanic	25.52
23850 - Rigger	25.52
23870 - Scale Mechanic	23.39
23890 - Sheet-Metal Worker Maintenance	25.35
23910 - Small Engine Mechanic	19.90
23931 - Telecommunications Mechanic I	26.46
23932 - Telecommunications Mechanic II	27.50
23950 - Telephone Lineman	28.12
23960 - Welder Combination Maintenance	22.81

23965 - Well Driller	26.99
23970 - Woodcraft Worker	25.52
23980 - Woodworker	21.08
24000 - Personal Needs Occupations	
24550 - Case Manager	18.23
24570 - Child Care Attendant	12.68
24580 - Child Care Center Clerk	17.09
24610 - Chore Aide	11.52
24620 - Family Readiness And Support Services Coordinator	18.23
24630 - Homemaker	18.65
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.52
25040 - Sewage Plant Operator	23.26
25070 - Stationary Engineer	25.52
25190 - Ventilation Equipment Tender	19.76
25210 - Water Treatment Plant Operator	23.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.58
27007 - Baggage Inspector	14.41
27008 - Corrections Officer	20.79
27010 - Court Security Officer	21.05
27030 - Detection Dog Handler	18.64
27040 - Detention Officer	20.79
27070 - Firefighter	21.47
27101 - Guard I	14.41
27102 - Guard II	18.64
27131 - Police Officer I	27.10
27132 - Police Officer II	30.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.21
28042 - Carnival Equipment Repairer	13.03
28043 - Carnival Worker	9.75
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	16.00
28510 - Recreation Aide/Health Facility Attendant	14.52
28515 - Recreation Specialist	19.82
28630 - Sports Official	12.74
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.54
29020 - Hatch Tender	25.54
29030 - Line Handler	25.54
29041 - Stevedore I	24.28
29042 - Stevedore II	26.75
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.61
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.70
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.59

30021 - Archeological Technician I		18.55
30022 - Archeological Technician II		20.75
30023 - Archeological Technician III		25.71
30030 - Cartographic Technician		25.71
30040 - Civil Engineering Technician		25.11
30051 - Cryogenic Technician I		27.47
30052 - Cryogenic Technician II		30.34
30061 - Drafter/CAD Operator I		18.55
30062 - Drafter/CAD Operator II		20.75
30063 - Drafter/CAD Operator III		23.14
30064 - Drafter/CAD Operator IV		28.47
30081 - Engineering Technician I		16.66
30082 - Engineering Technician II		18.71
30083 - Engineering Technician III		20.96
30084 - Engineering Technician IV		25.93
30085 - Engineering Technician V		31.73
30086 - Engineering Technician VI		38.36
30090 - Environmental Technician		24.77
30095 - Evidence Control Specialist		24.81
30210 - Laboratory Technician		22.08
30221 - Latent Fingerprint Technician I		27.47
30222 - Latent Fingerprint Technician II		30.34
30240 - Mathematical Technician		25.93
30361 - Paralegal/Legal Assistant I		20.43
30362 - Paralegal/Legal Assistant II		25.31
30363 - Paralegal/Legal Assistant III		30.96
30364 - Paralegal/Legal Assistant IV		37.46
30375 - Petroleum Supply Specialist		30.34
30390 - Photo-Optics Technician		25.93
30395 - Radiation Control Technician		30.34
30461 - Technical Writer I		25.71
30462 - Technical Writer II		31.44
30463 - Technical Writer III		38.06
30491 - Unexploded Ordnance (UXO) Technician I		26.44
30492 - Unexploded Ordnance (UXO) Technician II		32.00
30493 - Unexploded Ordnance (UXO) Technician III		38.35
30494 - Unexploded (UXO) Safety Escort		26.44
30495 - Unexploded (UXO) Sweep Personnel		26.44
30501 - Weather Forecaster I		28.47
30502 - Weather Forecaster II		34.63
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.14
30621 - Weather Observer Senior	(see 2)	25.71
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.00
31020 - Bus Aide		15.12
31030 - Bus Driver		20.47
31043 - Driver Courier		15.44
31260 - Parking and Lot Attendant		13.97
31290 - Shuttle Bus Driver		15.39

31310 - Taxi Driver	13.29
31361 - Truckdriver Light	14.95
31362 - Truckdriver Medium	19.55
31363 - Truckdriver Heavy	22.78
31364 - Truckdriver Tractor-Trailer	22.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.60
99030 - Cashier	10.60
99050 - Desk Clerk	11.53
99095 - Embalmer	29.25
99130 - Flight Follower	26.44
99251 - Laboratory Animal Caretaker I	12.00
99252 - Laboratory Animal Caretaker II	12.80
99260 - Marketing Analyst	24.82
99310 - Mortician	29.25
99410 - Pest Controller	22.93
99510 - Photofinishing Worker	13.90
99710 - Recycling Laborer	21.51
99711 - Recycling Specialist	24.88
99730 - Refuse Collector	19.48
99810 - Sales Clerk	13.11
99820 - School Crossing Guard	12.60
99830 - Survey Party Chief	23.52
99831 - Surveying Aide	15.59
99832 - Surveying Technician	21.41
99840 - Vending Machine Attendant	14.81
99841 - Vending Machine Repairer	16.91
99842 - Vending Machine Repairer Helper	14.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4914
Revision No.: 13
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin County of Walworth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.40
01012 - Accounting Clerk II		17.28
01013 - Accounting Clerk III		19.33
01020 - Administrative Assistant		25.48
01035 - Court Reporter		19.27
01041 - Customer Service Representative I		14.30
01042 - Customer Service Representative II		16.08
01043 - Customer Service Representative III		17.54
01051 - Data Entry Operator I		14.97
01052 - Data Entry Operator II		16.34
01060 - Dispatcher Motor Vehicle		19.31
01070 - Document Preparation Clerk		15.21

01090 - Duplicating Machine Operator 15.21
01111 - General Clerk I 13.27
01112 - General Clerk II 14.48
01113 - General Clerk III 16.25
01120 - Housing Referral Assistant 21.29
01141 - Messenger Courier 12.89
01191 - Order Clerk I 14.86
01192 - Order Clerk II 16.22
01261 - Personnel Assistant (Employment) I 16.92
01262 - Personnel Assistant (Employment) II 18.93
01263 - Personnel Assistant (Employment) III 21.11
01270 - Production Control Clerk 22.50
01290 - Rental Clerk 16.16
01300 - Scheduler Maintenance 17.07
01311 - Secretary I 17.07
01312 - Secretary II 19.09
01313 - Secretary III 21.29
01320 - Service Order Dispatcher 17.32
01410 - Supply Technician 25.48
01420 - Survey Worker 21.74
01460 - Switchboard Operator/Receptionist 14.35
01531 - Travel Clerk I 14.73
01532 - Travel Clerk II 15.92
01533 - Travel Clerk III 17.23
01611 - Word Processor I 15.21
01612 - Word Processor II 17.07
01613 - Word Processor III 19.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.91
05010 - Automotive Electrician 21.18
05040 - Automotive Glass Installer 20.38
05070 - Automotive Worker 20.38
05110 - Mobile Equipment Servicer 18.76
05130 - Motor Equipment Metal Mechanic 21.91
05160 - Motor Equipment Metal Worker 20.71
05190 - Motor Vehicle Mechanic 21.91
05220 - Motor Vehicle Mechanic Helper 17.85
05250 - Motor Vehicle Upholstery Worker 19.66
05280 - Motor Vehicle Wrecker 20.38
05310 - Painter Automotive 21.18
05340 - Radiator Repair Specialist 20.38
05370 - Tire Repairer 17.76
05400 - Transmission Repair Specialist 21.91
07000 - Food Preparation And Service Occupations
07010 - Baker 12.33
07041 - Cook I 13.60
07042 - Cook II 15.09
07070 - Dishwasher 9.55
07130 - Food Service Worker 11.27
07210 - Meat Cutter 18.87

07260 - Waiter/Waitress	9.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.52
09040 - Furniture Handler	17.08
09080 - Furniture Refinisher	22.75
09090 - Furniture Refinisher Helper	19.18
09110 - Furniture Repairer Minor	21.12
09130 - Upholsterer	22.75
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.15
11060 - Elevator Operator	12.83
11090 - Gardener	17.48
11122 - Housekeeping Aide	13.68
11150 - Janitor	13.68
11210 - Laborer Grounds Maintenance	14.66
11240 - Maid or Houseman	11.13
11260 - Pruner	13.58
11270 - Tractor Operator	15.81
11330 - Trail Maintenance Worker	14.66
11360 - Window Cleaner	14.76
12000 - Health Occupations	
12010 - Ambulance Driver	19.61
12011 - Breath Alcohol Technician	19.61
12012 - Certified Occupational Therapist Assistant	28.10
12015 - Certified Physical Therapist Assistant	25.63
12020 - Dental Assistant	19.11
12025 - Dental Hygienist	38.30
12030 - EKG Technician	28.45
12035 - Electroneurodiagnostic Technologist	28.45
12040 - Emergency Medical Technician	19.61
12071 - Licensed Practical Nurse I	18.41
12072 - Licensed Practical Nurse II	20.59
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	17.85
12130 - Medical Laboratory Technician	25.39
12160 - Medical Record Clerk	15.96
12190 - Medical Record Technician	19.61
12195 - Medical Transcriptionist	18.07
12210 - Nuclear Medicine Technologist	43.10
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	17.18
12236 - Optical Technician	17.53
12250 - Pharmacy Technician	14.38
12280 - Phlebotomist	17.43
12305 - Radiologic Technologist	28.21
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	30.83

12313 - Registered Nurse II Specialist		30.83
12314 - Registered Nurse III		37.30
12315 - Registered Nurse III Anesthetist		37.30
12316 - Registered Nurse IV		44.70
12317 - Scheduler (Drug and Alcohol Testing)		24.74
12320 - Substance Abuse Treatment Counselor		20.41
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.69
13012 - Exhibits Specialist II		22.17
13013 - Exhibits Specialist III		27.13
13041 - Illustrator I		17.91
13042 - Illustrator II		22.17
13043 - Illustrator III		27.13
13047 - Librarian		24.56
13050 - Library Aide/Clerk		16.00
13054 - Library Information Technology Systems Administrator		22.17
13058 - Library Technician		15.51
13061 - Media Specialist I		16.00
13062 - Media Specialist II		19.05
13063 - Media Specialist III		19.95
13071 - Photographer I		15.83
13072 - Photographer II		17.71
13073 - Photographer III		21.94
13074 - Photographer IV		26.85
13075 - Photographer V		32.48
13090 - Technical Order Library Clerk		20.09
13110 - Video Teleconference Technician		16.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.24
14042 - Computer Operator II		20.43
14043 - Computer Operator III		22.80
14044 - Computer Operator IV		25.35
14045 - Computer Operator V		27.91
14071 - Computer Programmer I	(see 1)	26.21
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.24
14160 - Personal Computer Support Technician		25.35
14170 - System Support Specialist		28.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.39
15020 - Aircrew Training Devices Instructor (Rated)		39.07
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		33.39
15060 - Educational Technologist		31.76

15070 - Flight Instructor (Pilot) 44.48
15080 - Graphic Artist 22.29
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.53
15086 - Maintenance Test Pilot Rotary Wing 40.53
15088 - Non-Maintenance Test/Co-Pilot 40.53
15090 - Technical Instructor 19.14
15095 - Technical Instructor/Course Developer 23.40
15110 - Test Proctor 16.88
15120 - Tutor 16.88
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.94
19040 - Tool And Die Maker 28.83
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.30
21030 - Material Coordinator 22.50
21040 - Material Expediter 22.50
21050 - Material Handling Laborer 15.71
21071 - Order Filler 14.64
21080 - Production Line Worker (Food Processing) 19.30
21110 - Shipping Packer 17.72
21130 - Shipping/Receiving Clerk 17.72
21140 - Store Worker I 14.92
21150 - Stock Clerk 19.01
21210 - Tools And Parts Attendant 19.30
21410 - Warehouse Specialist 19.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.31
23019 - Aircraft Logs and Records Technician 22.07
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.31
23023 - Aircraft Mechanic III 27.32
23040 - Aircraft Mechanic Helper 19.62
23050 - Aircraft Painter 24.32
23060 - Aircraft Servicer 22.07
23070 - Aircraft Survival Flight Equipment Technician 24.32
23080 - Aircraft Worker 23.22
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.22

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.34
23110 - Appliance Mechanic 22.75
23120 - Bicycle Repairer 21.08
23125 - Cable Splicer 42.19
23130 - Carpenter Maintenance 23.83
23140 - Carpet Layer 23.39
23160 - Electrician Maintenance 31.92
23181 - Electronics Technician Maintenance I 29.03
23182 - Electronics Technician Maintenance II 30.60
23183 - Electronics Technician Maintenance III 32.31
23260 - Fabric Worker 22.24
23290 - Fire Alarm System Mechanic 25.52
23310 - Fire Extinguisher Repairer 21.08
23311 - Fuel Distribution System Mechanic 32.52
23312 - Fuel Distribution System Operator 29.95
23370 - General Maintenance Worker 18.94
23380 - Ground Support Equipment Mechanic 25.34
23381 - Ground Support Equipment Servicer 22.07
23382 - Ground Support Equipment Worker 23.22
23391 - Gunsmith I 21.08
23392 - Gunsmith II 23.39
23393 - Gunsmith III 25.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.65
23430 - Heavy Equipment Mechanic 25.07
23440 - Heavy Equipment Operator 25.39
23460 - Instrument Mechanic 25.52
23465 - Laboratory/Shelter Mechanic 24.51
23470 - Laborer 15.71
23510 - Locksmith 24.51
23530 - Machinery Maintenance Mechanic 24.24
23550 - Machinist Maintenance 21.40
23580 - Maintenance Trades Helper 17.44
23591 - Metrology Technician I 25.52
23592 - Metrology Technician II 26.54
23593 - Metrology Technician III 27.56
23640 - Millwright 29.95
23710 - Office Appliance Repairer 19.98
23760 - Painter Maintenance 20.15
23790 - Pipefitter Maintenance 30.31
23810 - Plumber Maintenance 28.74
23820 - Pneudraulic Systems Mechanic 25.52
23850 - Rigger 25.52
23870 - Scale Mechanic 23.39
23890 - Sheet-Metal Worker Maintenance 25.35
23910 - Small Engine Mechanic 19.90
23931 - Telecommunications Mechanic I 26.46

23932 - Telecommunications Mechanic II	27.50
23950 - Telephone Lineman	28.12
23960 - Welder Combination Maintenance	22.81
23965 - Well Driller	26.99
23970 - Woodcraft Worker	25.52
23980 - Woodworker	21.08
24000 - Personal Needs Occupations	
24550 - Case Manager	18.23
24570 - Child Care Attendant	12.68
24580 - Child Care Center Clerk	17.09
24610 - Chore Aide	11.52
24620 - Family Readiness And Support Services Coordinator	18.23
24630 - Homemaker	18.65
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.52
25040 - Sewage Plant Operator	23.26
25070 - Stationary Engineer	25.52
25190 - Ventilation Equipment Tender	19.76
25210 - Water Treatment Plant Operator	23.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.58
27007 - Baggage Inspector	14.41
27008 - Corrections Officer	20.79
27010 - Court Security Officer	21.05
27030 - Detection Dog Handler	18.64
27040 - Detention Officer	20.79
27070 - Firefighter	21.47
27101 - Guard I	14.41
27102 - Guard II	18.64
27131 - Police Officer I	27.10
27132 - Police Officer II	30.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.21
28042 - Carnival Equipment Repairer	13.03
28043 - Carnival Worker	9.75
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	16.00
28510 - Recreation Aide/Health Facility Attendant	14.52
28515 - Recreation Specialist	19.82
28630 - Sports Official	12.74
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.54
29020 - Hatch Tender	25.54
29030 - Line Handler	25.54
29041 - Stevedore I	24.28
29042 - Stevedore II	26.75
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.61
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.70
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.59
30021 - Archeological Technician I 18.55
30022 - Archeological Technician II 20.75
30023 - Archeological Technician III 25.71
30030 - Cartographic Technician 25.71
30040 - Civil Engineering Technician 25.11
30051 - Cryogenic Technician I 27.47
30052 - Cryogenic Technician II 30.34
30061 - Drafter/CAD Operator I 18.55
30062 - Drafter/CAD Operator II 20.75
30063 - Drafter/CAD Operator III 23.14
30064 - Drafter/CAD Operator IV 28.47
30081 - Engineering Technician I 16.66
30082 - Engineering Technician II 18.71
30083 - Engineering Technician III 20.96
30084 - Engineering Technician IV 25.93
30085 - Engineering Technician V 31.73
30086 - Engineering Technician VI 38.36
30090 - Environmental Technician 24.77
30095 - Evidence Control Specialist 24.81
30210 - Laboratory Technician 22.08
30221 - Latent Fingerprint Technician I 27.47
30222 - Latent Fingerprint Technician II 30.34
30240 - Mathematical Technician 25.93
30361 - Paralegal/Legal Assistant I 20.43
30362 - Paralegal/Legal Assistant II 25.31
30363 - Paralegal/Legal Assistant III 30.96
30364 - Paralegal/Legal Assistant IV 37.46
30375 - Petroleum Supply Specialist 30.34
30390 - Photo-Optics Technician 25.93
30395 - Radiation Control Technician 30.34
30461 - Technical Writer I 25.71
30462 - Technical Writer II 31.44
30463 - Technical Writer III 38.06
30491 - Unexploded Ordnance (UXO) Technician I 26.44
30492 - Unexploded Ordnance (UXO) Technician II 32.00
30493 - Unexploded Ordnance (UXO) Technician III 38.35
30494 - Unexploded (UXO) Safety Escort 26.44
30495 - Unexploded (UXO) Sweep Personnel 26.44
30501 - Weather Forecaster I 28.47
30502 - Weather Forecaster II 34.63
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.14
30621 - Weather Observer Senior (see 2) 25.71
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.00
31020 - Bus Aide 15.12
31030 - Bus Driver 20.47

31043 - Driver Courier	15.44
31260 - Parking and Lot Attendant	13.97
31290 - Shuttle Bus Driver	15.39
31310 - Taxi Driver	13.29
31361 - Truckdriver Light	14.95
31362 - Truckdriver Medium	19.55
31363 - Truckdriver Heavy	22.78
31364 - Truckdriver Tractor-Trailer	22.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.60
99030 - Cashier	10.60
99050 - Desk Clerk	11.53
99095 - Embalmer	29.25
99130 - Flight Follower	26.44
99251 - Laboratory Animal Caretaker I	12.00
99252 - Laboratory Animal Caretaker II	12.80
99260 - Marketing Analyst	24.82
99310 - Mortician	29.25
99410 - Pest Controller	22.93
99510 - Photofinishing Worker	13.90
99710 - Recycling Laborer	21.51
99711 - Recycling Specialist	24.88
99730 - Refuse Collector	19.48
99810 - Sales Clerk	13.11
99820 - School Crossing Guard	12.60
99830 - Survey Party Chief	23.52
99831 - Surveying Aide	15.59
99832 - Surveying Technician	21.41
99840 - Vending Machine Attendant	14.81
99841 - Vending Machine Repairer	16.91
99842 - Vending Machine Repairer Helper	14.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4917
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin County of Polk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.12
01012 - Accounting Clerk II		16.97
01013 - Accounting Clerk III		18.99
01020 - Administrative Assistant		23.88
01035 - Court Reporter		19.17
01041 - Customer Service Representative I		13.34
01042 - Customer Service Representative II		15.00
01043 - Customer Service Representative III		16.36
01051 - Data Entry Operator I		15.44
01052 - Data Entry Operator II		16.84
01060 - Dispatcher Motor Vehicle		21.93
01070 - Document Preparation Clerk		15.07
01090 - Duplicating Machine Operator		15.07
01111 - General Clerk I		14.06
01112 - General Clerk II		15.33

01113 - General Clerk III 18.25
01120 - Housing Referral Assistant 22.38
01141 - Messenger Courier 13.62
01191 - Order Clerk I 16.23
01192 - Order Clerk II 17.72
01261 - Personnel Assistant (Employment) I 17.75
01262 - Personnel Assistant (Employment) II 19.86
01263 - Personnel Assistant (Employment) III 22.13
01270 - Production Control Clerk 22.34
01290 - Rental Clerk 16.80
01300 - Scheduler Maintenance 17.95
01311 - Secretary I 17.95
01312 - Secretary II 20.09
01313 - Secretary III 22.38
01320 - Service Order Dispatcher 20.00
01410 - Supply Technician 23.88
01420 - Survey Worker 19.57
01460 - Switchboard Operator/Receptionist 15.24
01531 - Travel Clerk I 14.51
01532 - Travel Clerk II 15.67
01533 - Travel Clerk III 16.84
01611 - Word Processor I 15.01
01612 - Word Processor II 16.85
01613 - Word Processor III 18.85
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.66
05010 - Automotive Electrician 20.79
05040 - Automotive Glass Installer 19.11
05070 - Automotive Worker 19.93
05110 - Mobile Equipment Servicer 17.51
05130 - Motor Equipment Metal Mechanic 21.60
05160 - Motor Equipment Metal Worker 19.93
05190 - Motor Vehicle Mechanic 21.70
05220 - Motor Vehicle Mechanic Helper 16.72
05250 - Motor Vehicle Upholstery Worker 18.51
05280 - Motor Vehicle Wrecker 19.93
05310 - Painter Automotive 19.94
05340 - Radiator Repair Specialist 19.73
05370 - Tire Repairer 16.53
05400 - Transmission Repair Specialist 21.60
07000 - Food Preparation And Service Occupations
07010 - Baker 13.80
07041 - Cook I 14.16
07042 - Cook II 15.93
07070 - Dishwasher 10.58
07130 - Food Service Worker 11.29
07210 - Meat Cutter 20.01
07260 - Waiter/Waitress 11.59
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.90

09040 - Furniture Handler 16.13
09080 - Furniture Refinisher 19.90
09090 - Furniture Refinisher Helper 18.07
09110 - Furniture Repairer Minor 19.60
09130 - Upholsterer 20.98
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.60
11060 - Elevator Operator 15.31
11090 - Gardener 20.25
11122 - Housekeeping Aide 15.31
11150 - Janitor 15.31
11210 - Laborer Grounds Maintenance 16.54
11240 - Maid or Houseman 11.43
11260 - Pruner 16.00
11270 - Tractor Operator 18.46
11330 - Trail Maintenance Worker 16.54
11360 - Window Cleaner 16.67
12000 - Health Occupations
12010 - Ambulance Driver 19.85
12011 - Breath Alcohol Technician 19.85
12012 - Certified Occupational Therapist Assistant 28.78
12015 - Certified Physical Therapist Assistant 26.13
12020 - Dental Assistant 19.97
12025 - Dental Hygienist 37.15
12030 - EKG Technician 30.08
12035 - Electroneurodiagnostic Technologist 30.08
12040 - Emergency Medical Technician 19.85
12071 - Licensed Practical Nurse I 17.74
12072 - Licensed Practical Nurse II 19.85
12073 - Licensed Practical Nurse III 22.13
12100 - Medical Assistant 17.68
12130 - Medical Laboratory Technician 25.43
12160 - Medical Record Clerk 16.54
12190 - Medical Record Technician 19.85
12195 - Medical Transcriptionist 20.68
12210 - Nuclear Medicine Technologist 43.62
12221 - Nursing Assistant I 11.45
12222 - Nursing Assistant II 12.88
12223 - Nursing Assistant III 14.05
12224 - Nursing Assistant IV 15.81
12235 - Optical Dispenser 18.70
12236 - Optical Technician 17.74
12250 - Pharmacy Technician 17.06
12280 - Phlebotomist 17.19
12305 - Radiologic Technologist 27.82
12311 - Registered Nurse I 29.71
12312 - Registered Nurse II 36.35
12313 - Registered Nurse II Specialist 36.35
12314 - Registered Nurse III 43.98
12315 - Registered Nurse III Anesthetist 43.98

12316 - Registered Nurse IV		52.71
12317 - Scheduler (Drug and Alcohol Testing)		24.59
12320 - Substance Abuse Treatment Counselor		27.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.47
13012 - Exhibits Specialist II		26.14
13013 - Exhibits Specialist III		30.90
13041 - Illustrator I		21.81
13042 - Illustrator II		27.01
13043 - Illustrator III		33.05
13047 - Librarian		33.12
13050 - Library Aide/Clerk		13.54
13054 - Library Information Technology Systems Administrator		25.74
13058 - Library Technician		18.54
13061 - Media Specialist I		18.14
13062 - Media Specialist II		19.95
13063 - Media Specialist III		22.00
13071 - Photographer I		18.66
13072 - Photographer II		20.87
13073 - Photographer III		25.85
13074 - Photographer IV		31.63
13075 - Photographer V		36.15
13090 - Technical Order Library Clerk		16.90
13110 - Video Teleconference Technician		19.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.63
14042 - Computer Operator II		20.85
14043 - Computer Operator III		23.23
14044 - Computer Operator IV		25.81
14045 - Computer Operator V		28.59
14071 - Computer Programmer I	(see 1)	26.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.63
14160 - Personal Computer Support Technician		25.81
14170 - System Support Specialist		28.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.82
15020 - Aircrew Training Devices Instructor (Rated)		39.04
15030 - Air Crew Training Devices Instructor (Pilot)		42.83
15050 - Computer Based Training Specialist / Instructor		34.82
15060 - Educational Technologist		28.75
15070 - Flight Instructor (Pilot)		42.83
15080 - Graphic Artist		24.15
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.41

15086 - Maintenance Test Pilot Rotary Wing 41.41
15088 - Non-Maintenance Test/Co-Pilot 41.41
15090 - Technical Instructor 23.67
15095 - Technical Instructor/Course Developer 28.96
15110 - Test Proctor 19.57
15120 - Tutor 19.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.64
19040 - Tool And Die Maker 29.32
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.21
21030 - Material Coordinator 22.34
21040 - Material Expediter 22.34
21050 - Material Handling Laborer 16.13
21071 - Order Filler 17.51
21080 - Production Line Worker (Food Processing) 20.21
21110 - Shipping Packer 18.04
21130 - Shipping/Receiving Clerk 18.04
21140 - Store Worker I 14.98
21150 - Stock Clerk 19.20
21210 - Tools And Parts Attendant 20.21
21410 - Warehouse Specialist 20.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.14
23019 - Aircraft Logs and Records Technician 24.57
23021 - Aircraft Mechanic I 27.99
23022 - Aircraft Mechanic II 29.14
23023 - Aircraft Mechanic III 30.35
23040 - Aircraft Mechanic Helper 21.64
23050 - Aircraft Painter 26.79
23060 - Aircraft Servicer 24.57
23070 - Aircraft Survival Flight Equipment Technician 26.79
23080 - Aircraft Worker 25.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.65
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.99
23110 - Appliance Mechanic 25.48

23120 - Bicycle Repairer 21.96
23125 - Cable Splicer 42.37
23130 - Carpenter Maintenance 24.26
23140 - Carpet Layer 26.15
23160 - Electrician Maintenance 29.96
23181 - Electronics Technician Maintenance I 24.72
23182 - Electronics Technician Maintenance II 26.06
23183 - Electronics Technician Maintenance III 29.52
23260 - Fabric Worker 23.35
23290 - Fire Alarm System Mechanic 27.32
23310 - Fire Extinguisher Repairer 21.96
23311 - Fuel Distribution System Mechanic 28.01
23312 - Fuel Distribution System Operator 24.13
23370 - General Maintenance Worker 21.45
23380 - Ground Support Equipment Mechanic 27.99
23381 - Ground Support Equipment Servicer 25.65
23382 - Ground Support Equipment Worker 25.65
23391 - Gunsmith I 23.64
23392 - Gunsmith II 25.92
23393 - Gunsmith III 27.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.16
23430 - Heavy Equipment Mechanic 24.74
23440 - Heavy Equipment Operator 32.59
23460 - Instrument Mechanic 27.32
23465 - Laboratory/Shelter Mechanic 26.05
23470 - Laborer 16.13
23510 - Locksmith 26.05
23530 - Machinery Maintenance Mechanic 25.63
23550 - Machinist Maintenance 21.98
23580 - Maintenance Trades Helper 17.81
23591 - Metrology Technician I 27.32
23592 - Metrology Technician II 28.54
23593 - Metrology Technician III 29.80
23640 - Millwright 27.32
23710 - Office Appliance Repairer 24.32
23760 - Painter Maintenance 21.49
23790 - Pipefitter Maintenance 32.29
23810 - Plumber Maintenance 30.79
23820 - Pneudraulic Systems Mechanic 27.32
23850 - Rigger 27.32
23870 - Scale Mechanic 24.72
23890 - Sheet-Metal Worker Maintenance 29.90
23910 - Small Engine Mechanic 23.36
23931 - Telecommunications Mechanic I 26.00
23932 - Telecommunications Mechanic II 27.07
23950 - Telephone Lineman 27.32
23960 - Welder Combination Maintenance 22.63

23965 - Well Driller		27.32
23970 - Woodcraft Worker		27.32
23980 - Woodworker		21.96
24000 - Personal Needs Occupations		
24550 - Case Manager		18.30
24570 - Child Care Attendant		13.15
24580 - Child Care Center Clerk		18.03
24610 - Chore Aide		11.42
24620 - Family Readiness And Support Services Coordinator		18.30
24630 - Homemaker		20.05
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.32
25040 - Sewage Plant Operator		24.58
25070 - Stationary Engineer		27.32
25190 - Ventilation Equipment Tender		20.79
25210 - Water Treatment Plant Operator		24.58
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.00
27007 - Baggage Inspector		16.36
27008 - Corrections Officer		20.78
27010 - Court Security Officer		21.99
27030 - Detection Dog Handler		18.37
27040 - Detention Officer		20.78
27070 - Firefighter		20.84
27101 - Guard I		16.36
27102 - Guard II		18.37
27131 - Police Officer I		27.66
27132 - Police Officer II		30.73
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.66
28042 - Carnival Equipment Repairer		14.58
28043 - Carnival Worker		10.88
28210 - Gate Attendant/Gate Tender		14.99
28310 - Lifeguard		11.28
28350 - Park Attendant (Aide)		16.77
28510 - Recreation Aide/Health Facility Attendant		12.24
28515 - Recreation Specialist		20.77
28630 - Sports Official		13.35
28690 - Swimming Pool Operator		19.47
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.63
29020 - Hatch Tender		25.63
29030 - Line Handler		25.63
29041 - Stevedore I		24.75
29042 - Stevedore II		26.78
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		20.60
30022 - Archeological Technician II		23.05
30023 - Archeological Technician III		28.54
30030 - Cartographic Technician		29.12
30040 - Civil Engineering Technician		26.41
30051 - Cryogenic Technician I		24.11
30052 - Cryogenic Technician II		26.63
30061 - Drafter/CAD Operator I		20.60
30062 - Drafter/CAD Operator II		23.05
30063 - Drafter/CAD Operator III		25.69
30064 - Drafter/CAD Operator IV		31.62
30081 - Engineering Technician I		18.51
30082 - Engineering Technician II		21.39
30083 - Engineering Technician III		23.93
30084 - Engineering Technician IV		29.64
30085 - Engineering Technician V		31.93
30086 - Engineering Technician VI		39.73
30090 - Environmental Technician		25.43
30095 - Evidence Control Specialist		21.77
30210 - Laboratory Technician		20.75
30221 - Latent Fingerprint Technician I		24.11
30222 - Latent Fingerprint Technician II		26.63
30240 - Mathematical Technician		23.33
30361 - Paralegal/Legal Assistant I		20.05
30362 - Paralegal/Legal Assistant II		24.83
30363 - Paralegal/Legal Assistant III		30.38
30364 - Paralegal/Legal Assistant IV		36.76
30375 - Petroleum Supply Specialist		26.63
30390 - Photo-Optics Technician		29.64
30395 - Radiation Control Technician		26.63
30461 - Technical Writer I		25.29
30462 - Technical Writer II		30.95
30463 - Technical Writer III		37.39
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		31.62
30502 - Weather Forecaster II		38.46
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.69
30621 - Weather Observer Senior	(see 2)	28.54
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.51
31030 - Bus Driver		20.40
31043 - Driver Courier		16.94
31260 - Parking and Lot Attendant		14.30
31290 - Shuttle Bus Driver		18.14

31310 - Taxi Driver	13.41
31361 - Truckdriver Light	18.14
31362 - Truckdriver Medium	22.10
31363 - Truckdriver Heavy	22.46
31364 - Truckdriver Tractor-Trailer	22.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.02
99050 - Desk Clerk	10.74
99095 - Embalmer	35.34
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.42
99252 - Laboratory Animal Caretaker II	12.22
99260 - Marketing Analyst	24.60
99310 - Mortician	35.34
99410 - Pest Controller	23.35
99510 - Photofinishing Worker	17.97
99710 - Recycling Laborer	20.39
99711 - Recycling Specialist	23.70
99730 - Refuse Collector	18.73
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	16.37
99830 - Survey Party Chief	29.97
99831 - Surveying Aide	19.91
99832 - Surveying Technician	22.89
99840 - Vending Machine Attendant	20.57
99841 - Vending Machine Repairer	24.71
99842 - Vending Machine Repairer Helper	20.57

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4918
Revision No.: 13
Date Of Last Revision: 05/12/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin County of Polk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.12
01012 - Accounting Clerk II		16.97
01013 - Accounting Clerk III		18.99
01020 - Administrative Assistant		23.88
01035 - Court Reporter		19.17
01041 - Customer Service Representative I		13.34
01042 - Customer Service Representative II		15.00
01043 - Customer Service Representative III		16.36
01051 - Data Entry Operator I		15.44
01052 - Data Entry Operator II		16.84
01060 - Dispatcher Motor Vehicle		21.93
01070 - Document Preparation Clerk		15.07

01090 - Duplicating Machine Operator	15.07
01111 - General Clerk I	14.06
01112 - General Clerk II	15.33
01113 - General Clerk III	18.25
01120 - Housing Referral Assistant	22.38
01141 - Messenger Courier	13.62
01191 - Order Clerk I	16.23
01192 - Order Clerk II	17.72
01261 - Personnel Assistant (Employment) I	17.75
01262 - Personnel Assistant (Employment) II	19.86
01263 - Personnel Assistant (Employment) III	22.13
01270 - Production Control Clerk	22.34
01290 - Rental Clerk	16.80
01300 - Scheduler Maintenance	17.95
01311 - Secretary I	17.95
01312 - Secretary II	20.09
01313 - Secretary III	22.38
01320 - Service Order Dispatcher	20.00
01410 - Supply Technician	23.88
01420 - Survey Worker	19.57
01460 - Switchboard Operator/Receptionist	15.24
01531 - Travel Clerk I	14.51
01532 - Travel Clerk II	15.67
01533 - Travel Clerk III	16.84
01611 - Word Processor I	15.01
01612 - Word Processor II	16.85
01613 - Word Processor III	18.85
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.66
05010 - Automotive Electrician	20.79
05040 - Automotive Glass Installer	19.11
05070 - Automotive Worker	19.93
05110 - Mobile Equipment Servicer	17.51
05130 - Motor Equipment Metal Mechanic	21.60
05160 - Motor Equipment Metal Worker	19.93
05190 - Motor Vehicle Mechanic	21.70
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.51
05280 - Motor Vehicle Wrecker	19.93
05310 - Painter Automotive	19.94
05340 - Radiator Repair Specialist	19.73
05370 - Tire Repairer	16.53
05400 - Transmission Repair Specialist	21.60
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.80
07041 - Cook I	14.16
07042 - Cook II	15.93
07070 - Dishwasher	10.58
07130 - Food Service Worker	11.29
07210 - Meat Cutter	20.01

07260 - Waiter/Waitress	11.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.90
09040 - Furniture Handler	16.13
09080 - Furniture Refinisher	19.90
09090 - Furniture Refinisher Helper	18.07
09110 - Furniture Repairer Minor	19.60
09130 - Upholsterer	20.98
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.60
11060 - Elevator Operator	15.31
11090 - Gardener	20.25
11122 - Housekeeping Aide	15.31
11150 - Janitor	15.31
11210 - Laborer Grounds Maintenance	16.54
11240 - Maid or Houseman	11.43
11260 - Pruner	16.00
11270 - Tractor Operator	18.46
11330 - Trail Maintenance Worker	16.54
11360 - Window Cleaner	16.67
12000 - Health Occupations	
12010 - Ambulance Driver	19.85
12011 - Breath Alcohol Technician	19.85
12012 - Certified Occupational Therapist Assistant	28.78
12015 - Certified Physical Therapist Assistant	26.13
12020 - Dental Assistant	19.97
12025 - Dental Hygienist	37.15
12030 - EKG Technician	30.08
12035 - Electroneurodiagnostic Technologist	30.08
12040 - Emergency Medical Technician	19.85
12071 - Licensed Practical Nurse I	17.74
12072 - Licensed Practical Nurse II	19.85
12073 - Licensed Practical Nurse III	22.13
12100 - Medical Assistant	17.68
12130 - Medical Laboratory Technician	25.43
12160 - Medical Record Clerk	16.54
12190 - Medical Record Technician	19.85
12195 - Medical Transcriptionist	20.68
12210 - Nuclear Medicine Technologist	43.62
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.88
12223 - Nursing Assistant III	14.05
12224 - Nursing Assistant IV	15.81
12235 - Optical Dispenser	18.70
12236 - Optical Technician	17.74
12250 - Pharmacy Technician	17.06
12280 - Phlebotomist	17.19
12305 - Radiologic Technologist	27.82
12311 - Registered Nurse I	29.71
12312 - Registered Nurse II	36.35

12313 - Registered Nurse II Specialist		36.35
12314 - Registered Nurse III		43.98
12315 - Registered Nurse III Anesthetist		43.98
12316 - Registered Nurse IV		52.71
12317 - Scheduler (Drug and Alcohol Testing)		24.59
12320 - Substance Abuse Treatment Counselor		27.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.47
13012 - Exhibits Specialist II		26.14
13013 - Exhibits Specialist III		30.90
13041 - Illustrator I		21.81
13042 - Illustrator II		27.01
13043 - Illustrator III		33.05
13047 - Librarian		33.12
13050 - Library Aide/Clerk		13.54
13054 - Library Information Technology Systems Administrator		25.74
13058 - Library Technician		18.54
13061 - Media Specialist I		18.14
13062 - Media Specialist II		19.95
13063 - Media Specialist III		22.00
13071 - Photographer I		18.66
13072 - Photographer II		20.87
13073 - Photographer III		25.85
13074 - Photographer IV		31.63
13075 - Photographer V		36.15
13090 - Technical Order Library Clerk		16.90
13110 - Video Teleconference Technician		19.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.63
14042 - Computer Operator II		20.85
14043 - Computer Operator III		23.23
14044 - Computer Operator IV		25.81
14045 - Computer Operator V		28.59
14071 - Computer Programmer I	(see 1)	26.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.63
14160 - Personal Computer Support Technician		25.81
14170 - System Support Specialist		28.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.82
15020 - Aircrew Training Devices Instructor (Rated)		39.04
15030 - Air Crew Training Devices Instructor (Pilot)		42.83
15050 - Computer Based Training Specialist / Instructor		34.82
15060 - Educational Technologist		28.75

15070 - Flight Instructor (Pilot) 42.83
15080 - Graphic Artist 24.15
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.41
15086 - Maintenance Test Pilot Rotary Wing 41.41
15088 - Non-Maintenance Test/Co-Pilot 41.41
15090 - Technical Instructor 23.67
15095 - Technical Instructor/Course Developer 28.96
15110 - Test Proctor 19.57
15120 - Tutor 19.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.64
19040 - Tool And Die Maker 29.32
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.21
21030 - Material Coordinator 22.34
21040 - Material Expediter 22.34
21050 - Material Handling Laborer 16.13
21071 - Order Filler 17.51
21080 - Production Line Worker (Food Processing) 20.21
21110 - Shipping Packer 18.04
21130 - Shipping/Receiving Clerk 18.04
21140 - Store Worker I 14.98
21150 - Stock Clerk 19.20
21210 - Tools And Parts Attendant 20.21
21410 - Warehouse Specialist 20.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.14
23019 - Aircraft Logs and Records Technician 24.57
23021 - Aircraft Mechanic I 27.99
23022 - Aircraft Mechanic II 29.14
23023 - Aircraft Mechanic III 30.35
23040 - Aircraft Mechanic Helper 21.64
23050 - Aircraft Painter 26.79
23060 - Aircraft Servicer 24.57
23070 - Aircraft Survival Flight Equipment Technician 26.79
23080 - Aircraft Worker 25.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.65

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.99
23110 - Appliance Mechanic 25.48
23120 - Bicycle Repairer 21.96
23125 - Cable Splicer 42.37
23130 - Carpenter Maintenance 24.26
23140 - Carpet Layer 26.15
23160 - Electrician Maintenance 29.96
23181 - Electronics Technician Maintenance I 24.72
23182 - Electronics Technician Maintenance II 26.06
23183 - Electronics Technician Maintenance III 29.52
23260 - Fabric Worker 23.35
23290 - Fire Alarm System Mechanic 27.32
23310 - Fire Extinguisher Repairer 21.96
23311 - Fuel Distribution System Mechanic 28.01
23312 - Fuel Distribution System Operator 24.13
23370 - General Maintenance Worker 21.45
23380 - Ground Support Equipment Mechanic 27.99
23381 - Ground Support Equipment Servicer 25.65
23382 - Ground Support Equipment Worker 25.65
23391 - Gunsmith I 23.64
23392 - Gunsmith II 25.92
23393 - Gunsmith III 27.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.16
23430 - Heavy Equipment Mechanic 24.74
23440 - Heavy Equipment Operator 32.59
23460 - Instrument Mechanic 27.32
23465 - Laboratory/Shelter Mechanic 26.05
23470 - Laborer 16.13
23510 - Locksmith 26.05
23530 - Machinery Maintenance Mechanic 25.63
23550 - Machinist Maintenance 21.98
23580 - Maintenance Trades Helper 17.81
23591 - Metrology Technician I 27.32
23592 - Metrology Technician II 28.54
23593 - Metrology Technician III 29.80
23640 - Millwright 27.32
23710 - Office Appliance Repairer 24.32
23760 - Painter Maintenance 21.49
23790 - Pipefitter Maintenance 32.29
23810 - Plumber Maintenance 30.79
23820 - Pneudraulic Systems Mechanic 27.32
23850 - Rigger 27.32
23870 - Scale Mechanic 24.72
23890 - Sheet-Metal Worker Maintenance 29.90
23910 - Small Engine Mechanic 23.36
23931 - Telecommunications Mechanic I 26.00

23932 - Telecommunications Mechanic II 27.07
23950 - Telephone Lineman 27.32
23960 - Welder Combination Maintenance 22.63
23965 - Well Driller 27.32
23970 - Woodcraft Worker 27.32
23980 - Woodworker 21.96
24000 - Personal Needs Occupations
24550 - Case Manager 18.30
24570 - Child Care Attendant 13.15
24580 - Child Care Center Clerk 18.03
24610 - Chore Aide 11.42
24620 - Family Readiness And Support Services Coordinator 18.30
24630 - Homemaker 20.05
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.32
25040 - Sewage Plant Operator 24.58
25070 - Stationary Engineer 27.32
25190 - Ventilation Equipment Tender 20.79
25210 - Water Treatment Plant Operator 24.58
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.00
27007 - Baggage Inspector 16.36
27008 - Corrections Officer 20.78
27010 - Court Security Officer 21.99
27030 - Detection Dog Handler 18.37
27040 - Detention Officer 20.78
27070 - Firefighter 20.84
27101 - Guard I 16.36
27102 - Guard II 18.37
27131 - Police Officer I 27.66
27132 - Police Officer II 30.73
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.66
28042 - Carnival Equipment Repairer 14.58
28043 - Carnival Worker 10.88
28210 - Gate Attendant/Gate Tender 14.99
28310 - Lifeguard 11.28
28350 - Park Attendant (Aide) 16.77
28510 - Recreation Aide/Health Facility Attendant 12.24
28515 - Recreation Specialist 20.77
28630 - Sports Official 13.35
28690 - Swimming Pool Operator 19.47
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.63
29020 - Hatch Tender 25.63
29030 - Line Handler 25.63
29041 - Stevedore I 24.75
29042 - Stevedore II 26.78
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 20.60
30022 - Archeological Technician II 23.05
30023 - Archeological Technician III 28.54
30030 - Cartographic Technician 29.12
30040 - Civil Engineering Technician 26.41
30051 - Cryogenic Technician I 24.11
30052 - Cryogenic Technician II 26.63
30061 - Drafter/CAD Operator I 20.60
30062 - Drafter/CAD Operator II 23.05
30063 - Drafter/CAD Operator III 25.69
30064 - Drafter/CAD Operator IV 31.62
30081 - Engineering Technician I 18.51
30082 - Engineering Technician II 21.39
30083 - Engineering Technician III 23.93
30084 - Engineering Technician IV 29.64
30085 - Engineering Technician V 31.93
30086 - Engineering Technician VI 39.73
30090 - Environmental Technician 25.43
30095 - Evidence Control Specialist 21.77
30210 - Laboratory Technician 20.75
30221 - Latent Fingerprint Technician I 24.11
30222 - Latent Fingerprint Technician II 26.63
30240 - Mathematical Technician 23.33
30361 - Paralegal/Legal Assistant I 20.05
30362 - Paralegal/Legal Assistant II 24.83
30363 - Paralegal/Legal Assistant III 30.38
30364 - Paralegal/Legal Assistant IV 36.76
30375 - Petroleum Supply Specialist 26.63
30390 - Photo-Optics Technician 29.64
30395 - Radiation Control Technician 26.63
30461 - Technical Writer I 25.29
30462 - Technical Writer II 30.95
30463 - Technical Writer III 37.39
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 31.62
30502 - Weather Forecaster II 38.46
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.69
30621 - Weather Observer Senior (see 2) 28.54
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.51
31030 - Bus Driver 20.40

31043 - Driver Courier	16.94
31260 - Parking and Lot Attendant	14.30
31290 - Shuttle Bus Driver	18.14
31310 - Taxi Driver	13.41
31361 - Truckdriver Light	18.14
31362 - Truckdriver Medium	22.10
31363 - Truckdriver Heavy	22.46
31364 - Truckdriver Tractor-Trailer	22.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.02
99050 - Desk Clerk	10.74
99095 - Embalmer	35.34
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.42
99252 - Laboratory Animal Caretaker II	12.22
99260 - Marketing Analyst	24.60
99310 - Mortician	35.34
99410 - Pest Controller	23.35
99510 - Photofinishing Worker	17.97
99710 - Recycling Laborer	20.39
99711 - Recycling Specialist	23.70
99730 - Refuse Collector	18.73
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	16.37
99830 - Survey Party Chief	29.97
99831 - Surveying Aide	19.91
99832 - Surveying Technician	22.89
99840 - Vending Machine Attendant	20.57
99841 - Vending Machine Repairer	24.71
99842 - Vending Machine Repairer Helper	20.57

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4919
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Door Florence Forest Langlade Lincoln Manitowoc Marinette Menominee Oneida Portage Shawano Vilas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.54
01012 - Accounting Clerk II		15.20
01013 - Accounting Clerk III		17.01
01020 - Administrative Assistant		27.01
01035 - Court Reporter		18.52
01041 - Customer Service Representative I		13.19
01042 - Customer Service Representative II		14.83
01043 - Customer Service Representative III		16.18
01051 - Data Entry Operator I		12.79
01052 - Data Entry Operator II		13.95
01060 - Dispatcher Motor Vehicle		21.41
01070 - Document Preparation Clerk		15.60
01090 - Duplicating Machine Operator		15.60
01111 - General Clerk I		12.96

01112 - General Clerk II	14.14
01113 - General Clerk III	15.87
01120 - Housing Referral Assistant	20.65
01141 - Messenger Courier	12.93
01191 - Order Clerk I	14.80
01192 - Order Clerk II	16.90
01261 - Personnel Assistant (Employment) I	16.06
01262 - Personnel Assistant (Employment) II	17.97
01263 - Personnel Assistant (Employment) III	20.03
01270 - Production Control Clerk	23.80
01290 - Rental Clerk	14.19
01300 - Scheduler Maintenance	16.55
01311 - Secretary I	16.55
01312 - Secretary II	18.52
01313 - Secretary III	20.65
01320 - Service Order Dispatcher	19.13
01410 - Supply Technician	27.01
01420 - Survey Worker	17.29
01460 - Switchboard Operator/Receptionist	14.28
01531 - Travel Clerk I	13.94
01532 - Travel Clerk II	15.05
01533 - Travel Clerk III	16.18
01611 - Word Processor I	14.75
01612 - Word Processor II	16.55
01613 - Word Processor III	18.52
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.13
05010 - Automotive Electrician	19.16
05040 - Automotive Glass Installer	18.37
05070 - Automotive Worker	18.37
05110 - Mobile Equipment Servicer	16.97
05130 - Motor Equipment Metal Mechanic	19.84
05160 - Motor Equipment Metal Worker	18.37
05190 - Motor Vehicle Mechanic	19.84
05220 - Motor Vehicle Mechanic Helper	16.20
05250 - Motor Vehicle Upholstery Worker	17.77
05280 - Motor Vehicle Wrecker	18.37
05310 - Painter Automotive	19.16
05340 - Radiator Repair Specialist	18.37
05370 - Tire Repairer	13.71
05400 - Transmission Repair Specialist	19.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.21
07041 - Cook I	13.72
07042 - Cook II	15.28
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.79
07210 - Meat Cutter	18.22
07260 - Waiter/Waitress	9.17
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 18.59
09040 - Furniture Handler 13.11
09080 - Furniture Refinisher 17.72
09090 - Furniture Refinisher Helper 14.73
09110 - Furniture Repairer Minor 16.17
09130 - Upholsterer 17.72
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.19
11060 - Elevator Operator 13.19
11090 - Gardener 17.55
11122 - Housekeeping Aide 12.79
11150 - Janitor 12.79
11210 - Laborer Grounds Maintenance 14.25
11240 - Maid or Houseman 11.12
11260 - Pruner 13.16
11270 - Tractor Operator 16.46
11330 - Trail Maintenance Worker 14.25
11360 - Window Cleaner 13.84
12000 - Health Occupations
12010 - Ambulance Driver 18.46
12011 - Breath Alcohol Technician 18.46
12012 - Certified Occupational Therapist Assistant 25.34
12015 - Certified Physical Therapist Assistant 26.84
12020 - Dental Assistant 18.08
12025 - Dental Hygienist 34.12
12030 - EKG Technician 31.45
12035 - Electroneurodiagnostic Technologist 31.45
12040 - Emergency Medical Technician 18.46
12071 - Licensed Practical Nurse I 16.50
12072 - Licensed Practical Nurse II 18.46
12073 - Licensed Practical Nurse III 20.58
12100 - Medical Assistant 17.70
12130 - Medical Laboratory Technician 25.89
12160 - Medical Record Clerk 16.71
12190 - Medical Record Technician 18.70
12195 - Medical Transcriptionist 18.89
12210 - Nuclear Medicine Technologist 41.86
12221 - Nursing Assistant I 11.25
12222 - Nursing Assistant II 12.65
12223 - Nursing Assistant III 13.80
12224 - Nursing Assistant IV 15.50
12235 - Optical Dispenser 15.60
12236 - Optical Technician 16.50
12250 - Pharmacy Technician 15.04
12280 - Phlebotomist 17.26
12305 - Radiologic Technologist 29.02
12311 - Registered Nurse I 24.38
12312 - Registered Nurse II 29.82
12313 - Registered Nurse II Specialist 29.82
12314 - Registered Nurse III 36.08

12315 - Registered Nurse III Anesthetist		36.08
12316 - Registered Nurse IV		43.24
12317 - Scheduler (Drug and Alcohol Testing)		22.86
12320 - Substance Abuse Treatment Counselor		21.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.86
13012 - Exhibits Specialist II		24.60
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		19.89
13042 - Illustrator II		24.64
13043 - Illustrator III		30.15
13047 - Librarian		26.33
13050 - Library Aide/Clerk		16.32
13054 - Library Information Technology Systems Administrator		23.77
13058 - Library Technician		14.25
13061 - Media Specialist I		17.16
13062 - Media Specialist II		19.20
13063 - Media Specialist III		21.39
13071 - Photographer I		17.02
13072 - Photographer II		19.04
13073 - Photographer III		23.58
13074 - Photographer IV		28.85
13075 - Photographer V		34.90
13090 - Technical Order Library Clerk		20.50
13110 - Video Teleconference Technician		19.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.88
14042 - Computer Operator II		18.88
14043 - Computer Operator III		21.06
14044 - Computer Operator IV		23.40
14045 - Computer Operator V		26.59
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.88
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		28.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.69
15020 - Aircrew Training Devices Instructor (Rated)		34.72
15030 - Air Crew Training Devices Instructor (Pilot)		41.62
15050 - Computer Based Training Specialist / Instructor		28.69
15060 - Educational Technologist		29.63
15070 - Flight Instructor (Pilot)		41.62
15080 - Graphic Artist		21.93

15085 - Maintenance Test Pilot Fixed Jet/Prop 41.62
15086 - Maintenance Test Pilot Rotary Wing 41.62
15088 - Non-Maintenance Test/Co-Pilot 41.62
15090 - Technical Instructor 20.98
15095 - Technical Instructor/Course Developer 25.67
15110 - Test Proctor 16.94
15120 - Tutor 16.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.13
19040 - Tool And Die Maker 25.04
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.17
21030 - Material Coordinator 23.80
21040 - Material Expediter 23.80
21050 - Material Handling Laborer 15.20
21071 - Order Filler 13.46
21080 - Production Line Worker (Food Processing) 18.17
21110 - Shipping Packer 17.44
21130 - Shipping/Receiving Clerk 17.44
21140 - Store Worker I 14.76
21150 - Stock Clerk 18.79
21210 - Tools And Parts Attendant 18.17
21410 - Warehouse Specialist 18.17
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.31
23019 - Aircraft Logs and Records Technician 22.51
23021 - Aircraft Mechanic I 26.21
23022 - Aircraft Mechanic II 27.31
23023 - Aircraft Mechanic III 28.46
23040 - Aircraft Mechanic Helper 19.98
23050 - Aircraft Painter 24.97
23060 - Aircraft Servicer 22.51
23070 - Aircraft Survival Flight Equipment Technician 24.97
23080 - Aircraft Worker 23.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.21

23110 - Appliance Mechanic 21.21
23120 - Bicycle Repairer 19.87
23125 - Cable Splicer 38.54
23130 - Carpenter Maintenance 20.92
23140 - Carpet Layer 24.48
23160 - Electrician Maintenance 28.48
23181 - Electronics Technician Maintenance I 23.72
23182 - Electronics Technician Maintenance II 24.97
23183 - Electronics Technician Maintenance III 26.21
23260 - Fabric Worker 22.51
23290 - Fire Alarm System Mechanic 25.79
23310 - Fire Extinguisher Repairer 21.30
23311 - Fuel Distribution System Mechanic 30.66
23312 - Fuel Distribution System Operator 24.99
23370 - General Maintenance Worker 20.33
23380 - Ground Support Equipment Mechanic 26.21
23381 - Ground Support Equipment Servicer 22.51
23382 - Ground Support Equipment Worker 23.72
23391 - Gunsmith I 21.30
23392 - Gunsmith II 23.72
23393 - Gunsmith III 26.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.60
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.60
23430 - Heavy Equipment Mechanic 23.99
23440 - Heavy Equipment Operator 29.67
23460 - Instrument Mechanic 26.21
23465 - Laboratory/Shelter Mechanic 24.97
23470 - Laborer 15.20
23510 - Locksmith 24.97
23530 - Machinery Maintenance Mechanic 25.91
23550 - Machinist Maintenance 21.78
23580 - Maintenance Trades Helper 16.20
23591 - Metrology Technician I 26.21
23592 - Metrology Technician II 27.31
23593 - Metrology Technician III 28.46
23640 - Millwright 32.82
23710 - Office Appliance Repairer 19.12
23760 - Painter Maintenance 19.32
23790 - Pipefitter Maintenance 30.46
23810 - Plumber Maintenance 29.02
23820 - Pneudraulic Systems Mechanic 26.21
23850 - Rigger 26.21
23870 - Scale Mechanic 23.72
23890 - Sheet-Metal Worker Maintenance 31.91
23910 - Small Engine Mechanic 20.51
23931 - Telecommunications Mechanic I 28.77
23932 - Telecommunications Mechanic II 29.74
23950 - Telephone Lineman 29.52

23960 - Welder Combination Maintenance		21.74
23965 - Well Driller		26.21
23970 - Woodcraft Worker		26.21
23980 - Woodworker		21.30
24000 - Personal Needs Occupations		
24550 - Case Manager		17.90
24570 - Child Care Attendant		10.57
24580 - Child Care Center Clerk		15.19
24610 - Chore Aide		11.17
24620 - Family Readiness And Support Services Coordinator		17.90
24630 - Homemaker		18.52
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.21
25040 - Sewage Plant Operator		24.95
25070 - Stationary Engineer		26.21
25190 - Ventilation Equipment Tender		19.98
25210 - Water Treatment Plant Operator		24.95
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.77
27007 - Baggage Inspector		15.22
27008 - Corrections Officer		23.88
27010 - Court Security Officer		20.98
27030 - Detection Dog Handler		17.03
27040 - Detention Officer		23.88
27070 - Firefighter		18.34
27101 - Guard I		15.22
27102 - Guard II		17.03
27131 - Police Officer I		25.23
27132 - Police Officer II		28.03
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.20
28042 - Carnival Equipment Repairer		14.06
28043 - Carnival Worker		10.56
28210 - Gate Attendant/Gate Tender		14.39
28310 - Lifeguard		11.84
28350 - Park Attendant (Aide)		16.11
28510 - Recreation Aide/Health Facility Attendant		11.75
28515 - Recreation Specialist		19.95
28630 - Sports Official		12.82
28690 - Swimming Pool Operator		17.53
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.78
29020 - Hatch Tender		22.78
29030 - Line Handler		22.78
29041 - Stevedore I		21.62
29042 - Stevedore II		23.98
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.33
30022 - Archeological Technician II 20.50
30023 - Archeological Technician III 25.41
30030 - Cartographic Technician 25.41
30040 - Civil Engineering Technician 25.70
30051 - Cryogenic Technician I 26.26
30052 - Cryogenic Technician II 29.00
30061 - Drafter/CAD Operator I 18.33
30062 - Drafter/CAD Operator II 20.50
30063 - Drafter/CAD Operator III 22.86
30064 - Drafter/CAD Operator IV 28.13
30081 - Engineering Technician I 15.40
30082 - Engineering Technician II 18.41
30083 - Engineering Technician III 20.86
30084 - Engineering Technician IV 25.84
30085 - Engineering Technician V 31.61
30086 - Engineering Technician VI 38.25
30090 - Environmental Technician 23.71
30095 - Evidence Control Specialist 23.71
30210 - Laboratory Technician 23.46
30221 - Latent Fingerprint Technician I 26.26
30222 - Latent Fingerprint Technician II 29.00
30240 - Mathematical Technician 25.41
30361 - Paralegal/Legal Assistant I 20.59
30362 - Paralegal/Legal Assistant II 25.50
30363 - Paralegal/Legal Assistant III 31.20
30364 - Paralegal/Legal Assistant IV 37.75
30375 - Petroleum Supply Specialist 29.00
30390 - Photo-Optics Technician 25.41
30395 - Radiation Control Technician 29.00
30461 - Technical Writer I 23.71
30462 - Technical Writer II 29.00
30463 - Technical Writer III 35.08
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.13
30502 - Weather Forecaster II 34.22
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.86
30621 - Weather Observer Senior (see 2) 25.41

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.54
31030 - Bus Driver 18.92
31043 - Driver Courier 13.89
31260 - Parking and Lot Attendant 12.07

31290 - Shuttle Bus Driver	14.81
31310 - Taxi Driver	11.79
31361 - Truckdriver Light	14.81
31362 - Truckdriver Medium	15.65
31363 - Truckdriver Heavy	22.82
31364 - Truckdriver Tractor-Trailer	22.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.36
99050 - Desk Clerk	12.43
99095 - Embalmer	32.56
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.41
99252 - Laboratory Animal Caretaker II	16.42
99260 - Marketing Analyst	22.67
99310 - Mortician	32.56
99410 - Pest Controller	22.16
99510 - Photofinishing Worker	13.35
99710 - Recycling Laborer	23.45
99711 - Recycling Specialist	27.09
99730 - Refuse Collector	21.66
99810 - Sales Clerk	12.54
99820 - School Crossing Guard	12.94
99830 - Survey Party Chief	25.04
99831 - Surveying Aide	14.63
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	15.29
99841 - Vending Machine Repairer	18.15
99842 - Vending Machine Repairer Helper	15.29

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4920
Revision No.: 14
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Door Florence Forest Langlade Lincoln Manitowoc Marinette Menominee Oneida Portage Shawano Vilas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.54
01012 - Accounting Clerk II		15.20
01013 - Accounting Clerk III		17.01
01020 - Administrative Assistant		27.01
01035 - Court Reporter		18.52
01041 - Customer Service Representative I		13.19
01042 - Customer Service Representative II		14.83
01043 - Customer Service Representative III		16.18
01051 - Data Entry Operator I		12.79
01052 - Data Entry Operator II		13.95
01060 - Dispatcher Motor Vehicle		21.41

01070 - Document Preparation Clerk 15.60
01090 - Duplicating Machine Operator 15.60
01111 - General Clerk I 12.96
01112 - General Clerk II 14.14
01113 - General Clerk III 15.87
01120 - Housing Referral Assistant 20.65
01141 - Messenger Courier 12.93
01191 - Order Clerk I 14.80
01192 - Order Clerk II 16.90
01261 - Personnel Assistant (Employment) I 16.06
01262 - Personnel Assistant (Employment) II 17.97
01263 - Personnel Assistant (Employment) III 20.03
01270 - Production Control Clerk 23.80
01290 - Rental Clerk 14.19
01300 - Scheduler Maintenance 16.55
01311 - Secretary I 16.55
01312 - Secretary II 18.52
01313 - Secretary III 20.65
01320 - Service Order Dispatcher 19.13
01410 - Supply Technician 27.01
01420 - Survey Worker 17.29
01460 - Switchboard Operator/Receptionist 14.28
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.05
01533 - Travel Clerk III 16.18
01611 - Word Processor I 14.75
01612 - Word Processor II 16.55
01613 - Word Processor III 18.52
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.13
05010 - Automotive Electrician 19.16
05040 - Automotive Glass Installer 18.37
05070 - Automotive Worker 18.37
05110 - Mobile Equipment Servicer 16.97
05130 - Motor Equipment Metal Mechanic 19.84
05160 - Motor Equipment Metal Worker 18.37
05190 - Motor Vehicle Mechanic 19.84
05220 - Motor Vehicle Mechanic Helper 16.20
05250 - Motor Vehicle Upholstery Worker 17.77
05280 - Motor Vehicle Wrecker 18.37
05310 - Painter Automotive 19.16
05340 - Radiator Repair Specialist 18.37
05370 - Tire Repairer 13.71
05400 - Transmission Repair Specialist 19.84
07000 - Food Preparation And Service Occupations
07010 - Baker 13.21
07041 - Cook I 13.72
07042 - Cook II 15.28
07070 - Dishwasher 9.00
07130 - Food Service Worker 9.79

07210 - Meat Cutter	18.22
07260 - Waiter/Waitress	9.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.59
09040 - Furniture Handler	13.11
09080 - Furniture Refinisher	17.72
09090 - Furniture Refinisher Helper	14.73
09110 - Furniture Repairer Minor	16.17
09130 - Upholsterer	17.72
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.19
11060 - Elevator Operator	13.19
11090 - Gardener	17.55
11122 - Housekeeping Aide	12.79
11150 - Janitor	12.79
11210 - Laborer Grounds Maintenance	14.25
11240 - Maid or Houseman	11.12
11260 - Pruner	13.16
11270 - Tractor Operator	16.46
11330 - Trail Maintenance Worker	14.25
11360 - Window Cleaner	13.84
12000 - Health Occupations	
12010 - Ambulance Driver	18.46
12011 - Breath Alcohol Technician	18.46
12012 - Certified Occupational Therapist Assistant	25.34
12015 - Certified Physical Therapist Assistant	26.84
12020 - Dental Assistant	18.08
12025 - Dental Hygienist	34.12
12030 - EKG Technician	31.45
12035 - Electroneurodiagnostic Technologist	31.45
12040 - Emergency Medical Technician	18.46
12071 - Licensed Practical Nurse I	16.50
12072 - Licensed Practical Nurse II	18.46
12073 - Licensed Practical Nurse III	20.58
12100 - Medical Assistant	17.70
12130 - Medical Laboratory Technician	25.89
12160 - Medical Record Clerk	16.71
12190 - Medical Record Technician	18.70
12195 - Medical Transcriptionist	18.89
12210 - Nuclear Medicine Technologist	41.86
12221 - Nursing Assistant I	11.25
12222 - Nursing Assistant II	12.65
12223 - Nursing Assistant III	13.80
12224 - Nursing Assistant IV	15.50
12235 - Optical Dispenser	15.60
12236 - Optical Technician	16.50
12250 - Pharmacy Technician	15.04
12280 - Phlebotomist	17.26
12305 - Radiologic Technologist	29.02
12311 - Registered Nurse I	24.38

12312 - Registered Nurse II		29.82
12313 - Registered Nurse II Specialist		29.82
12314 - Registered Nurse III		36.08
12315 - Registered Nurse III Anesthetist		36.08
12316 - Registered Nurse IV		43.24
12317 - Scheduler (Drug and Alcohol Testing)		22.86
12320 - Substance Abuse Treatment Counselor		21.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.86
13012 - Exhibits Specialist II		24.60
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		19.89
13042 - Illustrator II		24.64
13043 - Illustrator III		30.15
13047 - Librarian		26.33
13050 - Library Aide/Clerk		16.32
13054 - Library Information Technology Systems Administrator		23.77
13058 - Library Technician		14.25
13061 - Media Specialist I		17.16
13062 - Media Specialist II		19.20
13063 - Media Specialist III		21.39
13071 - Photographer I		17.02
13072 - Photographer II		19.04
13073 - Photographer III		23.58
13074 - Photographer IV		28.85
13075 - Photographer V		34.90
13090 - Technical Order Library Clerk		20.50
13110 - Video Teleconference Technician		19.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.88
14042 - Computer Operator II		18.88
14043 - Computer Operator III		21.06
14044 - Computer Operator IV		23.40
14045 - Computer Operator V		26.59
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.88
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		28.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.69
15020 - Aircrew Training Devices Instructor (Rated)		34.72
15030 - Air Crew Training Devices Instructor (Pilot)		41.62
15050 - Computer Based Training Specialist / Instructor		28.69

15060 - Educational Technologist 29.63
15070 - Flight Instructor (Pilot) 41.62
15080 - Graphic Artist 21.93
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.62
15086 - Maintenance Test Pilot Rotary Wing 41.62
15088 - Non-Maintenance Test/Co-Pilot 41.62
15090 - Technical Instructor 20.98
15095 - Technical Instructor/Course Developer 25.67
15110 - Test Proctor 16.94
15120 - Tutor 16.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.13
19040 - Tool And Die Maker 25.04
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.17
21030 - Material Coordinator 23.80
21040 - Material Expediter 23.80
21050 - Material Handling Laborer 15.20
21071 - Order Filler 13.46
21080 - Production Line Worker (Food Processing) 18.17
21110 - Shipping Packer 17.44
21130 - Shipping/Receiving Clerk 17.44
21140 - Store Worker I 14.76
21150 - Stock Clerk 18.79
21210 - Tools And Parts Attendant 18.17
21410 - Warehouse Specialist 18.17
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.31
23019 - Aircraft Logs and Records Technician 22.51
23021 - Aircraft Mechanic I 26.21
23022 - Aircraft Mechanic II 27.31
23023 - Aircraft Mechanic III 28.46
23040 - Aircraft Mechanic Helper 19.98
23050 - Aircraft Painter 24.97
23060 - Aircraft Servicer 22.51
23070 - Aircraft Survival Flight Equipment Technician 24.97
23080 - Aircraft Worker 23.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 23.72

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 26.21
II
23110 - Appliance Mechanic 21.21
23120 - Bicycle Repairer 19.87
23125 - Cable Splicer 38.54
23130 - Carpenter Maintenance 20.92
23140 - Carpet Layer 24.48
23160 - Electrician Maintenance 28.48
23181 - Electronics Technician Maintenance I 23.72
23182 - Electronics Technician Maintenance II 24.97
23183 - Electronics Technician Maintenance III 26.21
23260 - Fabric Worker 22.51
23290 - Fire Alarm System Mechanic 25.79
23310 - Fire Extinguisher Repairer 21.30
23311 - Fuel Distribution System Mechanic 30.66
23312 - Fuel Distribution System Operator 24.99
23370 - General Maintenance Worker 20.33
23380 - Ground Support Equipment Mechanic 26.21
23381 - Ground Support Equipment Servicer 22.51
23382 - Ground Support Equipment Worker 23.72
23391 - Gunsmith I 21.30
23392 - Gunsmith II 23.72
23393 - Gunsmith III 26.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.60
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.60
23430 - Heavy Equipment Mechanic 23.99
23440 - Heavy Equipment Operator 29.67
23460 - Instrument Mechanic 26.21
23465 - Laboratory/Shelter Mechanic 24.97
23470 - Laborer 15.20
23510 - Locksmith 24.97
23530 - Machinery Maintenance Mechanic 25.91
23550 - Machinist Maintenance 21.78
23580 - Maintenance Trades Helper 16.20
23591 - Metrology Technician I 26.21
23592 - Metrology Technician II 27.31
23593 - Metrology Technician III 28.46
23640 - Millwright 32.82
23710 - Office Appliance Repairer 19.12
23760 - Painter Maintenance 19.32
23790 - Pipefitter Maintenance 30.46
23810 - Plumber Maintenance 29.02
23820 - Pneudraulic Systems Mechanic 26.21
23850 - Rigger 26.21
23870 - Scale Mechanic 23.72
23890 - Sheet-Metal Worker Maintenance 31.91
23910 - Small Engine Mechanic 20.51

23931 - Telecommunications Mechanic I	28.77
23932 - Telecommunications Mechanic II	29.74
23950 - Telephone Lineman	29.52
23960 - Welder Combination Maintenance	21.74
23965 - Well Driller	26.21
23970 - Woodcraft Worker	26.21
23980 - Woodworker	21.30
24000 - Personal Needs Occupations	
24550 - Case Manager	17.90
24570 - Child Care Attendant	10.57
24580 - Child Care Center Clerk	15.19
24610 - Chore Aide	11.17
24620 - Family Readiness And Support Services Coordinator	17.90
24630 - Homemaker	18.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.21
25040 - Sewage Plant Operator	24.95
25070 - Stationary Engineer	26.21
25190 - Ventilation Equipment Tender	19.98
25210 - Water Treatment Plant Operator	24.95
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.77
27007 - Baggage Inspector	15.22
27008 - Corrections Officer	23.88
27010 - Court Security Officer	20.98
27030 - Detection Dog Handler	17.03
27040 - Detention Officer	23.88
27070 - Firefighter	18.34
27101 - Guard I	15.22
27102 - Guard II	17.03
27131 - Police Officer I	25.23
27132 - Police Officer II	28.03
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.20
28042 - Carnival Equipment Repairer	14.06
28043 - Carnival Worker	10.56
28210 - Gate Attendant/Gate Tender	14.39
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	16.11
28510 - Recreation Aide/Health Facility Attendant	11.75
28515 - Recreation Specialist	19.95
28630 - Sports Official	12.82
28690 - Swimming Pool Operator	17.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.78
29020 - Hatch Tender	22.78
29030 - Line Handler	22.78
29041 - Stevedore I	21.62
29042 - Stevedore II	23.98

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.33
30022 - Archeological Technician II		20.50
30023 - Archeological Technician III		25.41
30030 - Cartographic Technician		25.41
30040 - Civil Engineering Technician		25.70
30051 - Cryogenic Technician I		26.26
30052 - Cryogenic Technician II		29.00
30061 - Drafter/CAD Operator I		18.33
30062 - Drafter/CAD Operator II		20.50
30063 - Drafter/CAD Operator III		22.86
30064 - Drafter/CAD Operator IV		28.13
30081 - Engineering Technician I		15.40
30082 - Engineering Technician II		18.41
30083 - Engineering Technician III		20.86
30084 - Engineering Technician IV		25.84
30085 - Engineering Technician V		31.61
30086 - Engineering Technician VI		38.25
30090 - Environmental Technician		23.71
30095 - Evidence Control Specialist		23.71
30210 - Laboratory Technician		23.46
30221 - Latent Fingerprint Technician I		26.26
30222 - Latent Fingerprint Technician II		29.00
30240 - Mathematical Technician		25.41
30361 - Paralegal/Legal Assistant I		20.59
30362 - Paralegal/Legal Assistant II		25.50
30363 - Paralegal/Legal Assistant III		31.20
30364 - Paralegal/Legal Assistant IV		37.75
30375 - Petroleum Supply Specialist		29.00
30390 - Photo-Optics Technician		25.41
30395 - Radiation Control Technician		29.00
30461 - Technical Writer I		23.71
30462 - Technical Writer II		29.00
30463 - Technical Writer III		35.08
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.13
30502 - Weather Forecaster II		34.22
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.86
30621 - Weather Observer Senior	(see 2)	25.41

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.54

31030 - Bus Driver	18.92
31043 - Driver Courier	13.89
31260 - Parking and Lot Attendant	12.07
31290 - Shuttle Bus Driver	14.81
31310 - Taxi Driver	11.79
31361 - Truckdriver Light	14.81
31362 - Truckdriver Medium	15.65
31363 - Truckdriver Heavy	22.82
31364 - Truckdriver Tractor-Trailer	22.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.36
99050 - Desk Clerk	12.43
99095 - Embalmer	32.56
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.41
99252 - Laboratory Animal Caretaker II	16.42
99260 - Marketing Analyst	22.67
99310 - Mortician	32.56
99410 - Pest Controller	22.16
99510 - Photofinishing Worker	13.35
99710 - Recycling Laborer	23.45
99711 - Recycling Specialist	27.09
99730 - Refuse Collector	21.66
99810 - Sales Clerk	12.54
99820 - School Crossing Guard	12.94
99830 - Survey Party Chief	25.04
99831 - Surveying Aide	14.63
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	15.29
99841 - Vending Machine Repairer	18.15
99842 - Vending Machine Repairer Helper	15.29

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4921
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Adams Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.54
01012 - Accounting Clerk II		15.20
01013 - Accounting Clerk III		17.19
01020 - Administrative Assistant		27.01
01035 - Court Reporter		18.52
01041 - Customer Service Representative I		13.19
01042 - Customer Service Representative II		14.83
01043 - Customer Service Representative III		16.18
01051 - Data Entry Operator I		12.79
01052 - Data Entry Operator II		13.95
01060 - Dispatcher Motor Vehicle		21.41
01070 - Document Preparation Clerk		15.60
01090 - Duplicating Machine Operator		15.60
01111 - General Clerk I		12.96
01112 - General Clerk II		14.14

01113 - General Clerk III 15.87
01120 - Housing Referral Assistant 20.65
01141 - Messenger Courier 12.93
01191 - Order Clerk I 14.52
01192 - Order Clerk II 15.84
01261 - Personnel Assistant (Employment) I 16.06
01262 - Personnel Assistant (Employment) II 17.97
01263 - Personnel Assistant (Employment) III 20.03
01270 - Production Control Clerk 23.80
01290 - Rental Clerk 14.19
01300 - Scheduler Maintenance 16.55
01311 - Secretary I 16.55
01312 - Secretary II 18.52
01313 - Secretary III 20.65
01320 - Service Order Dispatcher 19.13
01410 - Supply Technician 27.01
01420 - Survey Worker 17.29
01460 - Switchboard Operator/Receptionist 14.28
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.05
01533 - Travel Clerk III 16.18
01611 - Word Processor I 14.75
01612 - Word Processor II 16.55
01613 - Word Processor III 18.52
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.21
05010 - Automotive Electrician 18.90
05040 - Automotive Glass Installer 17.96
05070 - Automotive Worker 17.71
05110 - Mobile Equipment Servicer 16.13
05130 - Motor Equipment Metal Mechanic 19.84
05160 - Motor Equipment Metal Worker 17.96
05190 - Motor Vehicle Mechanic 19.54
05220 - Motor Vehicle Mechanic Helper 15.20
05250 - Motor Vehicle Upholstery Worker 17.04
05280 - Motor Vehicle Wrecker 17.96
05310 - Painter Automotive 18.90
05340 - Radiator Repair Specialist 17.96
05370 - Tire Repairer 13.71
05400 - Transmission Repair Specialist 19.84
07000 - Food Preparation And Service Occupations
07010 - Baker 13.21
07041 - Cook I 13.72
07042 - Cook II 15.28
07070 - Dishwasher 9.00
07130 - Food Service Worker 9.79
07210 - Meat Cutter 18.22
07260 - Waiter/Waitress 9.17
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.59

09040 - Furniture Handler 12.28
09080 - Furniture Refinisher 17.72
09090 - Furniture Refinisher Helper 14.18
09110 - Furniture Repairer Minor 15.98
09130 - Upholsterer 17.72
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.19
11060 - Elevator Operator 13.19
11090 - Gardener 17.55
11122 - Housekeeping Aide 12.79
11150 - Janitor 12.79
11210 - Laborer Grounds Maintenance 14.25
11240 - Maid or Houseman 11.12
11260 - Pruner 13.16
11270 - Tractor Operator 16.46
11330 - Trail Maintenance Worker 14.25
11360 - Window Cleaner 13.84
12000 - Health Occupations
12010 - Ambulance Driver 18.46
12011 - Breath Alcohol Technician 18.46
12012 - Certified Occupational Therapist Assistant 25.34
12015 - Certified Physical Therapist Assistant 26.84
12020 - Dental Assistant 18.08
12025 - Dental Hygienist 34.12
12030 - EKG Technician 23.49
12035 - Electroneurodiagnostic Technologist 23.49
12040 - Emergency Medical Technician 18.46
12071 - Licensed Practical Nurse I 16.50
12072 - Licensed Practical Nurse II 18.46
12073 - Licensed Practical Nurse III 20.58
12100 - Medical Assistant 17.70
12130 - Medical Laboratory Technician 25.89
12160 - Medical Record Clerk 16.71
12190 - Medical Record Technician 18.70
12195 - Medical Transcriptionist 18.89
12210 - Nuclear Medicine Technologist 40.83
12221 - Nursing Assistant I 11.25
12222 - Nursing Assistant II 12.65
12223 - Nursing Assistant III 13.80
12224 - Nursing Assistant IV 15.50
12235 - Optical Dispenser 15.60
12236 - Optical Technician 16.50
12250 - Pharmacy Technician 14.95
12280 - Phlebotomist 17.26
12305 - Radiologic Technologist 29.02
12311 - Registered Nurse I 24.49
12312 - Registered Nurse II 29.96
12313 - Registered Nurse II Specialist 29.96
12314 - Registered Nurse III 36.24
12315 - Registered Nurse III Anesthetist 36.24

12316 - Registered Nurse IV		41.98
12317 - Scheduler (Drug and Alcohol Testing)		22.86
12320 - Substance Abuse Treatment Counselor		21.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.20
13012 - Exhibits Specialist II		23.77
13013 - Exhibits Specialist III		29.09
13041 - Illustrator I		19.20
13042 - Illustrator II		23.77
13043 - Illustrator III		29.09
13047 - Librarian		26.33
13050 - Library Aide/Clerk		16.32
13054 - Library Information Technology Systems Administrator		23.77
13058 - Library Technician		15.04
13061 - Media Specialist I		17.16
13062 - Media Specialist II		19.20
13063 - Media Specialist III		21.39
13071 - Photographer I		17.02
13072 - Photographer II		19.04
13073 - Photographer III		23.58
13074 - Photographer IV		28.85
13075 - Photographer V		34.90
13090 - Technical Order Library Clerk		20.50
13110 - Video Teleconference Technician		19.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.32
14042 - Computer Operator II		16.03
14043 - Computer Operator III		17.86
14044 - Computer Operator IV		20.04
14045 - Computer Operator V		23.66
14071 - Computer Programmer I	(see 1)	17.71
14072 - Computer Programmer II	(see 1)	22.12
14073 - Computer Programmer III	(see 1)	26.85
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.32
14160 - Personal Computer Support Technician		20.04
14170 - System Support Specialist		28.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.69
15020 - Aircrew Training Devices Instructor (Rated)		34.72
15030 - Air Crew Training Devices Instructor (Pilot)		41.62
15050 - Computer Based Training Specialist / Instructor		28.69
15060 - Educational Technologist		27.15
15070 - Flight Instructor (Pilot)		41.62
15080 - Graphic Artist		22.32
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.62

15086 - Maintenance Test Pilot Rotary Wing 41.62
15088 - Non-Maintenance Test/Co-Pilot 41.62
15090 - Technical Instructor 20.98
15095 - Technical Instructor/Course Developer 25.67
15110 - Test Proctor 16.94
15120 - Tutor 16.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.13
19040 - Tool And Die Maker 25.04
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.17
21030 - Material Coordinator 23.80
21040 - Material Expediter 23.80
21050 - Material Handling Laborer 15.20
21071 - Order Filler 13.75
21080 - Production Line Worker (Food Processing) 18.17
21110 - Shipping Packer 17.44
21130 - Shipping/Receiving Clerk 17.44
21140 - Store Worker I 14.76
21150 - Stock Clerk 18.79
21210 - Tools And Parts Attendant 18.17
21410 - Warehouse Specialist 18.17
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.31
23019 - Aircraft Logs and Records Technician 22.51
23021 - Aircraft Mechanic I 26.21
23022 - Aircraft Mechanic II 27.31
23023 - Aircraft Mechanic III 28.46
23040 - Aircraft Mechanic Helper 19.98
23050 - Aircraft Painter 24.97
23060 - Aircraft Servicer 22.51
23070 - Aircraft Survival Flight Equipment Technician 24.97
23080 - Aircraft Worker 23.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.21
23110 - Appliance Mechanic 21.21

23120 - Bicycle Repairer	18.71
23125 - Cable Splicer	38.89
23130 - Carpenter Maintenance	20.52
23140 - Carpet Layer	23.72
23160 - Electrician Maintenance	28.48
23181 - Electronics Technician Maintenance I	23.72
23182 - Electronics Technician Maintenance II	24.97
23183 - Electronics Technician Maintenance III	26.21
23260 - Fabric Worker	22.51
23290 - Fire Alarm System Mechanic	25.79
23310 - Fire Extinguisher Repairer	21.30
23311 - Fuel Distribution System Mechanic	30.22
23312 - Fuel Distribution System Operator	24.70
23370 - General Maintenance Worker	19.75
23380 - Ground Support Equipment Mechanic	26.21
23381 - Ground Support Equipment Servicer	22.51
23382 - Ground Support Equipment Worker	23.72
23391 - Gunsmith I	21.30
23392 - Gunsmith II	23.72
23393 - Gunsmith III	26.21
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.60
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.60
23430 - Heavy Equipment Mechanic	22.79
23440 - Heavy Equipment Operator	29.67
23460 - Instrument Mechanic	26.21
23465 - Laboratory/Shelter Mechanic	24.97
23470 - Laborer	15.20
23510 - Locksmith	24.97
23530 - Machinery Maintenance Mechanic	25.91
23550 - Machinist Maintenance	20.24
23580 - Maintenance Trades Helper	14.01
23591 - Metrology Technician I	26.21
23592 - Metrology Technician II	27.31
23593 - Metrology Technician III	28.46
23640 - Millwright	32.31
23710 - Office Appliance Repairer	21.13
23760 - Painter Maintenance	19.32
23790 - Pipefitter Maintenance	30.46
23810 - Plumber Maintenance	29.02
23820 - Pneudraulic Systems Mechanic	26.21
23850 - Rigger	26.21
23870 - Scale Mechanic	23.72
23890 - Sheet-Metal Worker Maintenance	29.99
23910 - Small Engine Mechanic	20.31
23931 - Telecommunications Mechanic I	26.26
23932 - Telecommunications Mechanic II	27.37
23950 - Telephone Lineman	26.61
23960 - Welder Combination Maintenance	20.73

23965 - Well Driller	26.21
23970 - Woodcraft Worker	26.21
23980 - Woodworker	21.30
24000 - Personal Needs Occupations	
24550 - Case Manager	17.38
24570 - Child Care Attendant	10.10
24580 - Child Care Center Clerk	12.60
24610 - Chore Aide	11.17
24620 - Family Readiness And Support Services Coordinator	17.38
24630 - Homemaker	17.38
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.21
25040 - Sewage Plant Operator	24.95
25070 - Stationary Engineer	26.21
25190 - Ventilation Equipment Tender	19.98
25210 - Water Treatment Plant Operator	24.95
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.77
27007 - Baggage Inspector	15.22
27008 - Corrections Officer	23.88
27010 - Court Security Officer	19.97
27030 - Detection Dog Handler	17.03
27040 - Detention Officer	23.88
27070 - Firefighter	17.50
27101 - Guard I	15.22
27102 - Guard II	17.03
27131 - Police Officer I	25.23
27132 - Police Officer II	28.03
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.89
28042 - Carnival Equipment Repairer	13.74
28043 - Carnival Worker	10.32
28210 - Gate Attendant/Gate Tender	14.39
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.11
28510 - Recreation Aide/Health Facility Attendant	11.75
28515 - Recreation Specialist	19.95
28630 - Sports Official	12.82
28690 - Swimming Pool Operator	15.92
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.78
29020 - Hatch Tender	22.78
29030 - Line Handler	22.78
29041 - Stevedore I	21.62
29042 - Stevedore II	23.98
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.11
30022 - Archeological Technician II		19.14
30023 - Archeological Technician III		23.71
30030 - Cartographic Technician		23.71
30040 - Civil Engineering Technician		25.70
30051 - Cryogenic Technician I		26.26
30052 - Cryogenic Technician II		29.00
30061 - Drafter/CAD Operator I		17.11
30062 - Drafter/CAD Operator II		19.14
30063 - Drafter/CAD Operator III		21.33
30064 - Drafter/CAD Operator IV		26.26
30081 - Engineering Technician I		14.86
30082 - Engineering Technician II		16.68
30083 - Engineering Technician III		18.86
30084 - Engineering Technician IV		23.36
30085 - Engineering Technician V		28.28
30086 - Engineering Technician VI		34.22
30090 - Environmental Technician		23.71
30095 - Evidence Control Specialist		23.71
30210 - Laboratory Technician		23.46
30221 - Latent Fingerprint Technician I		26.26
30222 - Latent Fingerprint Technician II		29.00
30240 - Mathematical Technician		23.71
30361 - Paralegal/Legal Assistant I		20.59
30362 - Paralegal/Legal Assistant II		25.50
30363 - Paralegal/Legal Assistant III		31.20
30364 - Paralegal/Legal Assistant IV		37.75
30375 - Petroleum Supply Specialist		29.00
30390 - Photo-Optics Technician		23.15
30395 - Radiation Control Technician		29.00
30461 - Technical Writer I		23.71
30462 - Technical Writer II		29.00
30463 - Technical Writer III		35.08
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.26
30502 - Weather Forecaster II		31.93
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.33
30621 - Weather Observer Senior	(see 2)	23.71
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.54
31030 - Bus Driver		18.92
31043 - Driver Courier		13.98
31260 - Parking and Lot Attendant		12.07
31290 - Shuttle Bus Driver		14.90

31310 - Taxi Driver	11.89
31361 - Truckdriver Light	14.90
31362 - Truckdriver Medium	15.91
31363 - Truckdriver Heavy	22.51
31364 - Truckdriver Tractor-Trailer	22.51
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.36
99050 - Desk Clerk	12.43
99095 - Embalmer	29.30
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.53
99252 - Laboratory Animal Caretaker II	15.51
99260 - Marketing Analyst	22.67
99310 - Mortician	29.30
99410 - Pest Controller	22.16
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	21.77
99711 - Recycling Specialist	25.07
99730 - Refuse Collector	20.11
99810 - Sales Clerk	12.54
99820 - School Crossing Guard	13.48
99830 - Survey Party Chief	26.89
99831 - Surveying Aide	15.72
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	17.60
99841 - Vending Machine Repairer	20.90
99842 - Vending Machine Repairer Helper	17.60

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4922
Revision No.: 14
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Adams Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.54
01012 - Accounting Clerk II		15.20
01013 - Accounting Clerk III		17.19
01020 - Administrative Assistant		27.01
01035 - Court Reporter		18.52
01041 - Customer Service Representative I		13.19
01042 - Customer Service Representative II		14.83
01043 - Customer Service Representative III		16.18
01051 - Data Entry Operator I		12.79
01052 - Data Entry Operator II		13.95
01060 - Dispatcher Motor Vehicle		21.41
01070 - Document Preparation Clerk		15.60

01090 - Duplicating Machine Operator 15.60
01111 - General Clerk I 12.96
01112 - General Clerk II 14.14
01113 - General Clerk III 15.87
01120 - Housing Referral Assistant 20.65
01141 - Messenger Courier 12.93
01191 - Order Clerk I 14.52
01192 - Order Clerk II 15.84
01261 - Personnel Assistant (Employment) I 16.06
01262 - Personnel Assistant (Employment) II 17.97
01263 - Personnel Assistant (Employment) III 20.03
01270 - Production Control Clerk 23.80
01290 - Rental Clerk 14.19
01300 - Scheduler Maintenance 16.55
01311 - Secretary I 16.55
01312 - Secretary II 18.52
01313 - Secretary III 20.65
01320 - Service Order Dispatcher 19.13
01410 - Supply Technician 27.01
01420 - Survey Worker 17.29
01460 - Switchboard Operator/Receptionist 14.28
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.05
01533 - Travel Clerk III 16.18
01611 - Word Processor I 14.75
01612 - Word Processor II 16.55
01613 - Word Processor III 18.52
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.21
05010 - Automotive Electrician 18.90
05040 - Automotive Glass Installer 17.96
05070 - Automotive Worker 17.71
05110 - Mobile Equipment Servicer 16.13
05130 - Motor Equipment Metal Mechanic 19.84
05160 - Motor Equipment Metal Worker 17.96
05190 - Motor Vehicle Mechanic 19.54
05220 - Motor Vehicle Mechanic Helper 15.20
05250 - Motor Vehicle Upholstery Worker 17.04
05280 - Motor Vehicle Wrecker 17.96
05310 - Painter Automotive 18.90
05340 - Radiator Repair Specialist 17.96
05370 - Tire Repairer 13.71
05400 - Transmission Repair Specialist 19.84
07000 - Food Preparation And Service Occupations
07010 - Baker 13.21
07041 - Cook I 13.72
07042 - Cook II 15.28
07070 - Dishwasher 9.00
07130 - Food Service Worker 9.79
07210 - Meat Cutter 18.22

07260 - Waiter/Waitress	9.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.59
09040 - Furniture Handler	12.28
09080 - Furniture Refinisher	17.72
09090 - Furniture Refinisher Helper	14.18
09110 - Furniture Repairer Minor	15.98
09130 - Upholsterer	17.72
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.19
11060 - Elevator Operator	13.19
11090 - Gardener	17.55
11122 - Housekeeping Aide	12.79
11150 - Janitor	12.79
11210 - Laborer Grounds Maintenance	14.25
11240 - Maid or Houseman	11.12
11260 - Pruner	13.16
11270 - Tractor Operator	16.46
11330 - Trail Maintenance Worker	14.25
11360 - Window Cleaner	13.84
12000 - Health Occupations	
12010 - Ambulance Driver	18.46
12011 - Breath Alcohol Technician	18.46
12012 - Certified Occupational Therapist Assistant	25.34
12015 - Certified Physical Therapist Assistant	26.84
12020 - Dental Assistant	18.08
12025 - Dental Hygienist	34.12
12030 - EKG Technician	23.49
12035 - Electroneurodiagnostic Technologist	23.49
12040 - Emergency Medical Technician	18.46
12071 - Licensed Practical Nurse I	16.50
12072 - Licensed Practical Nurse II	18.46
12073 - Licensed Practical Nurse III	20.58
12100 - Medical Assistant	17.70
12130 - Medical Laboratory Technician	25.89
12160 - Medical Record Clerk	16.71
12190 - Medical Record Technician	18.70
12195 - Medical Transcriptionist	18.89
12210 - Nuclear Medicine Technologist	40.83
12221 - Nursing Assistant I	11.25
12222 - Nursing Assistant II	12.65
12223 - Nursing Assistant III	13.80
12224 - Nursing Assistant IV	15.50
12235 - Optical Dispenser	15.60
12236 - Optical Technician	16.50
12250 - Pharmacy Technician	14.95
12280 - Phlebotomist	17.26
12305 - Radiologic Technologist	29.02
12311 - Registered Nurse I	24.49
12312 - Registered Nurse II	29.96

12313 - Registered Nurse II Specialist		29.96
12314 - Registered Nurse III		36.24
12315 - Registered Nurse III Anesthetist		36.24
12316 - Registered Nurse IV		41.98
12317 - Scheduler (Drug and Alcohol Testing)		22.86
12320 - Substance Abuse Treatment Counselor		21.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.20
13012 - Exhibits Specialist II		23.77
13013 - Exhibits Specialist III		29.09
13041 - Illustrator I		19.20
13042 - Illustrator II		23.77
13043 - Illustrator III		29.09
13047 - Librarian		26.33
13050 - Library Aide/Clerk		16.32
13054 - Library Information Technology Systems Administrator		23.77
13058 - Library Technician		15.04
13061 - Media Specialist I		17.16
13062 - Media Specialist II		19.20
13063 - Media Specialist III		21.39
13071 - Photographer I		17.02
13072 - Photographer II		19.04
13073 - Photographer III		23.58
13074 - Photographer IV		28.85
13075 - Photographer V		34.90
13090 - Technical Order Library Clerk		20.50
13110 - Video Teleconference Technician		19.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.32
14042 - Computer Operator II		16.03
14043 - Computer Operator III		17.86
14044 - Computer Operator IV		20.04
14045 - Computer Operator V		23.66
14071 - Computer Programmer I	(see 1)	17.71
14072 - Computer Programmer II	(see 1)	22.12
14073 - Computer Programmer III	(see 1)	26.85
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.32
14160 - Personal Computer Support Technician		20.04
14170 - System Support Specialist		28.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.69
15020 - Aircrew Training Devices Instructor (Rated)		34.72
15030 - Air Crew Training Devices Instructor (Pilot)		41.62
15050 - Computer Based Training Specialist / Instructor		28.69
15060 - Educational Technologist		27.15

15070 - Flight Instructor (Pilot) 41.62
15080 - Graphic Artist 22.32
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.62
15086 - Maintenance Test Pilot Rotary Wing 41.62
15088 - Non-Maintenance Test/Co-Pilot 41.62
15090 - Technical Instructor 20.98
15095 - Technical Instructor/Course Developer 25.67
15110 - Test Proctor 16.94
15120 - Tutor 16.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.13
19040 - Tool And Die Maker 25.04
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.17
21030 - Material Coordinator 23.80
21040 - Material Expediter 23.80
21050 - Material Handling Laborer 15.20
21071 - Order Filler 13.75
21080 - Production Line Worker (Food Processing) 18.17
21110 - Shipping Packer 17.44
21130 - Shipping/Receiving Clerk 17.44
21140 - Store Worker I 14.76
21150 - Stock Clerk 18.79
21210 - Tools And Parts Attendant 18.17
21410 - Warehouse Specialist 18.17
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.31
23019 - Aircraft Logs and Records Technician 22.51
23021 - Aircraft Mechanic I 26.21
23022 - Aircraft Mechanic II 27.31
23023 - Aircraft Mechanic III 28.46
23040 - Aircraft Mechanic Helper 19.98
23050 - Aircraft Painter 24.97
23060 - Aircraft Servicer 22.51
23070 - Aircraft Survival Flight Equipment Technician 24.97
23080 - Aircraft Worker 23.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.72

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.21
23110 - Appliance Mechanic 21.21
23120 - Bicycle Repairer 18.71
23125 - Cable Splicer 38.89
23130 - Carpenter Maintenance 20.52
23140 - Carpet Layer 23.72
23160 - Electrician Maintenance 28.48
23181 - Electronics Technician Maintenance I 23.72
23182 - Electronics Technician Maintenance II 24.97
23183 - Electronics Technician Maintenance III 26.21
23260 - Fabric Worker 22.51
23290 - Fire Alarm System Mechanic 25.79
23310 - Fire Extinguisher Repairer 21.30
23311 - Fuel Distribution System Mechanic 30.22
23312 - Fuel Distribution System Operator 24.70
23370 - General Maintenance Worker 19.75
23380 - Ground Support Equipment Mechanic 26.21
23381 - Ground Support Equipment Servicer 22.51
23382 - Ground Support Equipment Worker 23.72
23391 - Gunsmith I 21.30
23392 - Gunsmith II 23.72
23393 - Gunsmith III 26.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.60
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.60
23430 - Heavy Equipment Mechanic 22.79
23440 - Heavy Equipment Operator 29.67
23460 - Instrument Mechanic 26.21
23465 - Laboratory/Shelter Mechanic 24.97
23470 - Laborer 15.20
23510 - Locksmith 24.97
23530 - Machinery Maintenance Mechanic 25.91
23550 - Machinist Maintenance 20.24
23580 - Maintenance Trades Helper 14.01
23591 - Metrology Technician I 26.21
23592 - Metrology Technician II 27.31
23593 - Metrology Technician III 28.46
23640 - Millwright 32.31
23710 - Office Appliance Repairer 21.13
23760 - Painter Maintenance 19.32
23790 - Pipefitter Maintenance 30.46
23810 - Plumber Maintenance 29.02
23820 - Pneudraulic Systems Mechanic 26.21
23850 - Rigger 26.21
23870 - Scale Mechanic 23.72
23890 - Sheet-Metal Worker Maintenance 29.99
23910 - Small Engine Mechanic 20.31
23931 - Telecommunications Mechanic I 26.26

23932 - Telecommunications Mechanic II 27.37
23950 - Telephone Lineman 26.61
23960 - Welder Combination Maintenance 20.73
23965 - Well Driller 26.21
23970 - Woodcraft Worker 26.21
23980 - Woodworker 21.30
24000 - Personal Needs Occupations
24550 - Case Manager 17.38
24570 - Child Care Attendant 10.10
24580 - Child Care Center Clerk 12.60
24610 - Chore Aide 11.17
24620 - Family Readiness And Support Services Coordinator 17.38
24630 - Homemaker 17.38
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.21
25040 - Sewage Plant Operator 24.95
25070 - Stationary Engineer 26.21
25190 - Ventilation Equipment Tender 19.98
25210 - Water Treatment Plant Operator 24.95
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.77
27007 - Baggage Inspector 15.22
27008 - Corrections Officer 23.88
27010 - Court Security Officer 19.97
27030 - Detection Dog Handler 17.03
27040 - Detention Officer 23.88
27070 - Firefighter 17.50
27101 - Guard I 15.22
27102 - Guard II 17.03
27131 - Police Officer I 25.23
27132 - Police Officer II 28.03
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.89
28042 - Carnival Equipment Repairer 13.74
28043 - Carnival Worker 10.32
28210 - Gate Attendant/Gate Tender 14.39
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 16.11
28510 - Recreation Aide/Health Facility Attendant 11.75
28515 - Recreation Specialist 19.95
28630 - Sports Official 12.82
28690 - Swimming Pool Operator 15.92
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.78
29020 - Hatch Tender 22.78
29030 - Line Handler 22.78
29041 - Stevedore I 21.62
29042 - Stevedore II 23.98
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.11
30022 - Archeological Technician II 19.14
30023 - Archeological Technician III 23.71
30030 - Cartographic Technician 23.71
30040 - Civil Engineering Technician 25.70
30051 - Cryogenic Technician I 26.26
30052 - Cryogenic Technician II 29.00
30061 - Drafter/CAD Operator I 17.11
30062 - Drafter/CAD Operator II 19.14
30063 - Drafter/CAD Operator III 21.33
30064 - Drafter/CAD Operator IV 26.26
30081 - Engineering Technician I 14.86
30082 - Engineering Technician II 16.68
30083 - Engineering Technician III 18.86
30084 - Engineering Technician IV 23.36
30085 - Engineering Technician V 28.28
30086 - Engineering Technician VI 34.22
30090 - Environmental Technician 23.71
30095 - Evidence Control Specialist 23.71
30210 - Laboratory Technician 23.46
30221 - Latent Fingerprint Technician I 26.26
30222 - Latent Fingerprint Technician II 29.00
30240 - Mathematical Technician 23.71
30361 - Paralegal/Legal Assistant I 20.59
30362 - Paralegal/Legal Assistant II 25.50
30363 - Paralegal/Legal Assistant III 31.20
30364 - Paralegal/Legal Assistant IV 37.75
30375 - Petroleum Supply Specialist 29.00
30390 - Photo-Optics Technician 23.15
30395 - Radiation Control Technician 29.00
30461 - Technical Writer I 23.71
30462 - Technical Writer II 29.00
30463 - Technical Writer III 35.08
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.26
30502 - Weather Forecaster II 31.93
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.33
30621 - Weather Observer Senior (see 2) 23.71
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.54
31030 - Bus Driver 18.92

31043 - Driver Courier	13.98
31260 - Parking and Lot Attendant	12.07
31290 - Shuttle Bus Driver	14.90
31310 - Taxi Driver	11.89
31361 - Truckdriver Light	14.90
31362 - Truckdriver Medium	15.91
31363 - Truckdriver Heavy	22.51
31364 - Truckdriver Tractor-Trailer	22.51
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.36
99050 - Desk Clerk	12.43
99095 - Embalmer	29.30
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.53
99252 - Laboratory Animal Caretaker II	15.51
99260 - Marketing Analyst	22.67
99310 - Mortician	29.30
99410 - Pest Controller	22.16
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	21.77
99711 - Recycling Specialist	25.07
99730 - Refuse Collector	20.11
99810 - Sales Clerk	12.54
99820 - School Crossing Guard	13.48
99830 - Survey Party Chief	26.89
99831 - Surveying Aide	15.72
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	17.60
99841 - Vending Machine Repairer	20.90
99842 - Vending Machine Repairer Helper	17.60

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4923
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Green Lake Marquette Waupaca Waushara

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.40
01012 - Accounting Clerk II		17.28
01013 - Accounting Clerk III		19.33
01020 - Administrative Assistant		24.11
01035 - Court Reporter		19.09
01041 - Customer Service Representative I		14.30
01042 - Customer Service Representative II		16.08
01043 - Customer Service Representative III		17.54
01051 - Data Entry Operator I		14.97
01052 - Data Entry Operator II		16.34
01060 - Dispatcher Motor Vehicle		19.31
01070 - Document Preparation Clerk		15.21
01090 - Duplicating Machine Operator		15.21
01111 - General Clerk I		13.27
01112 - General Clerk II		14.48

01113 - General Clerk III 16.25
01120 - Housing Referral Assistant 21.29
01141 - Messenger Courier 12.89
01191 - Order Clerk I 14.86
01192 - Order Clerk II 16.22
01261 - Personnel Assistant (Employment) I 16.92
01262 - Personnel Assistant (Employment) II 18.93
01263 - Personnel Assistant (Employment) III 21.11
01270 - Production Control Clerk 22.50
01290 - Rental Clerk 12.30
01300 - Scheduler Maintenance 17.07
01311 - Secretary I 17.07
01312 - Secretary II 19.09
01313 - Secretary III 21.29
01320 - Service Order Dispatcher 17.26
01410 - Supply Technician 24.11
01420 - Survey Worker 18.51
01460 - Switchboard Operator/Receptionist 14.35
01531 - Travel Clerk I 14.73
01532 - Travel Clerk II 15.92
01533 - Travel Clerk III 17.23
01611 - Word Processor I 15.21
01612 - Word Processor II 17.07
01613 - Word Processor III 19.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.13
05010 - Automotive Electrician 19.16
05040 - Automotive Glass Installer 18.37
05070 - Automotive Worker 18.37
05110 - Mobile Equipment Servicer 16.97
05130 - Motor Equipment Metal Mechanic 19.76
05160 - Motor Equipment Metal Worker 18.37
05190 - Motor Vehicle Mechanic 19.42
05220 - Motor Vehicle Mechanic Helper 16.20
05250 - Motor Vehicle Upholstery Worker 17.77
05280 - Motor Vehicle Wrecker 18.37
05310 - Painter Automotive 19.16
05340 - Radiator Repair Specialist 18.37
05370 - Tire Repairer 17.76
05400 - Transmission Repair Specialist 19.76
07000 - Food Preparation And Service Occupations
07010 - Baker 12.33
07041 - Cook I 13.60
07042 - Cook II 15.09
07070 - Dishwasher 9.35
07130 - Food Service Worker 11.27
07210 - Meat Cutter 18.87
07260 - Waiter/Waitress 9.29
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.18

09040 - Furniture Handler 14.42
09080 - Furniture Refinisher 19.18
09090 - Furniture Refinisher Helper 16.20
09110 - Furniture Repairer Minor 17.79
09130 - Upholsterer 19.18
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.15
11060 - Elevator Operator 12.83
11090 - Gardener 16.87
11122 - Housekeeping Aide 12.83
11150 - Janitor 12.83
11210 - Laborer Grounds Maintenance 13.67
11240 - Maid or Houseman 11.13
11260 - Pruner 12.63
11270 - Tractor Operator 15.81
11330 - Trail Maintenance Worker 13.67
11360 - Window Cleaner 13.89
12000 - Health Occupations
12010 - Ambulance Driver 15.63
12011 - Breath Alcohol Technician 19.61
12012 - Certified Occupational Therapist Assistant 28.10
12015 - Certified Physical Therapist Assistant 25.63
12020 - Dental Assistant 19.11
12025 - Dental Hygienist 38.30
12030 - EKG Technician 28.59
12035 - Electroneurodiagnostic Technologist 28.59
12040 - Emergency Medical Technician 15.63
12071 - Licensed Practical Nurse I 17.53
12072 - Licensed Practical Nurse II 19.61
12073 - Licensed Practical Nurse III 21.87
12100 - Medical Assistant 17.85
12130 - Medical Laboratory Technician 25.39
12160 - Medical Record Clerk 15.54
12190 - Medical Record Technician 19.12
12195 - Medical Transcriptionist 18.07
12210 - Nuclear Medicine Technologist 43.10
12221 - Nursing Assistant I 11.72
12222 - Nursing Assistant II 13.17
12223 - Nursing Assistant III 14.37
12224 - Nursing Assistant IV 16.14
12235 - Optical Dispenser 17.07
12236 - Optical Technician 17.53
12250 - Pharmacy Technician 15.04
12280 - Phlebotomist 17.43
12305 - Radiologic Technologist 28.21
12311 - Registered Nurse I 24.87
12312 - Registered Nurse II 30.43
12313 - Registered Nurse II Specialist 30.43
12314 - Registered Nurse III 36.82
12315 - Registered Nurse III Anesthetist 36.82

12316 - Registered Nurse IV		44.12
12317 - Scheduler (Drug and Alcohol Testing)		24.30
12320 - Substance Abuse Treatment Counselor		20.41
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.86
13012 - Exhibits Specialist II		24.60
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		19.89
13042 - Illustrator II		24.64
13043 - Illustrator III		30.15
13047 - Librarian		25.87
13050 - Library Aide/Clerk		16.00
13054 - Library Information Technology Systems Administrator		23.37
13058 - Library Technician		13.77
13061 - Media Specialist I		16.86
13062 - Media Specialist II		18.83
13063 - Media Specialist III		21.03
13071 - Photographer I		15.60
13072 - Photographer II		17.45
13073 - Photographer III		21.62
13074 - Photographer IV		26.44
13075 - Photographer V		32.00
13090 - Technical Order Library Clerk		20.09
13110 - Video Teleconference Technician		19.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.88
14042 - Computer Operator II		18.88
14043 - Computer Operator III		21.06
14044 - Computer Operator IV		23.40
14045 - Computer Operator V		26.59
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.88
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		28.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.95
15020 - Aircrew Training Devices Instructor (Rated)		33.82
15030 - Air Crew Training Devices Instructor (Pilot)		40.53
15050 - Computer Based Training Specialist / Instructor		27.95
15060 - Educational Technologist		31.98
15070 - Flight Instructor (Pilot)		40.53
15080 - Graphic Artist		22.29
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.53

15086 - Maintenance Test Pilot Rotary Wing 40.53
15088 - Non-Maintenance Test/Co-Pilot 40.53
15090 - Technical Instructor 19.73
15095 - Technical Instructor/Course Developer 24.13
15110 - Test Proctor 15.92
15120 - Tutor 15.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.27
19040 - Tool And Die Maker 24.75
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 22.50
21040 - Material Expediter 22.50
21050 - Material Handling Laborer 15.71
21071 - Order Filler 13.46
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 17.72
21130 - Shipping/Receiving Clerk 17.72
21140 - Store Worker I 14.92
21150 - Stock Clerk 19.01
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.31
23019 - Aircraft Logs and Records Technician 22.07
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.31
23023 - Aircraft Mechanic III 27.32
23040 - Aircraft Mechanic Helper 19.62
23050 - Aircraft Painter 24.32
23060 - Aircraft Servicer 22.07
23070 - Aircraft Survival Flight Equipment Technician 24.32
23080 - Aircraft Worker 23.22
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.22
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.34
23110 - Appliance Mechanic 21.10

23120 - Bicycle Repairer 21.08
23125 - Cable Splicer 42.19
23130 - Carpenter Maintenance 22.23
23140 - Carpet Layer 24.48
23160 - Electrician Maintenance 31.92
23181 - Electronics Technician Maintenance I 28.56
23182 - Electronics Technician Maintenance II 31.44
23183 - Electronics Technician Maintenance III 32.75
23260 - Fabric Worker 22.24
23290 - Fire Alarm System Mechanic 25.52
23310 - Fire Extinguisher Repairer 21.08
23311 - Fuel Distribution System Mechanic 30.73
23312 - Fuel Distribution System Operator 27.36
23370 - General Maintenance Worker 20.33
23380 - Ground Support Equipment Mechanic 25.34
23381 - Ground Support Equipment Servicer 22.07
23382 - Ground Support Equipment Worker 23.22
23391 - Gunsmith I 21.08
23392 - Gunsmith II 23.39
23393 - Gunsmith III 25.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.58
23430 - Heavy Equipment Mechanic 25.07
23440 - Heavy Equipment Operator 27.31
23460 - Instrument Mechanic 25.52
23465 - Laboratory/Shelter Mechanic 24.51
23470 - Laborer 15.71
23510 - Locksmith 24.51
23530 - Machinery Maintenance Mechanic 24.24
23550 - Machinist Maintenance 21.78
23580 - Maintenance Trades Helper 16.20
23591 - Metrology Technician I 25.52
23592 - Metrology Technician II 26.54
23593 - Metrology Technician III 27.56
23640 - Millwright 25.52
23710 - Office Appliance Repairer 18.37
23760 - Painter Maintenance 19.10
23790 - Pipefitter Maintenance 29.93
23810 - Plumber Maintenance 28.74
23820 - Pneudraulic Systems Mechanic 25.52
23850 - Rigger 25.52
23870 - Scale Mechanic 23.39
23890 - Sheet-Metal Worker Maintenance 26.37
23910 - Small Engine Mechanic 19.91
23931 - Telecommunications Mechanic I 26.46
23932 - Telecommunications Mechanic II 27.50
23950 - Telephone Lineman 28.12
23960 - Welder Combination Maintenance 21.74

23965 - Well Driller	26.99
23970 - Woodcraft Worker	25.52
23980 - Woodworker	21.08
24000 - Personal Needs Occupations	
24550 - Case Manager	18.23
24570 - Child Care Attendant	10.59
24580 - Child Care Center Clerk	15.19
24610 - Chore Aide	11.52
24620 - Family Readiness And Support Services Coordinator	18.23
24630 - Homemaker	18.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.52
25040 - Sewage Plant Operator	23.26
25070 - Stationary Engineer	25.52
25190 - Ventilation Equipment Tender	19.76
25210 - Water Treatment Plant Operator	23.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.58
27007 - Baggage Inspector	13.12
27008 - Corrections Officer	20.90
27010 - Court Security Officer	20.98
27030 - Detection Dog Handler	14.89
27040 - Detention Officer	20.90
27070 - Firefighter	18.34
27101 - Guard I	13.12
27102 - Guard II	14.89
27131 - Police Officer I	24.55
27132 - Police Officer II	27.27
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.66
28042 - Carnival Equipment Repairer	13.03
28043 - Carnival Worker	10.13
28210 - Gate Attendant/Gate Tender	14.39
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	16.10
28510 - Recreation Aide/Health Facility Attendant	11.75
28515 - Recreation Specialist	19.82
28630 - Sports Official	12.82
28690 - Swimming Pool Operator	17.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.54
29020 - Hatch Tender	25.54
29030 - Line Handler	25.54
29041 - Stevedore I	24.28
29042 - Stevedore II	26.75
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.61
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.70
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.59

30021 - Archeological Technician I		18.55
30022 - Archeological Technician II		20.75
30023 - Archeological Technician III		25.71
30030 - Cartographic Technician		25.71
30040 - Civil Engineering Technician		25.11
30051 - Cryogenic Technician I		27.47
30052 - Cryogenic Technician II		30.34
30061 - Drafter/CAD Operator I		18.55
30062 - Drafter/CAD Operator II		20.75
30063 - Drafter/CAD Operator III		23.14
30064 - Drafter/CAD Operator IV		28.47
30081 - Engineering Technician I		15.40
30082 - Engineering Technician II		18.41
30083 - Engineering Technician III		20.86
30084 - Engineering Technician IV		25.84
30085 - Engineering Technician V		31.61
30086 - Engineering Technician VI		38.25
30090 - Environmental Technician		25.71
30095 - Evidence Control Specialist		24.81
30210 - Laboratory Technician		22.08
30221 - Latent Fingerprint Technician I		27.47
30222 - Latent Fingerprint Technician II		30.34
30240 - Mathematical Technician		25.71
30361 - Paralegal/Legal Assistant I		19.70
30362 - Paralegal/Legal Assistant II		24.34
30363 - Paralegal/Legal Assistant III		29.85
30364 - Paralegal/Legal Assistant IV		36.12
30375 - Petroleum Supply Specialist		30.34
30390 - Photo-Optics Technician		25.71
30395 - Radiation Control Technician		30.34
30461 - Technical Writer I		25.71
30462 - Technical Writer II		31.44
30463 - Technical Writer III		38.06
30491 - Unexploded Ordnance (UXO) Technician I		26.44
30492 - Unexploded Ordnance (UXO) Technician II		32.00
30493 - Unexploded Ordnance (UXO) Technician III		38.35
30494 - Unexploded (UXO) Safety Escort		26.44
30495 - Unexploded (UXO) Sweep Personnel		26.44
30501 - Weather Forecaster I		28.47
30502 - Weather Forecaster II		34.63
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.14
30621 - Weather Observer Senior	(see 2)	25.71
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.00
31020 - Bus Aide		15.12
31030 - Bus Driver		19.68
31043 - Driver Courier		11.72
31260 - Parking and Lot Attendant		13.97
31290 - Shuttle Bus Driver		12.52

31310 - Taxi Driver	11.69
31361 - Truckdriver Light	12.41
31362 - Truckdriver Medium	13.11
31363 - Truckdriver Heavy	20.70
31364 - Truckdriver Tractor-Trailer	20.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.60
99030 - Cashier	10.60
99050 - Desk Clerk	11.33
99095 - Embalmer	32.56
99130 - Flight Follower	26.44
99251 - Laboratory Animal Caretaker I	12.00
99252 - Laboratory Animal Caretaker II	12.80
99260 - Marketing Analyst	24.82
99310 - Mortician	32.56
99410 - Pest Controller	22.93
99510 - Photofinishing Worker	13.90
99710 - Recycling Laborer	21.51
99711 - Recycling Specialist	24.88
99730 - Refuse Collector	19.86
99810 - Sales Clerk	12.11
99820 - School Crossing Guard	12.60
99830 - Survey Party Chief	27.54
99831 - Surveying Aide	16.09
99832 - Surveying Technician	21.03
99840 - Vending Machine Attendant	12.64
99841 - Vending Machine Repairer	15.00
99842 - Vending Machine Repairer Helper	12.64

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4925
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Grant Richland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.40
01012 - Accounting Clerk II		17.28
01013 - Accounting Clerk III		19.33
01020 - Administrative Assistant		24.11
01035 - Court Reporter		19.09
01041 - Customer Service Representative I		14.30
01042 - Customer Service Representative II		16.08
01043 - Customer Service Representative III		17.54
01051 - Data Entry Operator I		14.97
01052 - Data Entry Operator II		16.34
01060 - Dispatcher Motor Vehicle		19.31
01070 - Document Preparation Clerk		15.21
01090 - Duplicating Machine Operator		15.21
01111 - General Clerk I		13.27
01112 - General Clerk II		14.48

01113 - General Clerk III 16.25
01120 - Housing Referral Assistant 21.29
01141 - Messenger Courier 12.76
01191 - Order Clerk I 14.86
01192 - Order Clerk II 16.22
01261 - Personnel Assistant (Employment) I 16.92
01262 - Personnel Assistant (Employment) II 18.93
01263 - Personnel Assistant (Employment) III 21.11
01270 - Production Control Clerk 22.50
01290 - Rental Clerk 12.30
01300 - Scheduler Maintenance 17.07
01311 - Secretary I 17.07
01312 - Secretary II 19.09
01313 - Secretary III 21.29
01320 - Service Order Dispatcher 17.26
01410 - Supply Technician 24.11
01420 - Survey Worker 19.35
01460 - Switchboard Operator/Receptionist 14.35
01531 - Travel Clerk I 14.73
01532 - Travel Clerk II 15.92
01533 - Travel Clerk III 17.23
01611 - Word Processor I 15.21
01612 - Word Processor II 17.07
01613 - Word Processor III 19.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.21
05010 - Automotive Electrician 18.64
05040 - Automotive Glass Installer 17.80
05070 - Automotive Worker 17.68
05110 - Mobile Equipment Servicer 16.04
05130 - Motor Equipment Metal Mechanic 19.42
05160 - Motor Equipment Metal Worker 17.80
05190 - Motor Vehicle Mechanic 19.29
05220 - Motor Vehicle Mechanic Helper 15.20
05250 - Motor Vehicle Upholstery Worker 16.92
05280 - Motor Vehicle Wrecker 17.80
05310 - Painter Automotive 18.64
05340 - Radiator Repair Specialist 17.80
05370 - Tire Repairer 17.76
05400 - Transmission Repair Specialist 19.42
07000 - Food Preparation And Service Occupations
07010 - Baker 12.33
07041 - Cook I 13.60
07042 - Cook II 15.09
07070 - Dishwasher 9.35
07130 - Food Service Worker 11.27
07210 - Meat Cutter 18.87
07260 - Waiter/Waitress 9.29
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.26

09040 - Furniture Handler 13.32
09080 - Furniture Refinisher 18.52
09090 - Furniture Refinisher Helper 14.94
09110 - Furniture Repairer Minor 16.81
09130 - Upholsterer 18.78
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.15
11060 - Elevator Operator 12.83
11090 - Gardener 16.87
11122 - Housekeeping Aide 12.83
11150 - Janitor 12.83
11210 - Laborer Grounds Maintenance 13.67
11240 - Maid or Houseman 11.13
11260 - Pruner 12.63
11270 - Tractor Operator 15.81
11330 - Trail Maintenance Worker 13.67
11360 - Window Cleaner 13.89
12000 - Health Occupations
12010 - Ambulance Driver 15.63
12011 - Breath Alcohol Technician 19.61
12012 - Certified Occupational Therapist Assistant 28.10
12015 - Certified Physical Therapist Assistant 25.63
12020 - Dental Assistant 19.11
12025 - Dental Hygienist 38.30
12030 - EKG Technician 25.84
12035 - Electroneurodiagnostic Technologist 25.84
12040 - Emergency Medical Technician 15.63
12071 - Licensed Practical Nurse I 17.53
12072 - Licensed Practical Nurse II 19.61
12073 - Licensed Practical Nurse III 21.87
12100 - Medical Assistant 17.85
12130 - Medical Laboratory Technician 25.39
12160 - Medical Record Clerk 15.54
12190 - Medical Record Technician 19.12
12195 - Medical Transcriptionist 18.07
12210 - Nuclear Medicine Technologist 43.10
12221 - Nursing Assistant I 11.72
12222 - Nursing Assistant II 13.17
12223 - Nursing Assistant III 14.37
12224 - Nursing Assistant IV 16.14
12235 - Optical Dispenser 17.07
12236 - Optical Technician 17.53
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 17.43
12305 - Radiologic Technologist 28.21
12311 - Registered Nurse I 24.87
12312 - Registered Nurse II 30.43
12313 - Registered Nurse II Specialist 30.43
12314 - Registered Nurse III 36.82
12315 - Registered Nurse III Anesthetist 36.82

12316 - Registered Nurse IV		44.12
12317 - Scheduler (Drug and Alcohol Testing)		24.30
12320 - Substance Abuse Treatment Counselor		20.41
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.90
13012 - Exhibits Specialist II		22.17
13013 - Exhibits Specialist III		27.13
13041 - Illustrator I		17.90
13042 - Illustrator II		22.17
13043 - Illustrator III		27.13
13047 - Librarian		24.56
13050 - Library Aide/Clerk		16.00
13054 - Library Information Technology Systems Administrator		22.17
13058 - Library Technician		15.04
13061 - Media Specialist I		16.00
13062 - Media Specialist II		17.90
13063 - Media Specialist III		19.95
13071 - Photographer I		15.60
13072 - Photographer II		17.45
13073 - Photographer III		21.62
13074 - Photographer IV		26.44
13075 - Photographer V		32.00
13090 - Technical Order Library Clerk		20.09
13110 - Video Teleconference Technician		19.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.97
14042 - Computer Operator II		17.87
14043 - Computer Operator III		19.92
14044 - Computer Operator IV		22.13
14045 - Computer Operator V		24.51
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.76
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.97
14160 - Personal Computer Support Technician		22.13
14170 - System Support Specialist		28.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.95
15020 - Aircrew Training Devices Instructor (Rated)		33.82
15030 - Air Crew Training Devices Instructor (Pilot)		40.53
15050 - Computer Based Training Specialist / Instructor		27.95
15060 - Educational Technologist		31.76
15070 - Flight Instructor (Pilot)		40.53
15080 - Graphic Artist		22.32
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.53

15086 - Maintenance Test Pilot Rotary Wing 40.53
15088 - Non-Maintenance Test/Co-Pilot 40.53
15090 - Technical Instructor 19.23
15095 - Technical Instructor/Course Developer 23.52
15110 - Test Proctor 15.55
15120 - Tutor 15.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.27
19040 - Tool And Die Maker 24.75
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.09
21030 - Material Coordinator 22.50
21040 - Material Expediter 22.50
21050 - Material Handling Laborer 15.71
21071 - Order Filler 13.75
21080 - Production Line Worker (Food Processing) 19.09
21110 - Shipping Packer 17.72
21130 - Shipping/Receiving Clerk 17.72
21140 - Store Worker I 14.92
21150 - Stock Clerk 19.01
21210 - Tools And Parts Attendant 19.09
21410 - Warehouse Specialist 19.09
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.31
23019 - Aircraft Logs and Records Technician 22.07
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.31
23023 - Aircraft Mechanic III 27.32
23040 - Aircraft Mechanic Helper 19.62
23050 - Aircraft Painter 24.32
23060 - Aircraft Servicer 22.07
23070 - Aircraft Survival Flight Equipment Technician 24.32
23080 - Aircraft Worker 23.22
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.22
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.34
23110 - Appliance Mechanic 21.03

23120 - Bicycle Repairer 20.58
23125 - Cable Splicer 42.78
23130 - Carpenter Maintenance 22.23
23140 - Carpet Layer 23.14
23160 - Electrician Maintenance 31.92
23181 - Electronics Technician Maintenance I 25.44
23182 - Electronics Technician Maintenance II 27.37
23183 - Electronics Technician Maintenance III 30.77
23260 - Fabric Worker 22.24
23290 - Fire Alarm System Mechanic 25.52
23310 - Fire Extinguisher Repairer 21.08
23311 - Fuel Distribution System Mechanic 29.37
23312 - Fuel Distribution System Operator 24.33
23370 - General Maintenance Worker 18.94
23380 - Ground Support Equipment Mechanic 25.34
23381 - Ground Support Equipment Servicer 22.07
23382 - Ground Support Equipment Worker 23.22
23391 - Gunsmith I 21.08
23392 - Gunsmith II 23.39
23393 - Gunsmith III 25.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.58
23430 - Heavy Equipment Mechanic 25.07
23440 - Heavy Equipment Operator 24.75
23460 - Instrument Mechanic 25.52
23465 - Laboratory/Shelter Mechanic 24.51
23470 - Laborer 15.71
23510 - Locksmith 24.51
23530 - Machinery Maintenance Mechanic 23.71
23550 - Machinist Maintenance 19.23
23580 - Maintenance Trades Helper 14.01
23591 - Metrology Technician I 25.52
23592 - Metrology Technician II 26.54
23593 - Metrology Technician III 27.56
23640 - Millwright 25.52
23710 - Office Appliance Repairer 21.13
23760 - Painter Maintenance 19.10
23790 - Pipefitter Maintenance 29.93
23810 - Plumber Maintenance 28.74
23820 - Pneudraulic Systems Mechanic 25.52
23850 - Rigger 25.52
23870 - Scale Mechanic 23.39
23890 - Sheet-Metal Worker Maintenance 22.53
23910 - Small Engine Mechanic 16.78
23931 - Telecommunications Mechanic I 26.46
23932 - Telecommunications Mechanic II 27.50
23950 - Telephone Lineman 26.61
23960 - Welder Combination Maintenance 20.20

23965 - Well Driller	26.70
23970 - Woodcraft Worker	25.52
23980 - Woodworker	21.08
24000 - Personal Needs Occupations	
24550 - Case Manager	18.23
24570 - Child Care Attendant	10.59
24580 - Child Care Center Clerk	13.21
24610 - Chore Aide	11.52
24620 - Family Readiness And Support Services Coordinator	18.23
24630 - Homemaker	18.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.52
25040 - Sewage Plant Operator	23.26
25070 - Stationary Engineer	25.52
25190 - Ventilation Equipment Tender	19.76
25210 - Water Treatment Plant Operator	23.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.58
27007 - Baggage Inspector	13.12
27008 - Corrections Officer	20.79
27010 - Court Security Officer	19.62
27030 - Detection Dog Handler	14.68
27040 - Detention Officer	20.79
27070 - Firefighter	17.50
27101 - Guard I	13.12
27102 - Guard II	14.68
27131 - Police Officer I	24.55
27132 - Police Officer II	27.27
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.21
28042 - Carnival Equipment Repairer	13.03
28043 - Carnival Worker	9.75
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.00
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	19.82
28630 - Sports Official	12.74
28690 - Swimming Pool Operator	15.92
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.54
29020 - Hatch Tender	25.54
29030 - Line Handler	25.54
29041 - Stevedore I	24.28
29042 - Stevedore II	26.75
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.61
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.70
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.59

30021 - Archeological Technician I		17.89
30022 - Archeological Technician II		20.23
30023 - Archeological Technician III		25.47
30030 - Cartographic Technician		25.47
30040 - Civil Engineering Technician		25.11
30051 - Cryogenic Technician I		27.47
30052 - Cryogenic Technician II		30.34
30061 - Drafter/CAD Operator I		17.89
30062 - Drafter/CAD Operator II		20.23
30063 - Drafter/CAD Operator III		22.92
30064 - Drafter/CAD Operator IV		28.20
30081 - Engineering Technician I		14.66
30082 - Engineering Technician II		16.46
30083 - Engineering Technician III		18.41
30084 - Engineering Technician IV		22.81
30085 - Engineering Technician V		27.89
30086 - Engineering Technician VI		33.75
30090 - Environmental Technician		24.68
30095 - Evidence Control Specialist		24.81
30210 - Laboratory Technician		22.08
30221 - Latent Fingerprint Technician I		27.47
30222 - Latent Fingerprint Technician II		30.34
30240 - Mathematical Technician		25.47
30361 - Paralegal/Legal Assistant I		19.59
30362 - Paralegal/Legal Assistant II		24.27
30363 - Paralegal/Legal Assistant III		29.69
30364 - Paralegal/Legal Assistant IV		35.92
30375 - Petroleum Supply Specialist		30.34
30390 - Photo-Optics Technician		25.47
30395 - Radiation Control Technician		30.34
30461 - Technical Writer I		25.71
30462 - Technical Writer II		31.44
30463 - Technical Writer III		38.06
30491 - Unexploded Ordnance (UXO) Technician I		26.44
30492 - Unexploded Ordnance (UXO) Technician II		32.00
30493 - Unexploded Ordnance (UXO) Technician III		38.35
30494 - Unexploded (UXO) Safety Escort		26.44
30495 - Unexploded (UXO) Sweep Personnel		26.44
30501 - Weather Forecaster I		28.47
30502 - Weather Forecaster II		34.63
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.92
30621 - Weather Observer Senior	(see 2)	25.47
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.00
31020 - Bus Aide		14.27
31030 - Bus Driver		19.15
31043 - Driver Courier		13.31
31260 - Parking and Lot Attendant		13.97
31290 - Shuttle Bus Driver		14.63

31310 - Taxi Driver	11.89
31361 - Truckdriver Light	14.63
31362 - Truckdriver Medium	15.91
31363 - Truckdriver Heavy	20.70
31364 - Truckdriver Tractor-Trailer	20.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.60
99030 - Cashier	10.60
99050 - Desk Clerk	11.33
99095 - Embalmer	29.25
99130 - Flight Follower	26.44
99251 - Laboratory Animal Caretaker I	12.00
99252 - Laboratory Animal Caretaker II	12.80
99260 - Marketing Analyst	24.82
99310 - Mortician	29.25
99410 - Pest Controller	22.93
99510 - Photofinishing Worker	13.90
99710 - Recycling Laborer	20.11
99711 - Recycling Specialist	23.27
99730 - Refuse Collector	18.59
99810 - Sales Clerk	12.11
99820 - School Crossing Guard	13.48
99830 - Survey Party Chief	28.97
99831 - Surveying Aide	16.94
99832 - Surveying Technician	22.24
99840 - Vending Machine Attendant	15.04
99841 - Vending Machine Repairer	17.51
99842 - Vending Machine Repairer Helper	15.04

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4926
Revision No.: 14
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Grant Richland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.40
01012 - Accounting Clerk II		17.28
01013 - Accounting Clerk III		19.33
01020 - Administrative Assistant		24.11
01035 - Court Reporter		19.09
01041 - Customer Service Representative I		14.30
01042 - Customer Service Representative II		16.08
01043 - Customer Service Representative III		17.54
01051 - Data Entry Operator I		14.97
01052 - Data Entry Operator II		16.34
01060 - Dispatcher Motor Vehicle		19.31
01070 - Document Preparation Clerk		15.21

01090 - Duplicating Machine Operator 15.21
01111 - General Clerk I 13.27
01112 - General Clerk II 14.48
01113 - General Clerk III 16.25
01120 - Housing Referral Assistant 21.29
01141 - Messenger Courier 12.76
01191 - Order Clerk I 14.86
01192 - Order Clerk II 16.22
01261 - Personnel Assistant (Employment) I 16.92
01262 - Personnel Assistant (Employment) II 18.93
01263 - Personnel Assistant (Employment) III 21.11
01270 - Production Control Clerk 22.50
01290 - Rental Clerk 12.30
01300 - Scheduler Maintenance 17.07
01311 - Secretary I 17.07
01312 - Secretary II 19.09
01313 - Secretary III 21.29
01320 - Service Order Dispatcher 17.26
01410 - Supply Technician 24.11
01420 - Survey Worker 19.35
01460 - Switchboard Operator/Receptionist 14.35
01531 - Travel Clerk I 14.73
01532 - Travel Clerk II 15.92
01533 - Travel Clerk III 17.23
01611 - Word Processor I 15.21
01612 - Word Processor II 17.07
01613 - Word Processor III 19.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.21
05010 - Automotive Electrician 18.64
05040 - Automotive Glass Installer 17.80
05070 - Automotive Worker 17.68
05110 - Mobile Equipment Servicer 16.04
05130 - Motor Equipment Metal Mechanic 19.42
05160 - Motor Equipment Metal Worker 17.80
05190 - Motor Vehicle Mechanic 19.29
05220 - Motor Vehicle Mechanic Helper 15.20
05250 - Motor Vehicle Upholstery Worker 16.92
05280 - Motor Vehicle Wrecker 17.80
05310 - Painter Automotive 18.64
05340 - Radiator Repair Specialist 17.80
05370 - Tire Repairer 17.76
05400 - Transmission Repair Specialist 19.42
07000 - Food Preparation And Service Occupations
07010 - Baker 12.33
07041 - Cook I 13.60
07042 - Cook II 15.09
07070 - Dishwasher 9.35
07130 - Food Service Worker 11.27
07210 - Meat Cutter 18.87

07260 - Waiter/Waitress	9.29
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.26
09040 - Furniture Handler	13.32
09080 - Furniture Refinisher	18.52
09090 - Furniture Refinisher Helper	14.94
09110 - Furniture Repairer Minor	16.81
09130 - Upholsterer	18.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.15
11060 - Elevator Operator	12.83
11090 - Gardener	16.87
11122 - Housekeeping Aide	12.83
11150 - Janitor	12.83
11210 - Laborer Grounds Maintenance	13.67
11240 - Maid or Houseman	11.13
11260 - Pruner	12.63
11270 - Tractor Operator	15.81
11330 - Trail Maintenance Worker	13.67
11360 - Window Cleaner	13.89
12000 - Health Occupations	
12010 - Ambulance Driver	15.63
12011 - Breath Alcohol Technician	19.61
12012 - Certified Occupational Therapist Assistant	28.10
12015 - Certified Physical Therapist Assistant	25.63
12020 - Dental Assistant	19.11
12025 - Dental Hygienist	38.30
12030 - EKG Technician	25.84
12035 - Electroneurodiagnostic Technologist	25.84
12040 - Emergency Medical Technician	15.63
12071 - Licensed Practical Nurse I	17.53
12072 - Licensed Practical Nurse II	19.61
12073 - Licensed Practical Nurse III	21.87
12100 - Medical Assistant	17.85
12130 - Medical Laboratory Technician	25.39
12160 - Medical Record Clerk	15.54
12190 - Medical Record Technician	19.12
12195 - Medical Transcriptionist	18.07
12210 - Nuclear Medicine Technologist	43.10
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	17.07
12236 - Optical Technician	17.53
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	17.43
12305 - Radiologic Technologist	28.21
12311 - Registered Nurse I	24.87
12312 - Registered Nurse II	30.43

12313 - Registered Nurse II Specialist		30.43
12314 - Registered Nurse III		36.82
12315 - Registered Nurse III Anesthetist		36.82
12316 - Registered Nurse IV		44.12
12317 - Scheduler (Drug and Alcohol Testing)		24.30
12320 - Substance Abuse Treatment Counselor		20.41
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.90
13012 - Exhibits Specialist II		22.17
13013 - Exhibits Specialist III		27.13
13041 - Illustrator I		17.90
13042 - Illustrator II		22.17
13043 - Illustrator III		27.13
13047 - Librarian		24.56
13050 - Library Aide/Clerk		16.00
13054 - Library Information Technology Systems Administrator		22.17
13058 - Library Technician		15.04
13061 - Media Specialist I		16.00
13062 - Media Specialist II		17.90
13063 - Media Specialist III		19.95
13071 - Photographer I		15.60
13072 - Photographer II		17.45
13073 - Photographer III		21.62
13074 - Photographer IV		26.44
13075 - Photographer V		32.00
13090 - Technical Order Library Clerk		20.09
13110 - Video Teleconference Technician		19.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.97
14042 - Computer Operator II		17.87
14043 - Computer Operator III		19.92
14044 - Computer Operator IV		22.13
14045 - Computer Operator V		24.51
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.76
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.97
14160 - Personal Computer Support Technician		22.13
14170 - System Support Specialist		28.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.95
15020 - Aircrew Training Devices Instructor (Rated)		33.82
15030 - Air Crew Training Devices Instructor (Pilot)		40.53
15050 - Computer Based Training Specialist / Instructor		27.95
15060 - Educational Technologist		31.76

15070 - Flight Instructor (Pilot) 40.53
15080 - Graphic Artist 22.32
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.53
15086 - Maintenance Test Pilot Rotary Wing 40.53
15088 - Non-Maintenance Test/Co-Pilot 40.53
15090 - Technical Instructor 19.23
15095 - Technical Instructor/Course Developer 23.52
15110 - Test Proctor 15.55
15120 - Tutor 15.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.27
19040 - Tool And Die Maker 24.75
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.09
21030 - Material Coordinator 22.50
21040 - Material Expediter 22.50
21050 - Material Handling Laborer 15.71
21071 - Order Filler 13.75
21080 - Production Line Worker (Food Processing) 19.09
21110 - Shipping Packer 17.72
21130 - Shipping/Receiving Clerk 17.72
21140 - Store Worker I 14.92
21150 - Stock Clerk 19.01
21210 - Tools And Parts Attendant 19.09
21410 - Warehouse Specialist 19.09
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.31
23019 - Aircraft Logs and Records Technician 22.07
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.31
23023 - Aircraft Mechanic III 27.32
23040 - Aircraft Mechanic Helper 19.62
23050 - Aircraft Painter 24.32
23060 - Aircraft Servicer 22.07
23070 - Aircraft Survival Flight Equipment Technician 24.32
23080 - Aircraft Worker 23.22
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.22

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.34
23110 - Appliance Mechanic 21.03
23120 - Bicycle Repairer 20.58
23125 - Cable Splicer 42.78
23130 - Carpenter Maintenance 22.23
23140 - Carpet Layer 23.14
23160 - Electrician Maintenance 31.92
23181 - Electronics Technician Maintenance I 25.44
23182 - Electronics Technician Maintenance II 27.37
23183 - Electronics Technician Maintenance III 30.77
23260 - Fabric Worker 22.24
23290 - Fire Alarm System Mechanic 25.52
23310 - Fire Extinguisher Repairer 21.08
23311 - Fuel Distribution System Mechanic 29.37
23312 - Fuel Distribution System Operator 24.33
23370 - General Maintenance Worker 18.94
23380 - Ground Support Equipment Mechanic 25.34
23381 - Ground Support Equipment Servicer 22.07
23382 - Ground Support Equipment Worker 23.22
23391 - Gunsmith I 21.08
23392 - Gunsmith II 23.39
23393 - Gunsmith III 25.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.58
23430 - Heavy Equipment Mechanic 25.07
23440 - Heavy Equipment Operator 24.75
23460 - Instrument Mechanic 25.52
23465 - Laboratory/Shelter Mechanic 24.51
23470 - Laborer 15.71
23510 - Locksmith 24.51
23530 - Machinery Maintenance Mechanic 23.71
23550 - Machinist Maintenance 19.23
23580 - Maintenance Trades Helper 14.01
23591 - Metrology Technician I 25.52
23592 - Metrology Technician II 26.54
23593 - Metrology Technician III 27.56
23640 - Millwright 25.52
23710 - Office Appliance Repairer 21.13
23760 - Painter Maintenance 19.10
23790 - Pipefitter Maintenance 29.93
23810 - Plumber Maintenance 28.74
23820 - Pneudraulic Systems Mechanic 25.52
23850 - Rigger 25.52
23870 - Scale Mechanic 23.39
23890 - Sheet-Metal Worker Maintenance 22.53
23910 - Small Engine Mechanic 16.78
23931 - Telecommunications Mechanic I 26.46

23932 - Telecommunications Mechanic II	27.50
23950 - Telephone Lineman	26.61
23960 - Welder Combination Maintenance	20.20
23965 - Well Driller	26.70
23970 - Woodcraft Worker	25.52
23980 - Woodworker	21.08
24000 - Personal Needs Occupations	
24550 - Case Manager	18.23
24570 - Child Care Attendant	10.59
24580 - Child Care Center Clerk	13.21
24610 - Chore Aide	11.52
24620 - Family Readiness And Support Services Coordinator	18.23
24630 - Homemaker	18.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.52
25040 - Sewage Plant Operator	23.26
25070 - Stationary Engineer	25.52
25190 - Ventilation Equipment Tender	19.76
25210 - Water Treatment Plant Operator	23.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.58
27007 - Baggage Inspector	13.12
27008 - Corrections Officer	20.79
27010 - Court Security Officer	19.62
27030 - Detection Dog Handler	14.68
27040 - Detention Officer	20.79
27070 - Firefighter	17.50
27101 - Guard I	13.12
27102 - Guard II	14.68
27131 - Police Officer I	24.55
27132 - Police Officer II	27.27
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.21
28042 - Carnival Equipment Repairer	13.03
28043 - Carnival Worker	9.75
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.00
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	19.82
28630 - Sports Official	12.74
28690 - Swimming Pool Operator	15.92
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.54
29020 - Hatch Tender	25.54
29030 - Line Handler	25.54
29041 - Stevedore I	24.28
29042 - Stevedore II	26.75
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.61
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.70
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.59
30021 - Archeological Technician I 17.89
30022 - Archeological Technician II 20.23
30023 - Archeological Technician III 25.47
30030 - Cartographic Technician 25.47
30040 - Civil Engineering Technician 25.11
30051 - Cryogenic Technician I 27.47
30052 - Cryogenic Technician II 30.34
30061 - Drafter/CAD Operator I 17.89
30062 - Drafter/CAD Operator II 20.23
30063 - Drafter/CAD Operator III 22.92
30064 - Drafter/CAD Operator IV 28.20
30081 - Engineering Technician I 14.66
30082 - Engineering Technician II 16.46
30083 - Engineering Technician III 18.41
30084 - Engineering Technician IV 22.81
30085 - Engineering Technician V 27.89
30086 - Engineering Technician VI 33.75
30090 - Environmental Technician 24.68
30095 - Evidence Control Specialist 24.81
30210 - Laboratory Technician 22.08
30221 - Latent Fingerprint Technician I 27.47
30222 - Latent Fingerprint Technician II 30.34
30240 - Mathematical Technician 25.47
30361 - Paralegal/Legal Assistant I 19.59
30362 - Paralegal/Legal Assistant II 24.27
30363 - Paralegal/Legal Assistant III 29.69
30364 - Paralegal/Legal Assistant IV 35.92
30375 - Petroleum Supply Specialist 30.34
30390 - Photo-Optics Technician 25.47
30395 - Radiation Control Technician 30.34
30461 - Technical Writer I 25.71
30462 - Technical Writer II 31.44
30463 - Technical Writer III 38.06
30491 - Unexploded Ordnance (UXO) Technician I 26.44
30492 - Unexploded Ordnance (UXO) Technician II 32.00
30493 - Unexploded Ordnance (UXO) Technician III 38.35
30494 - Unexploded (UXO) Safety Escort 26.44
30495 - Unexploded (UXO) Sweep Personnel 26.44
30501 - Weather Forecaster I 28.47
30502 - Weather Forecaster II 34.63
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.92
30621 - Weather Observer Senior (see 2) 25.47
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.00
31020 - Bus Aide 14.27
31030 - Bus Driver 19.15

31043 - Driver Courier	13.31
31260 - Parking and Lot Attendant	13.97
31290 - Shuttle Bus Driver	14.63
31310 - Taxi Driver	11.89
31361 - Truckdriver Light	14.63
31362 - Truckdriver Medium	15.91
31363 - Truckdriver Heavy	20.70
31364 - Truckdriver Tractor-Trailer	20.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.60
99030 - Cashier	10.60
99050 - Desk Clerk	11.33
99095 - Embalmer	29.25
99130 - Flight Follower	26.44
99251 - Laboratory Animal Caretaker I	12.00
99252 - Laboratory Animal Caretaker II	12.80
99260 - Marketing Analyst	24.82
99310 - Mortician	29.25
99410 - Pest Controller	22.93
99510 - Photofinishing Worker	13.90
99710 - Recycling Laborer	20.11
99711 - Recycling Specialist	23.27
99730 - Refuse Collector	18.59
99810 - Sales Clerk	12.11
99820 - School Crossing Guard	13.48
99830 - Survey Party Chief	28.97
99831 - Surveying Aide	16.94
99832 - Surveying Technician	22.24
99840 - Vending Machine Attendant	15.04
99841 - Vending Machine Repairer	17.51
99842 - Vending Machine Repairer Helper	15.04

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4927
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Dodge Jefferson Lafayette Sauk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.40
01012 - Accounting Clerk II		17.28
01013 - Accounting Clerk III		19.33
01020 - Administrative Assistant		24.11
01035 - Court Reporter		19.09
01041 - Customer Service Representative I		14.30
01042 - Customer Service Representative II		16.08
01043 - Customer Service Representative III		17.54
01051 - Data Entry Operator I		14.97
01052 - Data Entry Operator II		16.34
01060 - Dispatcher Motor Vehicle		19.31
01070 - Document Preparation Clerk		15.21
01090 - Duplicating Machine Operator		15.21
01111 - General Clerk I		13.27
01112 - General Clerk II		14.48

01113 - General Clerk III	16.25
01120 - Housing Referral Assistant	21.29
01141 - Messenger Courier	12.98
01191 - Order Clerk I	14.86
01192 - Order Clerk II	16.22
01261 - Personnel Assistant (Employment) I	16.92
01262 - Personnel Assistant (Employment) II	18.93
01263 - Personnel Assistant (Employment) III	21.11
01270 - Production Control Clerk	22.50
01290 - Rental Clerk	14.04
01300 - Scheduler Maintenance	17.07
01311 - Secretary I	17.07
01312 - Secretary II	19.09
01313 - Secretary III	21.29
01320 - Service Order Dispatcher	17.26
01410 - Supply Technician	24.11
01420 - Survey Worker	18.48
01460 - Switchboard Operator/Receptionist	14.35
01531 - Travel Clerk I	14.73
01532 - Travel Clerk II	15.92
01533 - Travel Clerk III	17.23
01611 - Word Processor I	15.21
01612 - Word Processor II	17.07
01613 - Word Processor III	19.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.60
05010 - Automotive Electrician	18.64
05040 - Automotive Glass Installer	18.07
05070 - Automotive Worker	18.07
05110 - Mobile Equipment Servicer	16.04
05130 - Motor Equipment Metal Mechanic	19.42
05160 - Motor Equipment Metal Worker	18.07
05190 - Motor Vehicle Mechanic	19.42
05220 - Motor Vehicle Mechanic Helper	15.05
05250 - Motor Vehicle Upholstery Worker	17.50
05280 - Motor Vehicle Wrecker	18.07
05310 - Painter Automotive	18.64
05340 - Radiator Repair Specialist	18.07
05370 - Tire Repairer	17.76
05400 - Transmission Repair Specialist	19.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.33
07041 - Cook I	13.60
07042 - Cook II	15.09
07070 - Dishwasher	9.35
07130 - Food Service Worker	11.27
07210 - Meat Cutter	18.87
07260 - Waiter/Waitress	9.29
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.26

09040 - Furniture Handler 16.36
09080 - Furniture Refinisher 18.52
09090 - Furniture Refinisher Helper 16.84
09110 - Furniture Repairer Minor 17.80
09130 - Upholsterer 19.02
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.15
11060 - Elevator Operator 12.83
11090 - Gardener 16.87
11122 - Housekeeping Aide 12.83
11150 - Janitor 12.83
11210 - Laborer Grounds Maintenance 13.67
11240 - Maid or Houseman 11.13
11260 - Pruner 12.63
11270 - Tractor Operator 15.81
11330 - Trail Maintenance Worker 13.67
11360 - Window Cleaner 13.89
12000 - Health Occupations
12010 - Ambulance Driver 16.04
12011 - Breath Alcohol Technician 19.61
12012 - Certified Occupational Therapist Assistant 28.10
12015 - Certified Physical Therapist Assistant 25.63
12020 - Dental Assistant 19.11
12025 - Dental Hygienist 38.30
12030 - EKG Technician 28.45
12035 - Electroneurodiagnostic Technologist 28.45
12040 - Emergency Medical Technician 16.04
12071 - Licensed Practical Nurse I 17.53
12072 - Licensed Practical Nurse II 19.61
12073 - Licensed Practical Nurse III 21.87
12100 - Medical Assistant 17.85
12130 - Medical Laboratory Technician 25.39
12160 - Medical Record Clerk 15.88
12190 - Medical Record Technician 19.61
12195 - Medical Transcriptionist 18.07
12210 - Nuclear Medicine Technologist 43.10
12221 - Nursing Assistant I 11.72
12222 - Nursing Assistant II 13.17
12223 - Nursing Assistant III 14.37
12224 - Nursing Assistant IV 16.14
12235 - Optical Dispenser 17.07
12236 - Optical Technician 17.53
12250 - Pharmacy Technician 14.46
12280 - Phlebotomist 17.43
12305 - Radiologic Technologist 28.21
12311 - Registered Nurse I 24.87
12312 - Registered Nurse II 30.43
12313 - Registered Nurse II Specialist 30.43
12314 - Registered Nurse III 36.82
12315 - Registered Nurse III Anesthetist 36.82

12316 - Registered Nurse IV		44.12
12317 - Scheduler (Drug and Alcohol Testing)		24.30
12320 - Substance Abuse Treatment Counselor		20.41
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.13
13012 - Exhibits Specialist II		23.70
13013 - Exhibits Specialist III		28.99
13041 - Illustrator I		19.13
13042 - Illustrator II		23.70
13043 - Illustrator III		28.99
13047 - Librarian		26.24
13050 - Library Aide/Clerk		16.00
13054 - Library Information Technology Systems Administrator		22.67
13058 - Library Technician		14.64
13061 - Media Specialist I		16.27
13062 - Media Specialist II		19.13
13063 - Media Specialist III		21.33
13071 - Photographer I		15.74
13072 - Photographer II		17.61
13073 - Photographer III		21.82
13074 - Photographer IV		26.69
13075 - Photographer V		32.29
13090 - Technical Order Library Clerk		20.09
13110 - Video Teleconference Technician		17.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.58
14042 - Computer Operator II		19.66
14043 - Computer Operator III		21.93
14044 - Computer Operator IV		24.37
14045 - Computer Operator V		26.97
14071 - Computer Programmer I	(see 1)	22.65
14072 - Computer Programmer II	(see 1)	27.46
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.58
14160 - Personal Computer Support Technician		24.37
14170 - System Support Specialist		28.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.51
15020 - Aircrew Training Devices Instructor (Rated)		33.82
15030 - Air Crew Training Devices Instructor (Pilot)		40.53
15050 - Computer Based Training Specialist / Instructor		28.51
15060 - Educational Technologist		31.76
15070 - Flight Instructor (Pilot)		40.53
15080 - Graphic Artist		22.29
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.53

15086 - Maintenance Test Pilot Rotary Wing 40.53
15088 - Non-Maintenance Test/Co-Pilot 40.53
15090 - Technical Instructor 18.25
15095 - Technical Instructor/Course Developer 22.33
15110 - Test Proctor 14.74
15120 - Tutor 14.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.27
19040 - Tool And Die Maker 24.75
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 22.50
21040 - Material Expediter 22.50
21050 - Material Handling Laborer 15.71
21071 - Order Filler 13.15
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 17.72
21130 - Shipping/Receiving Clerk 17.72
21140 - Store Worker I 14.92
21150 - Stock Clerk 19.01
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.78
23019 - Aircraft Logs and Records Technician 24.56
23021 - Aircraft Mechanic I 26.46
23022 - Aircraft Mechanic II 27.78
23023 - Aircraft Mechanic III 29.16
23040 - Aircraft Mechanic Helper 22.20
23050 - Aircraft Painter 24.98
23060 - Aircraft Servicer 24.56
23070 - Aircraft Survival Flight Equipment Technician 24.98
23080 - Aircraft Worker 25.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.46
23110 - Appliance Mechanic 21.03

23120 - Bicycle Repairer	20.35
23125 - Cable Splicer	40.98
23130 - Carpenter Maintenance	22.23
23140 - Carpet Layer	23.39
23160 - Electrician Maintenance	31.92
23181 - Electronics Technician Maintenance I	27.27
23182 - Electronics Technician Maintenance II	28.75
23183 - Electronics Technician Maintenance III	30.35
23260 - Fabric Worker	22.24
23290 - Fire Alarm System Mechanic	25.52
23310 - Fire Extinguisher Repairer	21.08
23311 - Fuel Distribution System Mechanic	29.05
23312 - Fuel Distribution System Operator	23.40
23370 - General Maintenance Worker	18.94
23380 - Ground Support Equipment Mechanic	26.46
23381 - Ground Support Equipment Servicer	24.56
23382 - Ground Support Equipment Worker	25.75
23391 - Gunsmith I	21.08
23392 - Gunsmith II	23.39
23393 - Gunsmith III	25.52
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.65
23430 - Heavy Equipment Mechanic	25.07
23440 - Heavy Equipment Operator	26.28
23460 - Instrument Mechanic	25.52
23465 - Laboratory/Shelter Mechanic	24.51
23470 - Laborer	15.71
23510 - Locksmith	24.51
23530 - Machinery Maintenance Mechanic	23.54
23550 - Machinist Maintenance	20.11
23580 - Maintenance Trades Helper	13.92
23591 - Metrology Technician I	25.52
23592 - Metrology Technician II	26.54
23593 - Metrology Technician III	27.56
23640 - Millwright	25.52
23710 - Office Appliance Repairer	21.78
23760 - Painter Maintenance	19.23
23790 - Pipefitter Maintenance	30.88
23810 - Plumber Maintenance	29.99
23820 - Pneudraulic Systems Mechanic	25.52
23850 - Rigger	25.52
23870 - Scale Mechanic	23.39
23890 - Sheet-Metal Worker Maintenance	23.74
23910 - Small Engine Mechanic	16.77
23931 - Telecommunications Mechanic I	26.46
23932 - Telecommunications Mechanic II	27.50
23950 - Telephone Lineman	28.12
23960 - Welder Combination Maintenance	20.20

23965 - Well Driller	25.52
23970 - Woodcraft Worker	25.52
23980 - Woodworker	21.08
24000 - Personal Needs Occupations	
24550 - Case Manager	18.23
24570 - Child Care Attendant	10.59
24580 - Child Care Center Clerk	14.90
24610 - Chore Aide	11.52
24620 - Family Readiness And Support Services Coordinator	18.23
24630 - Homemaker	18.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.52
25040 - Sewage Plant Operator	23.26
25070 - Stationary Engineer	25.52
25190 - Ventilation Equipment Tender	19.76
25210 - Water Treatment Plant Operator	23.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.58
27007 - Baggage Inspector	13.12
27008 - Corrections Officer	20.79
27010 - Court Security Officer	21.33
27030 - Detection Dog Handler	16.81
27040 - Detention Officer	20.79
27070 - Firefighter	17.91
27101 - Guard I	13.12
27102 - Guard II	16.81
27131 - Police Officer I	24.55
27132 - Police Officer II	27.27
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.21
28042 - Carnival Equipment Repairer	13.03
28043 - Carnival Worker	9.75
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.66
28515 - Recreation Specialist	19.82
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.54
29020 - Hatch Tender	25.54
29030 - Line Handler	25.54
29041 - Stevedore I	24.28
29042 - Stevedore II	26.75
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.61
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.70
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.59

30021 - Archeological Technician I		17.89
30022 - Archeological Technician II		20.02
30023 - Archeological Technician III		24.81
30030 - Cartographic Technician		24.81
30040 - Civil Engineering Technician		25.11
30051 - Cryogenic Technician I		27.47
30052 - Cryogenic Technician II		30.34
30061 - Drafter/CAD Operator I		17.89
30062 - Drafter/CAD Operator II		20.02
30063 - Drafter/CAD Operator III		22.31
30064 - Drafter/CAD Operator IV		27.47
30081 - Engineering Technician I		15.26
30082 - Engineering Technician II		16.46
30083 - Engineering Technician III		18.41
30084 - Engineering Technician IV		22.81
30085 - Engineering Technician V		27.89
30086 - Engineering Technician VI		33.75
30090 - Environmental Technician		24.68
30095 - Evidence Control Specialist		24.81
30210 - Laboratory Technician		22.08
30221 - Latent Fingerprint Technician I		27.47
30222 - Latent Fingerprint Technician II		30.34
30240 - Mathematical Technician		24.81
30361 - Paralegal/Legal Assistant I		19.59
30362 - Paralegal/Legal Assistant II		24.27
30363 - Paralegal/Legal Assistant III		29.69
30364 - Paralegal/Legal Assistant IV		35.92
30375 - Petroleum Supply Specialist		30.34
30390 - Photo-Optics Technician		24.81
30395 - Radiation Control Technician		30.34
30461 - Technical Writer I		25.71
30462 - Technical Writer II		31.44
30463 - Technical Writer III		38.06
30491 - Unexploded Ordnance (UXO) Technician I		26.44
30492 - Unexploded Ordnance (UXO) Technician II		32.00
30493 - Unexploded Ordnance (UXO) Technician III		38.35
30494 - Unexploded (UXO) Safety Escort		26.44
30495 - Unexploded (UXO) Sweep Personnel		26.44
30501 - Weather Forecaster I		28.47
30502 - Weather Forecaster II		34.63
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.31
30621 - Weather Observer Senior	(see 2)	24.81
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.00
31020 - Bus Aide		15.12
31030 - Bus Driver		19.68
31043 - Driver Courier		14.19
31260 - Parking and Lot Attendant		13.97
31290 - Shuttle Bus Driver		15.13

31310 - Taxi Driver	13.95
31361 - Truckdriver Light	15.13
31362 - Truckdriver Medium	16.48
31363 - Truckdriver Heavy	20.70
31364 - Truckdriver Tractor-Trailer	20.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.60
99030 - Cashier	10.60
99050 - Desk Clerk	11.33
99095 - Embalmer	30.33
99130 - Flight Follower	26.44
99251 - Laboratory Animal Caretaker I	12.00
99252 - Laboratory Animal Caretaker II	12.80
99260 - Marketing Analyst	24.82
99310 - Mortician	30.33
99410 - Pest Controller	22.93
99510 - Photofinishing Worker	13.90
99710 - Recycling Laborer	20.11
99711 - Recycling Specialist	23.27
99730 - Refuse Collector	19.61
99810 - Sales Clerk	12.91
99820 - School Crossing Guard	12.66
99830 - Survey Party Chief	27.01
99831 - Surveying Aide	19.98
99832 - Surveying Technician	20.91
99840 - Vending Machine Attendant	15.23
99841 - Vending Machine Repairer	17.80
99842 - Vending Machine Repairer Helper	15.83

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4928
Revision No.: 14
Date Of Last Revision: 05/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Dodge Jefferson Lafayette Sauk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.40
01012 - Accounting Clerk II		17.28
01013 - Accounting Clerk III		19.33
01020 - Administrative Assistant		24.11
01035 - Court Reporter		19.09
01041 - Customer Service Representative I		14.30
01042 - Customer Service Representative II		16.08
01043 - Customer Service Representative III		17.54
01051 - Data Entry Operator I		14.97
01052 - Data Entry Operator II		16.34
01060 - Dispatcher Motor Vehicle		19.31
01070 - Document Preparation Clerk		15.21

01090 - Duplicating Machine Operator 15.21
01111 - General Clerk I 13.27
01112 - General Clerk II 14.48
01113 - General Clerk III 16.25
01120 - Housing Referral Assistant 21.29
01141 - Messenger Courier 12.98
01191 - Order Clerk I 14.86
01192 - Order Clerk II 16.22
01261 - Personnel Assistant (Employment) I 16.92
01262 - Personnel Assistant (Employment) II 18.93
01263 - Personnel Assistant (Employment) III 21.11
01270 - Production Control Clerk 22.50
01290 - Rental Clerk 14.04
01300 - Scheduler Maintenance 17.07
01311 - Secretary I 17.07
01312 - Secretary II 19.09
01313 - Secretary III 21.29
01320 - Service Order Dispatcher 17.26
01410 - Supply Technician 24.11
01420 - Survey Worker 18.48
01460 - Switchboard Operator/Receptionist 14.35
01531 - Travel Clerk I 14.73
01532 - Travel Clerk II 15.92
01533 - Travel Clerk III 17.23
01611 - Word Processor I 15.21
01612 - Word Processor II 17.07
01613 - Word Processor III 19.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.60
05010 - Automotive Electrician 18.64
05040 - Automotive Glass Installer 18.07
05070 - Automotive Worker 18.07
05110 - Mobile Equipment Servicer 16.04
05130 - Motor Equipment Metal Mechanic 19.42
05160 - Motor Equipment Metal Worker 18.07
05190 - Motor Vehicle Mechanic 19.42
05220 - Motor Vehicle Mechanic Helper 15.05
05250 - Motor Vehicle Upholstery Worker 17.50
05280 - Motor Vehicle Wrecker 18.07
05310 - Painter Automotive 18.64
05340 - Radiator Repair Specialist 18.07
05370 - Tire Repairer 17.76
05400 - Transmission Repair Specialist 19.42
07000 - Food Preparation And Service Occupations
07010 - Baker 12.33
07041 - Cook I 13.60
07042 - Cook II 15.09
07070 - Dishwasher 9.35
07130 - Food Service Worker 11.27
07210 - Meat Cutter 18.87

07260 - Waiter/Waitress	9.29
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.26
09040 - Furniture Handler	16.36
09080 - Furniture Refinisher	18.52
09090 - Furniture Refinisher Helper	16.84
09110 - Furniture Repairer Minor	17.80
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.15
11060 - Elevator Operator	12.83
11090 - Gardener	16.87
11122 - Housekeeping Aide	12.83
11150 - Janitor	12.83
11210 - Laborer Grounds Maintenance	13.67
11240 - Maid or Houseman	11.13
11260 - Pruner	12.63
11270 - Tractor Operator	15.81
11330 - Trail Maintenance Worker	13.67
11360 - Window Cleaner	13.89
12000 - Health Occupations	
12010 - Ambulance Driver	16.04
12011 - Breath Alcohol Technician	19.61
12012 - Certified Occupational Therapist Assistant	28.10
12015 - Certified Physical Therapist Assistant	25.63
12020 - Dental Assistant	19.11
12025 - Dental Hygienist	38.30
12030 - EKG Technician	28.45
12035 - Electroneurodiagnostic Technologist	28.45
12040 - Emergency Medical Technician	16.04
12071 - Licensed Practical Nurse I	17.53
12072 - Licensed Practical Nurse II	19.61
12073 - Licensed Practical Nurse III	21.87
12100 - Medical Assistant	17.85
12130 - Medical Laboratory Technician	25.39
12160 - Medical Record Clerk	15.88
12190 - Medical Record Technician	19.61
12195 - Medical Transcriptionist	18.07
12210 - Nuclear Medicine Technologist	43.10
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	17.07
12236 - Optical Technician	17.53
12250 - Pharmacy Technician	14.46
12280 - Phlebotomist	17.43
12305 - Radiologic Technologist	28.21
12311 - Registered Nurse I	24.87
12312 - Registered Nurse II	30.43

12313 - Registered Nurse II Specialist		30.43
12314 - Registered Nurse III		36.82
12315 - Registered Nurse III Anesthetist		36.82
12316 - Registered Nurse IV		44.12
12317 - Scheduler (Drug and Alcohol Testing)		24.30
12320 - Substance Abuse Treatment Counselor		20.41
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.13
13012 - Exhibits Specialist II		23.70
13013 - Exhibits Specialist III		28.99
13041 - Illustrator I		19.13
13042 - Illustrator II		23.70
13043 - Illustrator III		28.99
13047 - Librarian		26.24
13050 - Library Aide/Clerk		16.00
13054 - Library Information Technology Systems Administrator		22.67
13058 - Library Technician		14.64
13061 - Media Specialist I		16.27
13062 - Media Specialist II		19.13
13063 - Media Specialist III		21.33
13071 - Photographer I		15.74
13072 - Photographer II		17.61
13073 - Photographer III		21.82
13074 - Photographer IV		26.69
13075 - Photographer V		32.29
13090 - Technical Order Library Clerk		20.09
13110 - Video Teleconference Technician		17.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.58
14042 - Computer Operator II		19.66
14043 - Computer Operator III		21.93
14044 - Computer Operator IV		24.37
14045 - Computer Operator V		26.97
14071 - Computer Programmer I	(see 1)	22.65
14072 - Computer Programmer II	(see 1)	27.46
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.58
14160 - Personal Computer Support Technician		24.37
14170 - System Support Specialist		28.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.51
15020 - Aircrew Training Devices Instructor (Rated)		33.82
15030 - Air Crew Training Devices Instructor (Pilot)		40.53
15050 - Computer Based Training Specialist / Instructor		28.51
15060 - Educational Technologist		31.76

15070 - Flight Instructor (Pilot) 40.53
15080 - Graphic Artist 22.29
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.53
15086 - Maintenance Test Pilot Rotary Wing 40.53
15088 - Non-Maintenance Test/Co-Pilot 40.53
15090 - Technical Instructor 18.25
15095 - Technical Instructor/Course Developer 22.33
15110 - Test Proctor 14.74
15120 - Tutor 14.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.27
19040 - Tool And Die Maker 24.75
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 22.50
21040 - Material Expediter 22.50
21050 - Material Handling Laborer 15.71
21071 - Order Filler 13.15
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 17.72
21130 - Shipping/Receiving Clerk 17.72
21140 - Store Worker I 14.92
21150 - Stock Clerk 19.01
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.78
23019 - Aircraft Logs and Records Technician 24.56
23021 - Aircraft Mechanic I 26.46
23022 - Aircraft Mechanic II 27.78
23023 - Aircraft Mechanic III 29.16
23040 - Aircraft Mechanic Helper 22.20
23050 - Aircraft Painter 24.98
23060 - Aircraft Servicer 24.56
23070 - Aircraft Survival Flight Equipment Technician 24.98
23080 - Aircraft Worker 25.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.75

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.46
23110 - Appliance Mechanic 21.03
23120 - Bicycle Repairer 20.35
23125 - Cable Splicer 40.98
23130 - Carpenter Maintenance 22.23
23140 - Carpet Layer 23.39
23160 - Electrician Maintenance 31.92
23181 - Electronics Technician Maintenance I 27.27
23182 - Electronics Technician Maintenance II 28.75
23183 - Electronics Technician Maintenance III 30.35
23260 - Fabric Worker 22.24
23290 - Fire Alarm System Mechanic 25.52
23310 - Fire Extinguisher Repairer 21.08
23311 - Fuel Distribution System Mechanic 29.05
23312 - Fuel Distribution System Operator 23.40
23370 - General Maintenance Worker 18.94
23380 - Ground Support Equipment Mechanic 26.46
23381 - Ground Support Equipment Servicer 24.56
23382 - Ground Support Equipment Worker 25.75
23391 - Gunsmith I 21.08
23392 - Gunsmith II 23.39
23393 - Gunsmith III 25.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.65
23430 - Heavy Equipment Mechanic 25.07
23440 - Heavy Equipment Operator 26.28
23460 - Instrument Mechanic 25.52
23465 - Laboratory/Shelter Mechanic 24.51
23470 - Laborer 15.71
23510 - Locksmith 24.51
23530 - Machinery Maintenance Mechanic 23.54
23550 - Machinist Maintenance 20.11
23580 - Maintenance Trades Helper 13.92
23591 - Metrology Technician I 25.52
23592 - Metrology Technician II 26.54
23593 - Metrology Technician III 27.56
23640 - Millwright 25.52
23710 - Office Appliance Repairer 21.78
23760 - Painter Maintenance 19.23
23790 - Pipefitter Maintenance 30.88
23810 - Plumber Maintenance 29.99
23820 - Pneudraulic Systems Mechanic 25.52
23850 - Rigger 25.52
23870 - Scale Mechanic 23.39
23890 - Sheet-Metal Worker Maintenance 23.74
23910 - Small Engine Mechanic 16.77
23931 - Telecommunications Mechanic I 26.46

23932 - Telecommunications Mechanic II	27.50
23950 - Telephone Lineman	28.12
23960 - Welder Combination Maintenance	20.20
23965 - Well Driller	25.52
23970 - Woodcraft Worker	25.52
23980 - Woodworker	21.08
24000 - Personal Needs Occupations	
24550 - Case Manager	18.23
24570 - Child Care Attendant	10.59
24580 - Child Care Center Clerk	14.90
24610 - Chore Aide	11.52
24620 - Family Readiness And Support Services Coordinator	18.23
24630 - Homemaker	18.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.52
25040 - Sewage Plant Operator	23.26
25070 - Stationary Engineer	25.52
25190 - Ventilation Equipment Tender	19.76
25210 - Water Treatment Plant Operator	23.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.58
27007 - Baggage Inspector	13.12
27008 - Corrections Officer	20.79
27010 - Court Security Officer	21.33
27030 - Detection Dog Handler	16.81
27040 - Detention Officer	20.79
27070 - Firefighter	17.91
27101 - Guard I	13.12
27102 - Guard II	16.81
27131 - Police Officer I	24.55
27132 - Police Officer II	27.27
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.21
28042 - Carnival Equipment Repairer	13.03
28043 - Carnival Worker	9.75
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.66
28515 - Recreation Specialist	19.82
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.54
29020 - Hatch Tender	25.54
29030 - Line Handler	25.54
29041 - Stevedore I	24.28
29042 - Stevedore II	26.75
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.61
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.70
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.59
30021 - Archeological Technician I 17.89
30022 - Archeological Technician II 20.02
30023 - Archeological Technician III 24.81
30030 - Cartographic Technician 24.81
30040 - Civil Engineering Technician 25.11
30051 - Cryogenic Technician I 27.47
30052 - Cryogenic Technician II 30.34
30061 - Drafter/CAD Operator I 17.89
30062 - Drafter/CAD Operator II 20.02
30063 - Drafter/CAD Operator III 22.31
30064 - Drafter/CAD Operator IV 27.47
30081 - Engineering Technician I 15.26
30082 - Engineering Technician II 16.46
30083 - Engineering Technician III 18.41
30084 - Engineering Technician IV 22.81
30085 - Engineering Technician V 27.89
30086 - Engineering Technician VI 33.75
30090 - Environmental Technician 24.68
30095 - Evidence Control Specialist 24.81
30210 - Laboratory Technician 22.08
30221 - Latent Fingerprint Technician I 27.47
30222 - Latent Fingerprint Technician II 30.34
30240 - Mathematical Technician 24.81
30361 - Paralegal/Legal Assistant I 19.59
30362 - Paralegal/Legal Assistant II 24.27
30363 - Paralegal/Legal Assistant III 29.69
30364 - Paralegal/Legal Assistant IV 35.92
30375 - Petroleum Supply Specialist 30.34
30390 - Photo-Optics Technician 24.81
30395 - Radiation Control Technician 30.34
30461 - Technical Writer I 25.71
30462 - Technical Writer II 31.44
30463 - Technical Writer III 38.06
30491 - Unexploded Ordnance (UXO) Technician I 26.44
30492 - Unexploded Ordnance (UXO) Technician II 32.00
30493 - Unexploded Ordnance (UXO) Technician III 38.35
30494 - Unexploded (UXO) Safety Escort 26.44
30495 - Unexploded (UXO) Sweep Personnel 26.44
30501 - Weather Forecaster I 28.47
30502 - Weather Forecaster II 34.63
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.31
30621 - Weather Observer Senior (see 2) 24.81
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.00
31020 - Bus Aide 15.12
31030 - Bus Driver 19.68

31043 - Driver Courier	14.19
31260 - Parking and Lot Attendant	13.97
31290 - Shuttle Bus Driver	15.13
31310 - Taxi Driver	13.95
31361 - Truckdriver Light	15.13
31362 - Truckdriver Medium	16.48
31363 - Truckdriver Heavy	20.70
31364 - Truckdriver Tractor-Trailer	20.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.60
99030 - Cashier	10.60
99050 - Desk Clerk	11.33
99095 - Embalmer	30.33
99130 - Flight Follower	26.44
99251 - Laboratory Animal Caretaker I	12.00
99252 - Laboratory Animal Caretaker II	12.80
99260 - Marketing Analyst	24.82
99310 - Mortician	30.33
99410 - Pest Controller	22.93
99510 - Photofinishing Worker	13.90
99710 - Recycling Laborer	20.11
99711 - Recycling Specialist	23.27
99730 - Refuse Collector	19.61
99810 - Sales Clerk	12.91
99820 - School Crossing Guard	12.66
99830 - Survey Party Chief	27.01
99831 - Surveying Aide	19.98
99832 - Surveying Technician	20.91
99840 - Vending Machine Attendant	15.23
99841 - Vending Machine Repairer	17.80
99842 - Vending Machine Repairer Helper	15.83

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4929
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Barron Buffalo Clark Crawford Dunn Jackson Juneau Monroe Pepin Trempealeau Vernon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.29
01013 - Accounting Clerk III		17.19
01020 - Administrative Assistant		23.88
01035 - Court Reporter		17.28
01041 - Customer Service Representative I		13.34
01042 - Customer Service Representative II		15.00
01043 - Customer Service Representative III		16.36
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher Motor Vehicle		19.94
01070 - Document Preparation Clerk		13.57
01090 - Duplicating Machine Operator		13.57
01111 - General Clerk I		14.06

01112 - General Clerk II	15.33
01113 - General Clerk III	17.21
01120 - Housing Referral Assistant	19.26
01141 - Messenger Courier	12.44
01191 - Order Clerk I	14.55
01192 - Order Clerk II	15.87
01261 - Personnel Assistant (Employment) I	16.15
01262 - Personnel Assistant (Employment) II	18.08
01263 - Personnel Assistant (Employment) III	20.15
01270 - Production Control Clerk	21.23
01290 - Rental Clerk	14.88
01300 - Scheduler Maintenance	15.45
01311 - Secretary I	15.45
01312 - Secretary II	17.28
01313 - Secretary III	19.26
01320 - Service Order Dispatcher	17.82
01410 - Supply Technician	23.88
01420 - Survey Worker	17.05
01460 - Switchboard Operator/Receptionist	15.21
01531 - Travel Clerk I	14.51
01532 - Travel Clerk II	15.67
01533 - Travel Clerk III	16.84
01611 - Word Processor I	13.76
01612 - Word Processor II	15.45
01613 - Word Processor III	17.28
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.21
05010 - Automotive Electrician	18.28
05040 - Automotive Glass Installer	17.51
05070 - Automotive Worker	16.04
05110 - Mobile Equipment Servicer	15.77
05130 - Motor Equipment Metal Mechanic	19.26
05160 - Motor Equipment Metal Worker	17.51
05190 - Motor Vehicle Mechanic	17.73
05220 - Motor Vehicle Mechanic Helper	15.20
05250 - Motor Vehicle Upholstery Worker	16.73
05280 - Motor Vehicle Wrecker	17.51
05310 - Painter Automotive	18.28
05340 - Radiator Repair Specialist	17.51
05370 - Tire Repairer	15.11
05400 - Transmission Repair Specialist	19.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.41
07041 - Cook I	14.16
07042 - Cook II	15.93
07070 - Dishwasher	9.21
07130 - Food Service Worker	11.29
07210 - Meat Cutter	18.69
07260 - Waiter/Waitress	8.92
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 19.87
09040 - Furniture Handler 13.12
09080 - Furniture Refinisher 19.10
09090 - Furniture Refinisher Helper 15.15
09110 - Furniture Repairer Minor 17.19
09130 - Upholsterer 20.98
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.60
11060 - Elevator Operator 13.60
11090 - Gardener 16.45
11122 - Housekeeping Aide 14.05
11150 - Janitor 14.05
11210 - Laborer Grounds Maintenance 13.30
11240 - Maid or Houseman 11.43
11260 - Pruner 12.27
11270 - Tractor Operator 15.41
11330 - Trail Maintenance Worker 13.30
11360 - Window Cleaner 15.23
12000 - Health Occupations
12010 - Ambulance Driver 14.94
12011 - Breath Alcohol Technician 19.85
12012 - Certified Occupational Therapist Assistant 28.78
12015 - Certified Physical Therapist Assistant 26.13
12020 - Dental Assistant 18.02
12025 - Dental Hygienist 35.85
12030 - EKG Technician 30.08
12035 - Electroneurodiagnostic Technologist 30.08
12040 - Emergency Medical Technician 14.94
12071 - Licensed Practical Nurse I 17.74
12072 - Licensed Practical Nurse II 19.85
12073 - Licensed Practical Nurse III 22.13
12100 - Medical Assistant 17.68
12130 - Medical Laboratory Technician 25.43
12160 - Medical Record Clerk 16.54
12190 - Medical Record Technician 19.85
12195 - Medical Transcriptionist 20.68
12210 - Nuclear Medicine Technologist 43.62
12221 - Nursing Assistant I 11.45
12222 - Nursing Assistant II 12.88
12223 - Nursing Assistant III 14.05
12224 - Nursing Assistant IV 15.77
12235 - Optical Dispenser 17.29
12236 - Optical Technician 17.74
12250 - Pharmacy Technician 17.06
12280 - Phlebotomist 17.19
12305 - Radiologic Technologist 27.82
12311 - Registered Nurse I 24.49
12312 - Registered Nurse II 29.96
12313 - Registered Nurse II Specialist 29.96
12314 - Registered Nurse III 36.24

12315 - Registered Nurse III Anesthetist		36.24
12316 - Registered Nurse IV		41.98
12317 - Scheduler (Drug and Alcohol Testing)		24.59
12320 - Substance Abuse Treatment Counselor		27.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.66
13012 - Exhibits Specialist II		20.65
13013 - Exhibits Specialist III		25.26
13041 - Illustrator I		16.66
13042 - Illustrator II		20.65
13043 - Illustrator III		25.26
13047 - Librarian		23.03
13050 - Library Aide/Clerk		12.85
13054 - Library Information Technology Systems Administrator		20.65
13058 - Library Technician		15.04
13061 - Media Specialist I		14.90
13062 - Media Specialist II		16.66
13063 - Media Specialist III		18.58
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.90
13110 - Video Teleconference Technician		19.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.64
14042 - Computer Operator II		16.37
14043 - Computer Operator III		18.35
14044 - Computer Operator IV		20.43
14045 - Computer Operator V		23.66
14071 - Computer Programmer I	(see 1)	17.71
14072 - Computer Programmer II	(see 1)	22.12
14073 - Computer Programmer III	(see 1)	26.85
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.64
14160 - Personal Computer Support Technician		20.43
14170 - System Support Specialist		26.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.56
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		41.41
15050 - Computer Based Training Specialist / Instructor		28.56
15060 - Educational Technologist		28.75
15070 - Flight Instructor (Pilot)		41.41
15080 - Graphic Artist		22.32

15085 - Maintenance Test Pilot Fixed Jet/Prop 41.41
15086 - Maintenance Test Pilot Rotary Wing 41.41
15088 - Non-Maintenance Test/Co-Pilot 41.41
15090 - Technical Instructor 19.78
15095 - Technical Instructor/Course Developer 24.20
15110 - Test Proctor 15.97
15120 - Tutor 15.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.85
19040 - Tool And Die Maker 24.83
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.21
21030 - Material Coordinator 21.23
21040 - Material Expediter 21.23
21050 - Material Handling Laborer 16.13
21071 - Order Filler 15.13
21080 - Production Line Worker (Food Processing) 20.21
21110 - Shipping Packer 17.67
21130 - Shipping/Receiving Clerk 17.67
21140 - Store Worker I 14.98
21150 - Stock Clerk 19.20
21210 - Tools And Parts Attendant 20.21
21410 - Warehouse Specialist 20.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.54
23019 - Aircraft Logs and Records Technician 23.35
23021 - Aircraft Mechanic I 27.32
23022 - Aircraft Mechanic II 28.54
23023 - Aircraft Mechanic III 29.80
23040 - Aircraft Mechanic Helper 20.57
23050 - Aircraft Painter 26.05
23060 - Aircraft Servicer 23.35
23070 - Aircraft Survival Flight Equipment Technician 26.05
23080 - Aircraft Worker 24.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.32

23110 - Appliance Mechanic 24.33
23120 - Bicycle Repairer 20.58
23125 - Cable Splicer 42.37
23130 - Carpenter Maintenance 22.13
23140 - Carpet Layer 24.72
23160 - Electrician Maintenance 26.77
23181 - Electronics Technician Maintenance I 24.72
23182 - Electronics Technician Maintenance II 26.05
23183 - Electronics Technician Maintenance III 27.32
23260 - Fabric Worker 23.35
23290 - Fire Alarm System Mechanic 27.32
23310 - Fire Extinguisher Repairer 21.96
23311 - Fuel Distribution System Mechanic 28.01
23312 - Fuel Distribution System Operator 22.61
23370 - General Maintenance Worker 20.38
23380 - Ground Support Equipment Mechanic 27.32
23381 - Ground Support Equipment Servicer 23.35
23382 - Ground Support Equipment Worker 24.72
23391 - Gunsmith I 21.96
23392 - Gunsmith II 24.72
23393 - Gunsmith III 27.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.34
23430 - Heavy Equipment Mechanic 24.74
23440 - Heavy Equipment Operator 28.42
23460 - Instrument Mechanic 27.32
23465 - Laboratory/Shelter Mechanic 26.05
23470 - Laborer 16.13
23510 - Locksmith 26.05
23530 - Machinery Maintenance Mechanic 25.63
23550 - Machinist Maintenance 19.56
23580 - Maintenance Trades Helper 15.41
23591 - Metrology Technician I 27.32
23592 - Metrology Technician II 28.54
23593 - Metrology Technician III 29.80
23640 - Millwright 27.32
23710 - Office Appliance Repairer 24.32
23760 - Painter Maintenance 20.99
23790 - Pipefitter Maintenance 30.48
23810 - Plumber Maintenance 29.06
23820 - Pneudraulic Systems Mechanic 27.32
23850 - Rigger 27.32
23870 - Scale Mechanic 24.72
23890 - Sheet-Metal Worker Maintenance 24.78
23910 - Small Engine Mechanic 16.78
23931 - Telecommunications Mechanic I 25.70
23932 - Telecommunications Mechanic II 26.84
23950 - Telephone Lineman 27.32

23960 - Welder Combination Maintenance		20.25
23965 - Well Driller		27.32
23970 - Woodcraft Worker		27.32
23980 - Woodworker		21.96
24000 - Personal Needs Occupations		
24550 - Case Manager		19.01
24570 - Child Care Attendant		12.28
24580 - Child Care Center Clerk		15.32
24610 - Chore Aide		11.42
24620 - Family Readiness And Support Services Coordinator		19.01
24630 - Homemaker		19.01
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.32
25040 - Sewage Plant Operator		24.58
25070 - Stationary Engineer		27.32
25190 - Ventilation Equipment Tender		20.57
25210 - Water Treatment Plant Operator		24.58
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.54
27007 - Baggage Inspector		15.39
27008 - Corrections Officer		20.78
27010 - Court Security Officer		19.62
27030 - Detection Dog Handler		17.22
27040 - Detention Officer		20.78
27070 - Firefighter		17.50
27101 - Guard I		15.39
27102 - Guard II		17.22
27131 - Police Officer I		22.51
27132 - Police Officer II		25.01
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.66
28042 - Carnival Equipment Repairer		14.58
28043 - Carnival Worker		10.88
28210 - Gate Attendant/Gate Tender		14.99
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		16.77
28510 - Recreation Aide/Health Facility Attendant		12.24
28515 - Recreation Specialist		20.77
28630 - Sports Official		13.35
28690 - Swimming Pool Operator		16.37
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.72
29020 - Hatch Tender		24.72
29030 - Line Handler		24.72
29041 - Stevedore I		23.35
29042 - Stevedore II		26.05
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 15.71
30022 - Archeological Technician II 18.39
30023 - Archeological Technician III 23.15
30030 - Cartographic Technician 23.15
30040 - Civil Engineering Technician 24.07
30051 - Cryogenic Technician I 24.11
30052 - Cryogenic Technician II 26.63
30061 - Drafter/CAD Operator I 15.71
30062 - Drafter/CAD Operator II 18.39
30063 - Drafter/CAD Operator III 20.84
30064 - Drafter/CAD Operator IV 25.64
30081 - Engineering Technician I 14.95
30082 - Engineering Technician II 16.78
30083 - Engineering Technician III 18.78
30084 - Engineering Technician IV 23.26
30085 - Engineering Technician V 28.46
30086 - Engineering Technician VI 34.43
30090 - Environmental Technician 25.43
30095 - Evidence Control Specialist 21.77
30210 - Laboratory Technician 19.55
30221 - Latent Fingerprint Technician I 24.11
30222 - Latent Fingerprint Technician II 26.63
30240 - Mathematical Technician 23.15
30361 - Paralegal/Legal Assistant I 19.58
30362 - Paralegal/Legal Assistant II 24.25
30363 - Paralegal/Legal Assistant III 29.66
30364 - Paralegal/Legal Assistant IV 35.89
30375 - Petroleum Supply Specialist 26.63
30390 - Photo-Optics Technician 23.15
30395 - Radiation Control Technician 26.63
30461 - Technical Writer I 23.15
30462 - Technical Writer II 28.32
30463 - Technical Writer III 34.26
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.64
30502 - Weather Forecaster II 31.19
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.84
30621 - Weather Observer Senior (see 2) 23.15
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.11
31030 - Bus Driver 20.40
31043 - Driver Courier 14.98
31260 - Parking and Lot Attendant 14.30

31290 - Shuttle Bus Driver	15.99
31310 - Taxi Driver	11.89
31361 - Truckdriver Light	15.99
31362 - Truckdriver Medium	17.00
31363 - Truckdriver Heavy	21.59
31364 - Truckdriver Tractor-Trailer	21.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.93
99050 - Desk Clerk	10.74
99095 - Embalmer	31.77
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.03
99252 - Laboratory Animal Caretaker II	11.77
99260 - Marketing Analyst	24.60
99310 - Mortician	31.77
99410 - Pest Controller	23.35
99510 - Photofinishing Worker	13.88
99710 - Recycling Laborer	19.97
99711 - Recycling Specialist	23.15
99730 - Refuse Collector	18.42
99810 - Sales Clerk	11.92
99820 - School Crossing Guard	16.37
99830 - Survey Party Chief	26.89
99831 - Surveying Aide	15.72
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	20.57
99841 - Vending Machine Repairer	24.71
99842 - Vending Machine Repairer Helper	20.57

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4930
Revision No.: 13
Date Of Last Revision: 05/12/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Barron Buffalo Clark Crawford Dunn Jackson Juneau Monroe Pepin Trempealeau Vernon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.29
01013 - Accounting Clerk III		17.19
01020 - Administrative Assistant		23.88
01035 - Court Reporter		17.28
01041 - Customer Service Representative I		13.34
01042 - Customer Service Representative II		15.00
01043 - Customer Service Representative III		16.36
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher Motor Vehicle		19.94

01070 - Document Preparation Clerk	13.57
01090 - Duplicating Machine Operator	13.57
01111 - General Clerk I	14.06
01112 - General Clerk II	15.33
01113 - General Clerk III	17.21
01120 - Housing Referral Assistant	19.26
01141 - Messenger Courier	12.44
01191 - Order Clerk I	14.55
01192 - Order Clerk II	15.87
01261 - Personnel Assistant (Employment) I	16.15
01262 - Personnel Assistant (Employment) II	18.08
01263 - Personnel Assistant (Employment) III	20.15
01270 - Production Control Clerk	21.23
01290 - Rental Clerk	14.88
01300 - Scheduler Maintenance	15.45
01311 - Secretary I	15.45
01312 - Secretary II	17.28
01313 - Secretary III	19.26
01320 - Service Order Dispatcher	17.82
01410 - Supply Technician	23.88
01420 - Survey Worker	17.05
01460 - Switchboard Operator/Receptionist	15.21
01531 - Travel Clerk I	14.51
01532 - Travel Clerk II	15.67
01533 - Travel Clerk III	16.84
01611 - Word Processor I	13.76
01612 - Word Processor II	15.45
01613 - Word Processor III	17.28
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.21
05010 - Automotive Electrician	18.28
05040 - Automotive Glass Installer	17.51
05070 - Automotive Worker	16.04
05110 - Mobile Equipment Servicer	15.77
05130 - Motor Equipment Metal Mechanic	19.26
05160 - Motor Equipment Metal Worker	17.51
05190 - Motor Vehicle Mechanic	17.73
05220 - Motor Vehicle Mechanic Helper	15.20
05250 - Motor Vehicle Upholstery Worker	16.73
05280 - Motor Vehicle Wrecker	17.51
05310 - Painter Automotive	18.28
05340 - Radiator Repair Specialist	17.51
05370 - Tire Repairer	15.11
05400 - Transmission Repair Specialist	19.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.41
07041 - Cook I	14.16
07042 - Cook II	15.93
07070 - Dishwasher	9.21
07130 - Food Service Worker	11.29

07210 - Meat Cutter	18.69
07260 - Waiter/Waitress	8.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.87
09040 - Furniture Handler	13.12
09080 - Furniture Refinisher	19.10
09090 - Furniture Refinisher Helper	15.15
09110 - Furniture Repairer Minor	17.19
09130 - Upholsterer	20.98
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.60
11060 - Elevator Operator	13.60
11090 - Gardener	16.45
11122 - Housekeeping Aide	14.05
11150 - Janitor	14.05
11210 - Laborer Grounds Maintenance	13.30
11240 - Maid or Houseman	11.43
11260 - Pruner	12.27
11270 - Tractor Operator	15.41
11330 - Trail Maintenance Worker	13.30
11360 - Window Cleaner	15.23
12000 - Health Occupations	
12010 - Ambulance Driver	14.94
12011 - Breath Alcohol Technician	19.85
12012 - Certified Occupational Therapist Assistant	28.78
12015 - Certified Physical Therapist Assistant	26.13
12020 - Dental Assistant	18.02
12025 - Dental Hygienist	35.85
12030 - EKG Technician	30.08
12035 - Electroneurodiagnostic Technologist	30.08
12040 - Emergency Medical Technician	14.94
12071 - Licensed Practical Nurse I	17.74
12072 - Licensed Practical Nurse II	19.85
12073 - Licensed Practical Nurse III	22.13
12100 - Medical Assistant	17.68
12130 - Medical Laboratory Technician	25.43
12160 - Medical Record Clerk	16.54
12190 - Medical Record Technician	19.85
12195 - Medical Transcriptionist	20.68
12210 - Nuclear Medicine Technologist	43.62
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.88
12223 - Nursing Assistant III	14.05
12224 - Nursing Assistant IV	15.77
12235 - Optical Dispenser	17.29
12236 - Optical Technician	17.74
12250 - Pharmacy Technician	17.06
12280 - Phlebotomist	17.19
12305 - Radiologic Technologist	27.82
12311 - Registered Nurse I	24.49

12312 - Registered Nurse II		29.96
12313 - Registered Nurse II Specialist		29.96
12314 - Registered Nurse III		36.24
12315 - Registered Nurse III Anesthetist		36.24
12316 - Registered Nurse IV		41.98
12317 - Scheduler (Drug and Alcohol Testing)		24.59
12320 - Substance Abuse Treatment Counselor		27.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.66
13012 - Exhibits Specialist II		20.65
13013 - Exhibits Specialist III		25.26
13041 - Illustrator I		16.66
13042 - Illustrator II		20.65
13043 - Illustrator III		25.26
13047 - Librarian		23.03
13050 - Library Aide/Clerk		12.85
13054 - Library Information Technology Systems Administrator		20.65
13058 - Library Technician		15.04
13061 - Media Specialist I		14.90
13062 - Media Specialist II		16.66
13063 - Media Specialist III		18.58
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.90
13110 - Video Teleconference Technician		19.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.64
14042 - Computer Operator II		16.37
14043 - Computer Operator III		18.35
14044 - Computer Operator IV		20.43
14045 - Computer Operator V		23.66
14071 - Computer Programmer I	(see 1)	17.71
14072 - Computer Programmer II	(see 1)	22.12
14073 - Computer Programmer III	(see 1)	26.85
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.64
14160 - Personal Computer Support Technician		20.43
14170 - System Support Specialist		26.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.56
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		41.41
15050 - Computer Based Training Specialist / Instructor		28.56

15060 - Educational Technologist 28.75
15070 - Flight Instructor (Pilot) 41.41
15080 - Graphic Artist 22.32
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.41
15086 - Maintenance Test Pilot Rotary Wing 41.41
15088 - Non-Maintenance Test/Co-Pilot 41.41
15090 - Technical Instructor 19.78
15095 - Technical Instructor/Course Developer 24.20
15110 - Test Proctor 15.97
15120 - Tutor 15.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.85
19040 - Tool And Die Maker 24.83
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.21
21030 - Material Coordinator 21.23
21040 - Material Expediter 21.23
21050 - Material Handling Laborer 16.13
21071 - Order Filler 15.13
21080 - Production Line Worker (Food Processing) 20.21
21110 - Shipping Packer 17.67
21130 - Shipping/Receiving Clerk 17.67
21140 - Store Worker I 14.98
21150 - Stock Clerk 19.20
21210 - Tools And Parts Attendant 20.21
21410 - Warehouse Specialist 20.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.54
23019 - Aircraft Logs and Records Technician 23.35
23021 - Aircraft Mechanic I 27.32
23022 - Aircraft Mechanic II 28.54
23023 - Aircraft Mechanic III 29.80
23040 - Aircraft Mechanic Helper 20.57
23050 - Aircraft Painter 26.05
23060 - Aircraft Servicer 23.35
23070 - Aircraft Survival Flight Equipment Technician 26.05
23080 - Aircraft Worker 24.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 24.72

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 27.32
II
23110 - Appliance Mechanic 24.33
23120 - Bicycle Repairer 20.58
23125 - Cable Splicer 42.37
23130 - Carpenter Maintenance 22.13
23140 - Carpet Layer 24.72
23160 - Electrician Maintenance 26.77
23181 - Electronics Technician Maintenance I 24.72
23182 - Electronics Technician Maintenance II 26.05
23183 - Electronics Technician Maintenance III 27.32
23260 - Fabric Worker 23.35
23290 - Fire Alarm System Mechanic 27.32
23310 - Fire Extinguisher Repairer 21.96
23311 - Fuel Distribution System Mechanic 28.01
23312 - Fuel Distribution System Operator 22.61
23370 - General Maintenance Worker 20.38
23380 - Ground Support Equipment Mechanic 27.32
23381 - Ground Support Equipment Servicer 23.35
23382 - Ground Support Equipment Worker 24.72
23391 - Gunsmith I 21.96
23392 - Gunsmith II 24.72
23393 - Gunsmith III 27.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.34
23430 - Heavy Equipment Mechanic 24.74
23440 - Heavy Equipment Operator 28.42
23460 - Instrument Mechanic 27.32
23465 - Laboratory/Shelter Mechanic 26.05
23470 - Laborer 16.13
23510 - Locksmith 26.05
23530 - Machinery Maintenance Mechanic 25.63
23550 - Machinist Maintenance 19.56
23580 - Maintenance Trades Helper 15.41
23591 - Metrology Technician I 27.32
23592 - Metrology Technician II 28.54
23593 - Metrology Technician III 29.80
23640 - Millwright 27.32
23710 - Office Appliance Repairer 24.32
23760 - Painter Maintenance 20.99
23790 - Pipefitter Maintenance 30.48
23810 - Plumber Maintenance 29.06
23820 - Pneudraulic Systems Mechanic 27.32
23850 - Rigger 27.32
23870 - Scale Mechanic 24.72
23890 - Sheet-Metal Worker Maintenance 24.78
23910 - Small Engine Mechanic 16.78

23931 - Telecommunications Mechanic I	25.70
23932 - Telecommunications Mechanic II	26.84
23950 - Telephone Lineman	27.32
23960 - Welder Combination Maintenance	20.25
23965 - Well Driller	27.32
23970 - Woodcraft Worker	27.32
23980 - Woodworker	21.96
24000 - Personal Needs Occupations	
24550 - Case Manager	19.01
24570 - Child Care Attendant	12.28
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	11.42
24620 - Family Readiness And Support Services Coordinator	19.01
24630 - Homemaker	19.01
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.32
25040 - Sewage Plant Operator	24.58
25070 - Stationary Engineer	27.32
25190 - Ventilation Equipment Tender	20.57
25210 - Water Treatment Plant Operator	24.58
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.54
27007 - Baggage Inspector	15.39
27008 - Corrections Officer	20.78
27010 - Court Security Officer	19.62
27030 - Detection Dog Handler	17.22
27040 - Detention Officer	20.78
27070 - Firefighter	17.50
27101 - Guard I	15.39
27102 - Guard II	17.22
27131 - Police Officer I	22.51
27132 - Police Officer II	25.01
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.66
28042 - Carnival Equipment Repairer	14.58
28043 - Carnival Worker	10.88
28210 - Gate Attendant/Gate Tender	14.99
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.77
28510 - Recreation Aide/Health Facility Attendant	12.24
28515 - Recreation Specialist	20.77
28630 - Sports Official	13.35
28690 - Swimming Pool Operator	16.37
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.72
29020 - Hatch Tender	24.72
29030 - Line Handler	24.72
29041 - Stevedore I	23.35
29042 - Stevedore II	26.05

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		15.71
30022 - Archeological Technician II		18.39
30023 - Archeological Technician III		23.15
30030 - Cartographic Technician		23.15
30040 - Civil Engineering Technician		24.07
30051 - Cryogenic Technician I		24.11
30052 - Cryogenic Technician II		26.63
30061 - Drafter/CAD Operator I		15.71
30062 - Drafter/CAD Operator II		18.39
30063 - Drafter/CAD Operator III		20.84
30064 - Drafter/CAD Operator IV		25.64
30081 - Engineering Technician I		14.95
30082 - Engineering Technician II		16.78
30083 - Engineering Technician III		18.78
30084 - Engineering Technician IV		23.26
30085 - Engineering Technician V		28.46
30086 - Engineering Technician VI		34.43
30090 - Environmental Technician		25.43
30095 - Evidence Control Specialist		21.77
30210 - Laboratory Technician		19.55
30221 - Latent Fingerprint Technician I		24.11
30222 - Latent Fingerprint Technician II		26.63
30240 - Mathematical Technician		23.15
30361 - Paralegal/Legal Assistant I		19.58
30362 - Paralegal/Legal Assistant II		24.25
30363 - Paralegal/Legal Assistant III		29.66
30364 - Paralegal/Legal Assistant IV		35.89
30375 - Petroleum Supply Specialist		26.63
30390 - Photo-Optics Technician		23.15
30395 - Radiation Control Technician		26.63
30461 - Technical Writer I		23.15
30462 - Technical Writer II		28.32
30463 - Technical Writer III		34.26
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.64
30502 - Weather Forecaster II		31.19
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.84
30621 - Weather Observer Senior	(see 2)	23.15

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.11

31030 - Bus Driver	20.40
31043 - Driver Courier	14.98
31260 - Parking and Lot Attendant	14.30
31290 - Shuttle Bus Driver	15.99
31310 - Taxi Driver	11.89
31361 - Truckdriver Light	15.99
31362 - Truckdriver Medium	17.00
31363 - Truckdriver Heavy	21.59
31364 - Truckdriver Tractor-Trailer	21.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.93
99050 - Desk Clerk	10.74
99095 - Embalmer	31.77
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.03
99252 - Laboratory Animal Caretaker II	11.77
99260 - Marketing Analyst	24.60
99310 - Mortician	31.77
99410 - Pest Controller	23.35
99510 - Photofinishing Worker	13.88
99710 - Recycling Laborer	19.97
99711 - Recycling Specialist	23.15
99730 - Refuse Collector	18.42
99810 - Sales Clerk	11.92
99820 - School Crossing Guard	16.37
99830 - Survey Party Chief	26.89
99831 - Surveying Aide	15.72
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	20.57
99841 - Vending Machine Repairer	24.71
99842 - Vending Machine Repairer Helper	20.57

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4931
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Ashland Bayfield Burnett Iron Price Rusk Sawyer Taylor Washburn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.79
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		18.56
01020 - Administrative Assistant		23.89
01035 - Court Reporter		18.38
01041 - Customer Service Representative I		13.52
01042 - Customer Service Representative II		15.22
01043 - Customer Service Representative III		16.60
01051 - Data Entry Operator I		14.58
01052 - Data Entry Operator II		15.91
01060 - Dispatcher Motor Vehicle		19.01
01070 - Document Preparation Clerk		14.78
01090 - Duplicating Machine Operator		14.78
01111 - General Clerk I		12.95

01112 - General Clerk II	14.13
01113 - General Clerk III	15.86
01120 - Housing Referral Assistant	20.48
01141 - Messenger Courier	12.25
01191 - Order Clerk I	14.65
01192 - Order Clerk II	15.98
01261 - Personnel Assistant (Employment) I	16.42
01262 - Personnel Assistant (Employment) II	18.38
01263 - Personnel Assistant (Employment) III	20.48
01270 - Production Control Clerk	21.13
01290 - Rental Clerk	14.02
01300 - Scheduler Maintenance	16.42
01311 - Secretary I	16.42
01312 - Secretary II	18.38
01313 - Secretary III	20.48
01320 - Service Order Dispatcher	16.27
01410 - Supply Technician	23.89
01420 - Survey Worker	16.49
01460 - Switchboard Operator/Receptionist	13.65
01531 - Travel Clerk I	14.49
01532 - Travel Clerk II	15.67
01533 - Travel Clerk III	16.80
01611 - Word Processor I	14.63
01612 - Word Processor II	16.42
01613 - Word Processor III	18.38
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.30
05010 - Automotive Electrician	19.46
05040 - Automotive Glass Installer	18.57
05070 - Automotive Worker	18.57
05110 - Mobile Equipment Servicer	16.72
05130 - Motor Equipment Metal Mechanic	20.24
05160 - Motor Equipment Metal Worker	18.57
05190 - Motor Vehicle Mechanic	20.24
05220 - Motor Vehicle Mechanic Helper	15.92
05250 - Motor Vehicle Upholstery Worker	17.67
05280 - Motor Vehicle Wrecker	18.57
05310 - Painter Automotive	19.46
05340 - Radiator Repair Specialist	18.57
05370 - Tire Repairer	15.20
05400 - Transmission Repair Specialist	20.24
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.83
07041 - Cook I	13.06
07042 - Cook II	14.51
07070 - Dishwasher	8.93
07130 - Food Service Worker	10.69
07210 - Meat Cutter	19.46
07260 - Waiter/Waitress	9.73
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 17.84
09040 - Furniture Handler 12.26
09080 - Furniture Refinisher 17.84
09090 - Furniture Refinisher Helper 14.60
09110 - Furniture Repairer Minor 15.77
09130 - Upholsterer 17.84
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.64
11060 - Elevator Operator 13.64
11090 - Gardener 16.68
11122 - Housekeeping Aide 12.55
11150 - Janitor 12.55
11210 - Laborer Grounds Maintenance 13.81
11240 - Maid or Houseman 11.17
11260 - Pruner 12.81
11270 - Tractor Operator 15.73
11330 - Trail Maintenance Worker 13.81
11360 - Window Cleaner 13.53
12000 - Health Occupations
12010 - Ambulance Driver 17.25
12011 - Breath Alcohol Technician 19.55
12012 - Certified Occupational Therapist Assistant 26.81
12015 - Certified Physical Therapist Assistant 26.21
12020 - Dental Assistant 17.97
12025 - Dental Hygienist 33.87
12030 - EKG Technician 29.62
12035 - Electroneurodiagnostic Technologist 29.62
12040 - Emergency Medical Technician 17.25
12071 - Licensed Practical Nurse I 17.47
12072 - Licensed Practical Nurse II 19.55
12073 - Licensed Practical Nurse III 21.79
12100 - Medical Assistant 16.60
12130 - Medical Laboratory Technician 25.62
12160 - Medical Record Clerk 16.63
12190 - Medical Record Technician 18.61
12195 - Medical Transcriptionist 17.47
12210 - Nuclear Medicine Technologist 42.95
12221 - Nursing Assistant I 11.99
12222 - Nursing Assistant II 13.48
12223 - Nursing Assistant III 14.70
12224 - Nursing Assistant IV 16.50
12235 - Optical Dispenser 19.55
12236 - Optical Technician 17.47
12250 - Pharmacy Technician 16.18
12280 - Phlebotomist 17.47
12305 - Radiologic Technologist 28.94
12311 - Registered Nurse I 25.14
12312 - Registered Nurse II 29.52
12313 - Registered Nurse II Specialist 29.52
12314 - Registered Nurse III 35.72

12315 - Registered Nurse III Anesthetist		35.72
12316 - Registered Nurse IV		42.81
12317 - Scheduler (Drug and Alcohol Testing)		24.21
12320 - Substance Abuse Treatment Counselor		26.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.34
13012 - Exhibits Specialist II		22.71
13013 - Exhibits Specialist III		27.79
13041 - Illustrator I		18.34
13042 - Illustrator II		22.71
13043 - Illustrator III		27.79
13047 - Librarian		25.16
13050 - Library Aide/Clerk		13.12
13054 - Library Information Technology Systems Administrator		22.71
13058 - Library Technician		16.20
13061 - Media Specialist I		16.59
13062 - Media Specialist II		18.34
13063 - Media Specialist III		20.44
13071 - Photographer I		16.40
13072 - Photographer II		18.34
13073 - Photographer III		22.71
13074 - Photographer IV		27.79
13075 - Photographer V		33.62
13090 - Technical Order Library Clerk		16.48
13110 - Video Teleconference Technician		16.40
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.98
14042 - Computer Operator II		17.87
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.73
14071 - Computer Programmer I	(see 1)	19.03
14072 - Computer Programmer II	(see 1)	22.53
14073 - Computer Programmer III	(see 1)	27.51
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.98
14160 - Personal Computer Support Technician		25.73
14170 - System Support Specialist		25.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.96
15020 - Aircrew Training Devices Instructor (Rated)		35.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.96
15060 - Educational Technologist		32.02
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		20.52

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.44
15086 - Maintenance Test Pilot Rotary Wing 40.44
15088 - Non-Maintenance Test/Co-Pilot 40.44
15090 - Technical Instructor 19.74
15095 - Technical Instructor/Course Developer 24.15
15110 - Test Proctor 15.93
15120 - Tutor 15.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.95
19040 - Tool And Die Maker 26.85
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.89
21030 - Material Coordinator 21.13
21040 - Material Expediter 21.13
21050 - Material Handling Laborer 16.00
21071 - Order Filler 12.40
21080 - Production Line Worker (Food Processing) 18.89
21110 - Shipping Packer 17.02
21130 - Shipping/Receiving Clerk 17.02
21140 - Store Worker I 15.63
21150 - Stock Clerk 19.45
21210 - Tools And Parts Attendant 18.89
21410 - Warehouse Specialist 18.89
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.49
23019 - Aircraft Logs and Records Technician 22.20
23021 - Aircraft Mechanic I 25.48
23022 - Aircraft Mechanic II 26.49
23023 - Aircraft Mechanic III 27.55
23040 - Aircraft Mechanic Helper 20.70
23050 - Aircraft Painter 24.45
23060 - Aircraft Servicer 22.20
23070 - Aircraft Survival Flight Equipment Technician 24.45
23080 - Aircraft Worker 23.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.34
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.48

23110 - Appliance Mechanic 24.98
23120 - Bicycle Repairer 21.01
23125 - Cable Splicer 39.49
23130 - Carpenter Maintenance 21.48
23140 - Carpet Layer 23.34
23160 - Electrician Maintenance 28.62
23181 - Electronics Technician Maintenance I 26.05
23182 - Electronics Technician Maintenance II 26.81
23183 - Electronics Technician Maintenance III 27.67
23260 - Fabric Worker 22.20
23290 - Fire Alarm System Mechanic 25.48
23310 - Fire Extinguisher Repairer 21.01
23311 - Fuel Distribution System Mechanic 25.48
23312 - Fuel Distribution System Operator 21.26
23370 - General Maintenance Worker 19.22
23380 - Ground Support Equipment Mechanic 25.48
23381 - Ground Support Equipment Servicer 22.20
23382 - Ground Support Equipment Worker 23.34
23391 - Gunsmith I 21.01
23392 - Gunsmith II 23.34
23393 - Gunsmith III 25.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.14
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.34
23430 - Heavy Equipment Mechanic 23.73
23440 - Heavy Equipment Operator 23.09
23460 - Instrument Mechanic 25.48
23465 - Laboratory/Shelter Mechanic 24.45
23470 - Laborer 16.00
23510 - Locksmith 24.45
23530 - Machinery Maintenance Mechanic 22.84
23550 - Machinist Maintenance 21.37
23580 - Maintenance Trades Helper 18.65
23591 - Metrology Technician I 25.48
23592 - Metrology Technician II 26.49
23593 - Metrology Technician III 27.55
23640 - Millwright 28.44
23710 - Office Appliance Repairer 24.45
23760 - Painter Maintenance 24.45
23790 - Pipefitter Maintenance 30.96
23810 - Plumber Maintenance 27.01
23820 - Pneudraulic Systems Mechanic 25.48
23850 - Rigger 25.48
23870 - Scale Mechanic 23.34
23890 - Sheet-Metal Worker Maintenance 26.47
23910 - Small Engine Mechanic 19.67
23931 - Telecommunications Mechanic I 27.00
23932 - Telecommunications Mechanic II 28.07
23950 - Telephone Lineman 25.48

23960 - Welder Combination Maintenance		20.93
23965 - Well Driller		25.48
23970 - Woodcraft Worker		25.48
23980 - Woodworker		21.01
24000 - Personal Needs Occupations		
24550 - Case Manager		18.46
24570 - Child Care Attendant		12.32
24580 - Child Care Center Clerk		15.35
24610 - Chore Aide		11.20
24620 - Family Readiness And Support Services Coordinator		18.46
24630 - Homemaker		18.46
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.48
25040 - Sewage Plant Operator		23.08
25070 - Stationary Engineer		25.48
25190 - Ventilation Equipment Tender		19.81
25210 - Water Treatment Plant Operator		23.08
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.47
27007 - Baggage Inspector		12.40
27008 - Corrections Officer		22.03
27010 - Court Security Officer		20.42
27030 - Detection Dog Handler		14.85
27040 - Detention Officer		22.03
27070 - Firefighter		16.27
27101 - Guard I		12.40
27102 - Guard II		14.85
27131 - Police Officer I		23.38
27132 - Police Officer II		25.97
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.68
28042 - Carnival Equipment Repairer		14.28
28043 - Carnival Worker		11.17
28210 - Gate Attendant/Gate Tender		13.80
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		15.43
28510 - Recreation Aide/Health Facility Attendant		11.27
28515 - Recreation Specialist		18.21
28630 - Sports Official		12.30
28690 - Swimming Pool Operator		17.78
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.34
29020 - Hatch Tender		23.34
29030 - Line Handler		23.34
29041 - Stevedore I		22.20
29042 - Stevedore II		24.45
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.56
30022 - Archeological Technician II 18.65
30023 - Archeological Technician III 23.01
30030 - Cartographic Technician 22.89
30040 - Civil Engineering Technician 27.78
30051 - Cryogenic Technician I 21.59
30052 - Cryogenic Technician II 23.85
30061 - Drafter/CAD Operator I 16.51
30062 - Drafter/CAD Operator II 18.62
30063 - Drafter/CAD Operator III 20.60
30064 - Drafter/CAD Operator IV 25.34
30081 - Engineering Technician I 14.97
30082 - Engineering Technician II 16.80
30083 - Engineering Technician III 18.79
30084 - Engineering Technician IV 23.28
30085 - Engineering Technician V 28.48
30086 - Engineering Technician VI 34.46
30090 - Environmental Technician 21.39
30095 - Evidence Control Specialist 19.49
30210 - Laboratory Technician 21.32
30221 - Latent Fingerprint Technician I 21.59
30222 - Latent Fingerprint Technician II 23.85
30240 - Mathematical Technician 22.89
30361 - Paralegal/Legal Assistant I 19.42
30362 - Paralegal/Legal Assistant II 24.05
30363 - Paralegal/Legal Assistant III 29.53
30364 - Paralegal/Legal Assistant IV 35.72
30375 - Petroleum Supply Specialist 23.85
30390 - Photo-Optics Technician 22.89
30395 - Radiation Control Technician 23.85
30461 - Technical Writer I 21.42
30462 - Technical Writer II 26.19
30463 - Technical Writer III 31.70
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.32
30502 - Weather Forecaster II 30.80
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.60
30621 - Weather Observer Senior (see 2) 22.89
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.40
31030 - Bus Driver 19.73
31043 - Driver Courier 14.34
31260 - Parking and Lot Attendant 14.31

31290 - Shuttle Bus Driver	15.42
31310 - Taxi Driver	15.77
31361 - Truckdriver Light	15.38
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	20.75
31364 - Truckdriver Tractor-Trailer	20.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.40
99050 - Desk Clerk	12.02
99095 - Embalmer	31.81
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.27
99252 - Laboratory Animal Caretaker II	16.19
99260 - Marketing Analyst	23.24
99310 - Mortician	31.81
99410 - Pest Controller	23.18
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.90
99711 - Recycling Specialist	17.97
99730 - Refuse Collector	15.01
99810 - Sales Clerk	11.21
99820 - School Crossing Guard	16.85
99830 - Survey Party Chief	22.95
99831 - Surveying Aide	15.42
99832 - Surveying Technician	20.16
99840 - Vending Machine Attendant	20.69
99841 - Vending Machine Repairer	24.37
99842 - Vending Machine Repairer Helper	20.69

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4932
Revision No.: 12
Date Of Last Revision: 06/23/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Ashland Bayfield Burnett Iron Price Rusk Sawyer Taylor Washburn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.79
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		18.56
01020 - Administrative Assistant		23.89
01035 - Court Reporter		18.38
01041 - Customer Service Representative I		13.52
01042 - Customer Service Representative II		15.22
01043 - Customer Service Representative III		16.60
01051 - Data Entry Operator I		14.58
01052 - Data Entry Operator II		15.91
01060 - Dispatcher Motor Vehicle		19.01

01070 - Document Preparation Clerk 14.78
01090 - Duplicating Machine Operator 14.78
01111 - General Clerk I 12.95
01112 - General Clerk II 14.13
01113 - General Clerk III 15.86
01120 - Housing Referral Assistant 20.48
01141 - Messenger Courier 12.25
01191 - Order Clerk I 14.65
01192 - Order Clerk II 15.98
01261 - Personnel Assistant (Employment) I 16.42
01262 - Personnel Assistant (Employment) II 18.38
01263 - Personnel Assistant (Employment) III 20.48
01270 - Production Control Clerk 21.13
01290 - Rental Clerk 14.02
01300 - Scheduler Maintenance 16.42
01311 - Secretary I 16.42
01312 - Secretary II 18.38
01313 - Secretary III 20.48
01320 - Service Order Dispatcher 16.27
01410 - Supply Technician 23.89
01420 - Survey Worker 16.49
01460 - Switchboard Operator/Receptionist 13.65
01531 - Travel Clerk I 14.49
01532 - Travel Clerk II 15.67
01533 - Travel Clerk III 16.80
01611 - Word Processor I 14.63
01612 - Word Processor II 16.42
01613 - Word Processor III 18.38
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.30
05010 - Automotive Electrician 19.46
05040 - Automotive Glass Installer 18.57
05070 - Automotive Worker 18.57
05110 - Mobile Equipment Servicer 16.72
05130 - Motor Equipment Metal Mechanic 20.24
05160 - Motor Equipment Metal Worker 18.57
05190 - Motor Vehicle Mechanic 20.24
05220 - Motor Vehicle Mechanic Helper 15.92
05250 - Motor Vehicle Upholstery Worker 17.67
05280 - Motor Vehicle Wrecker 18.57
05310 - Painter Automotive 19.46
05340 - Radiator Repair Specialist 18.57
05370 - Tire Repairer 15.20
05400 - Transmission Repair Specialist 20.24
07000 - Food Preparation And Service Occupations
07010 - Baker 12.83
07041 - Cook I 13.06
07042 - Cook II 14.51
07070 - Dishwasher 8.93
07130 - Food Service Worker 10.69

07210 - Meat Cutter	19.46
07260 - Waiter/Waitress	9.73
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.84
09040 - Furniture Handler	12.26
09080 - Furniture Refinisher	17.84
09090 - Furniture Refinisher Helper	14.60
09110 - Furniture Repairer Minor	15.77
09130 - Upholsterer	17.84
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.64
11060 - Elevator Operator	13.64
11090 - Gardener	16.68
11122 - Housekeeping Aide	12.55
11150 - Janitor	12.55
11210 - Laborer Grounds Maintenance	13.81
11240 - Maid or Houseman	11.17
11260 - Pruner	12.81
11270 - Tractor Operator	15.73
11330 - Trail Maintenance Worker	13.81
11360 - Window Cleaner	13.53
12000 - Health Occupations	
12010 - Ambulance Driver	17.25
12011 - Breath Alcohol Technician	19.55
12012 - Certified Occupational Therapist Assistant	26.81
12015 - Certified Physical Therapist Assistant	26.21
12020 - Dental Assistant	17.97
12025 - Dental Hygienist	33.87
12030 - EKG Technician	29.62
12035 - Electroneurodiagnostic Technologist	29.62
12040 - Emergency Medical Technician	17.25
12071 - Licensed Practical Nurse I	17.47
12072 - Licensed Practical Nurse II	19.55
12073 - Licensed Practical Nurse III	21.79
12100 - Medical Assistant	16.60
12130 - Medical Laboratory Technician	25.62
12160 - Medical Record Clerk	16.63
12190 - Medical Record Technician	18.61
12195 - Medical Transcriptionist	17.47
12210 - Nuclear Medicine Technologist	42.95
12221 - Nursing Assistant I	11.99
12222 - Nursing Assistant II	13.48
12223 - Nursing Assistant III	14.70
12224 - Nursing Assistant IV	16.50
12235 - Optical Dispenser	19.55
12236 - Optical Technician	17.47
12250 - Pharmacy Technician	16.18
12280 - Phlebotomist	17.47
12305 - Radiologic Technologist	28.94
12311 - Registered Nurse I	25.14

12312 - Registered Nurse II		29.52
12313 - Registered Nurse II Specialist		29.52
12314 - Registered Nurse III		35.72
12315 - Registered Nurse III Anesthetist		35.72
12316 - Registered Nurse IV		42.81
12317 - Scheduler (Drug and Alcohol Testing)		24.21
12320 - Substance Abuse Treatment Counselor		26.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.34
13012 - Exhibits Specialist II		22.71
13013 - Exhibits Specialist III		27.79
13041 - Illustrator I		18.34
13042 - Illustrator II		22.71
13043 - Illustrator III		27.79
13047 - Librarian		25.16
13050 - Library Aide/Clerk		13.12
13054 - Library Information Technology Systems Administrator		22.71
13058 - Library Technician		16.20
13061 - Media Specialist I		16.59
13062 - Media Specialist II		18.34
13063 - Media Specialist III		20.44
13071 - Photographer I		16.40
13072 - Photographer II		18.34
13073 - Photographer III		22.71
13074 - Photographer IV		27.79
13075 - Photographer V		33.62
13090 - Technical Order Library Clerk		16.48
13110 - Video Teleconference Technician		16.40
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.98
14042 - Computer Operator II		17.87
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.73
14071 - Computer Programmer I	(see 1)	19.03
14072 - Computer Programmer II	(see 1)	22.53
14073 - Computer Programmer III	(see 1)	27.51
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.98
14160 - Personal Computer Support Technician		25.73
14170 - System Support Specialist		25.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.96
15020 - Aircrew Training Devices Instructor (Rated)		35.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.96

15060 - Educational Technologist 32.02
15070 - Flight Instructor (Pilot) 40.44
15080 - Graphic Artist 20.52
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.44
15086 - Maintenance Test Pilot Rotary Wing 40.44
15088 - Non-Maintenance Test/Co-Pilot 40.44
15090 - Technical Instructor 19.74
15095 - Technical Instructor/Course Developer 24.15
15110 - Test Proctor 15.93
15120 - Tutor 15.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.95
19040 - Tool And Die Maker 26.85
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.89
21030 - Material Coordinator 21.13
21040 - Material Expediter 21.13
21050 - Material Handling Laborer 16.00
21071 - Order Filler 12.40
21080 - Production Line Worker (Food Processing) 18.89
21110 - Shipping Packer 17.02
21130 - Shipping/Receiving Clerk 17.02
21140 - Store Worker I 15.63
21150 - Stock Clerk 19.45
21210 - Tools And Parts Attendant 18.89
21410 - Warehouse Specialist 18.89
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.49
23019 - Aircraft Logs and Records Technician 22.20
23021 - Aircraft Mechanic I 25.48
23022 - Aircraft Mechanic II 26.49
23023 - Aircraft Mechanic III 27.55
23040 - Aircraft Mechanic Helper 20.70
23050 - Aircraft Painter 24.45
23060 - Aircraft Servicer 22.20
23070 - Aircraft Survival Flight Equipment Technician 24.45
23080 - Aircraft Worker 23.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 23.34

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.48
II
23110 - Appliance Mechanic 24.98
23120 - Bicycle Repairer 21.01
23125 - Cable Splicer 39.49
23130 - Carpenter Maintenance 21.48
23140 - Carpet Layer 23.34
23160 - Electrician Maintenance 28.62
23181 - Electronics Technician Maintenance I 26.05
23182 - Electronics Technician Maintenance II 26.81
23183 - Electronics Technician Maintenance III 27.67
23260 - Fabric Worker 22.20
23290 - Fire Alarm System Mechanic 25.48
23310 - Fire Extinguisher Repairer 21.01
23311 - Fuel Distribution System Mechanic 25.48
23312 - Fuel Distribution System Operator 21.26
23370 - General Maintenance Worker 19.22
23380 - Ground Support Equipment Mechanic 25.48
23381 - Ground Support Equipment Servicer 22.20
23382 - Ground Support Equipment Worker 23.34
23391 - Gunsmith I 21.01
23392 - Gunsmith II 23.34
23393 - Gunsmith III 25.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.14
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.34
23430 - Heavy Equipment Mechanic 23.73
23440 - Heavy Equipment Operator 23.09
23460 - Instrument Mechanic 25.48
23465 - Laboratory/Shelter Mechanic 24.45
23470 - Laborer 16.00
23510 - Locksmith 24.45
23530 - Machinery Maintenance Mechanic 22.84
23550 - Machinist Maintenance 21.37
23580 - Maintenance Trades Helper 18.65
23591 - Metrology Technician I 25.48
23592 - Metrology Technician II 26.49
23593 - Metrology Technician III 27.55
23640 - Millwright 28.44
23710 - Office Appliance Repairer 24.45
23760 - Painter Maintenance 24.45
23790 - Pipefitter Maintenance 30.96
23810 - Plumber Maintenance 27.01
23820 - Pneudraulic Systems Mechanic 25.48
23850 - Rigger 25.48
23870 - Scale Mechanic 23.34
23890 - Sheet-Metal Worker Maintenance 26.47
23910 - Small Engine Mechanic 19.67

23931 - Telecommunications Mechanic I	27.00
23932 - Telecommunications Mechanic II	28.07
23950 - Telephone Lineman	25.48
23960 - Welder Combination Maintenance	20.93
23965 - Well Driller	25.48
23970 - Woodcraft Worker	25.48
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24550 - Case Manager	18.46
24570 - Child Care Attendant	12.32
24580 - Child Care Center Clerk	15.35
24610 - Chore Aide	11.20
24620 - Family Readiness And Support Services Coordinator	18.46
24630 - Homemaker	18.46
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.48
25040 - Sewage Plant Operator	23.08
25070 - Stationary Engineer	25.48
25190 - Ventilation Equipment Tender	19.81
25210 - Water Treatment Plant Operator	23.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	12.40
27008 - Corrections Officer	22.03
27010 - Court Security Officer	20.42
27030 - Detection Dog Handler	14.85
27040 - Detention Officer	22.03
27070 - Firefighter	16.27
27101 - Guard I	12.40
27102 - Guard II	14.85
27131 - Police Officer I	23.38
27132 - Police Officer II	25.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.68
28042 - Carnival Equipment Repairer	14.28
28043 - Carnival Worker	11.17
28210 - Gate Attendant/Gate Tender	13.80
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.43
28510 - Recreation Aide/Health Facility Attendant	11.27
28515 - Recreation Specialist	18.21
28630 - Sports Official	12.30
28690 - Swimming Pool Operator	17.78
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.34
29020 - Hatch Tender	23.34
29030 - Line Handler	23.34
29041 - Stevedore I	22.20
29042 - Stevedore II	24.45

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		16.56
30022 - Archeological Technician II		18.65
30023 - Archeological Technician III		23.01
30030 - Cartographic Technician		22.89
30040 - Civil Engineering Technician		27.78
30051 - Cryogenic Technician I		21.59
30052 - Cryogenic Technician II		23.85
30061 - Drafter/CAD Operator I		16.51
30062 - Drafter/CAD Operator II		18.62
30063 - Drafter/CAD Operator III		20.60
30064 - Drafter/CAD Operator IV		25.34
30081 - Engineering Technician I		14.97
30082 - Engineering Technician II		16.80
30083 - Engineering Technician III		18.79
30084 - Engineering Technician IV		23.28
30085 - Engineering Technician V		28.48
30086 - Engineering Technician VI		34.46
30090 - Environmental Technician		21.39
30095 - Evidence Control Specialist		19.49
30210 - Laboratory Technician		21.32
30221 - Latent Fingerprint Technician I		21.59
30222 - Latent Fingerprint Technician II		23.85
30240 - Mathematical Technician		22.89
30361 - Paralegal/Legal Assistant I		19.42
30362 - Paralegal/Legal Assistant II		24.05
30363 - Paralegal/Legal Assistant III		29.53
30364 - Paralegal/Legal Assistant IV		35.72
30375 - Petroleum Supply Specialist		23.85
30390 - Photo-Optics Technician		22.89
30395 - Radiation Control Technician		23.85
30461 - Technical Writer I		21.42
30462 - Technical Writer II		26.19
30463 - Technical Writer III		31.70
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.32
30502 - Weather Forecaster II		30.80
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.60
30621 - Weather Observer Senior	(see 2)	22.89

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.40

31030 - Bus Driver	19.73
31043 - Driver Courier	14.34
31260 - Parking and Lot Attendant	14.31
31290 - Shuttle Bus Driver	15.42
31310 - Taxi Driver	15.77
31361 - Truckdriver Light	15.38
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	20.75
31364 - Truckdriver Tractor-Trailer	20.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.40
99050 - Desk Clerk	12.02
99095 - Embalmer	31.81
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.27
99252 - Laboratory Animal Caretaker II	16.19
99260 - Marketing Analyst	23.24
99310 - Mortician	31.81
99410 - Pest Controller	23.18
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.90
99711 - Recycling Specialist	17.97
99730 - Refuse Collector	15.01
99810 - Sales Clerk	11.21
99820 - School Crossing Guard	16.85
99830 - Survey Party Chief	22.95
99831 - Surveying Aide	15.42
99832 - Surveying Technician	20.16
99840 - Vending Machine Attendant	20.69
99841 - Vending Machine Repairer	24.37
99842 - Vending Machine Repairer Helper	20.69

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4935
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Lake

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		29.03
01035 - Court Reporter		22.28
01041 - Customer Service Representative I		15.35
01042 - Customer Service Representative II		17.26
01043 - Customer Service Representative III		18.83
01051 - Data Entry Operator I		16.25
01052 - Data Entry Operator II		17.73
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		18.54
01090 - Duplicating Machine Operator		18.54
01111 - General Clerk I		14.21
01112 - General Clerk II		15.51

01113 - General Clerk III 17.40
01120 - Housing Referral Assistant 22.12
01141 - Messenger Courier 13.50
01191 - Order Clerk I 16.00
01192 - Order Clerk II 17.58
01261 - Personnel Assistant (Employment) I 17.84
01262 - Personnel Assistant (Employment) II 19.95
01263 - Personnel Assistant (Employment) III 22.24
01270 - Production Control Clerk 23.38
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.36
01311 - Secretary I 18.36
01312 - Secretary II 19.84
01313 - Secretary III 22.12
01320 - Service Order Dispatcher 21.04
01410 - Supply Technician 29.03
01420 - Survey Worker 19.19
01460 - Switchboard Operator/Receptionist 14.98
01531 - Travel Clerk I 16.83
01532 - Travel Clerk II 18.19
01533 - Travel Clerk III 19.69
01611 - Word Processor I 17.47
01612 - Word Processor II 19.61
01613 - Word Processor III 21.94
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.93
05010 - Automotive Electrician 24.16
05040 - Automotive Glass Installer 23.05
05070 - Automotive Worker 23.05
05110 - Mobile Equipment Servicer 20.85
05130 - Motor Equipment Metal Mechanic 27.79
05160 - Motor Equipment Metal Worker 23.05
05190 - Motor Vehicle Mechanic 27.79
05220 - Motor Vehicle Mechanic Helper 19.73
05250 - Motor Vehicle Upholstery Worker 21.96
05280 - Motor Vehicle Wrecker 23.09
05310 - Painter Automotive 24.16
05340 - Radiator Repair Specialist 23.05
05370 - Tire Repairer 15.92
05400 - Transmission Repair Specialist 27.79
07000 - Food Preparation And Service Occupations
07010 - Baker 13.71
07041 - Cook I 13.88
07042 - Cook II 15.67
07070 - Dishwasher 12.01
07130 - Food Service Worker 12.73
07210 - Meat Cutter 16.51
07260 - Waiter/Waitress 9.96
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.06

09040 - Furniture Handler 14.52
09080 - Furniture Refinisher 20.06
09090 - Furniture Refinisher Helper 16.37
09110 - Furniture Repairer Minor 18.23
09130 - Upholsterer 20.05
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.32
11060 - Elevator Operator 14.13
11090 - Gardener 19.66
11122 - Housekeeping Aide 14.13
11150 - Janitor 14.13
11210 - Laborer Grounds Maintenance 15.63
11240 - Maid or Houseman 12.76
11260 - Pruner 14.31
11270 - Tractor Operator 18.36
11330 - Trail Maintenance Worker 15.63
11360 - Window Cleaner 15.44
12000 - Health Occupations
12010 - Ambulance Driver 19.13
12011 - Breath Alcohol Technician 24.29
12012 - Certified Occupational Therapist Assistant 31.73
12015 - Certified Physical Therapist Assistant 29.73
12020 - Dental Assistant 19.76
12025 - Dental Hygienist 37.56
12030 - EKG Technician 29.30
12035 - Electroneurodiagnostic Technologist 29.30
12040 - Emergency Medical Technician 19.13
12071 - Licensed Practical Nurse I 21.71
12072 - Licensed Practical Nurse II 24.29
12073 - Licensed Practical Nurse III 27.08
12100 - Medical Assistant 17.48
12130 - Medical Laboratory Technician 27.14
12160 - Medical Record Clerk 18.88
12190 - Medical Record Technician 23.23
12195 - Medical Transcriptionist 20.26
12210 - Nuclear Medicine Technologist 42.13
12221 - Nursing Assistant I 12.35
12222 - Nursing Assistant II 13.88
12223 - Nursing Assistant III 15.15
12224 - Nursing Assistant IV 17.01
12235 - Optical Dispenser 17.15
12236 - Optical Technician 17.52
12250 - Pharmacy Technician 15.77
12280 - Phlebotomist 17.58
12305 - Radiologic Technologist 32.88
12311 - Registered Nurse I 29.17
12312 - Registered Nurse II 32.57
12313 - Registered Nurse II Specialist 32.57
12314 - Registered Nurse III 38.43
12315 - Registered Nurse III Anesthetist 38.43

12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		30.09
12320 - Substance Abuse Treatment Counselor		21.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.92
13012 - Exhibits Specialist II		27.16
13013 - Exhibits Specialist III		33.22
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		35.08
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.01
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.50
13072 - Photographer II		20.70
13073 - Photographer III		25.64
13074 - Photographer IV		31.35
13075 - Photographer V		37.94
13090 - Technical Order Library Clerk		16.99
13110 - Video Teleconference Technician		21.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		30.55
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		38.58
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		27.67
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.17

15086 - Maintenance Test Pilot Rotary Wing 44.17
15088 - Non-Maintenance Test/Co-Pilot 44.17
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 31.46
15110 - Test Proctor 20.76
15120 - Tutor 20.76
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.40
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.48
21030 - Material Coordinator 23.38
21040 - Material Expediter 23.38
21050 - Material Handling Laborer 18.12
21071 - Order Filler 15.18
21080 - Production Line Worker (Food Processing) 17.48
21110 - Shipping Packer 17.00
21130 - Shipping/Receiving Clerk 17.00
21140 - Store Worker I 15.68
21150 - Stock Clerk 20.55
21210 - Tools And Parts Attendant 17.48
21410 - Warehouse Specialist 17.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 30.18
23021 - Aircraft Mechanic I 35.59
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.87
23040 - Aircraft Mechanic Helper 26.52
23050 - Aircraft Painter 33.77
23060 - Aircraft Servicer 30.18
23070 - Aircraft Survival Flight Equipment Technician 33.77
23080 - Aircraft Worker 32.00
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.00
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.59
23110 - Appliance Mechanic 27.23

23120 - Bicycle Repairer 19.26
23125 - Cable Splicer 36.86
23130 - Carpenter Maintenance 37.46
23140 - Carpet Layer 29.49
23160 - Electrician Maintenance 40.99
23181 - Electronics Technician Maintenance I 27.58
23182 - Electronics Technician Maintenance II 29.11
23183 - Electronics Technician Maintenance III 30.66
23260 - Fabric Worker 28.42
23290 - Fire Alarm System Mechanic 28.80
23310 - Fire Extinguisher Repairer 26.69
23311 - Fuel Distribution System Mechanic 34.67
23312 - Fuel Distribution System Operator 27.68
23370 - General Maintenance Worker 23.74
23380 - Ground Support Equipment Mechanic 35.59
23381 - Ground Support Equipment Servicer 30.18
23382 - Ground Support Equipment Worker 32.00
23391 - Gunsmith I 26.69
23392 - Gunsmith II 30.13
23393 - Gunsmith III 33.50
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.71
23430 - Heavy Equipment Mechanic 30.29
23440 - Heavy Equipment Operator 42.62
23460 - Instrument Mechanic 31.91
23465 - Laboratory/Shelter Mechanic 31.80
23470 - Laborer 14.14
23510 - Locksmith 26.36
23530 - Machinery Maintenance Mechanic 26.92
23550 - Machinist Maintenance 27.46
23580 - Maintenance Trades Helper 16.14
23591 - Metrology Technician I 31.91
23592 - Metrology Technician II 33.54
23593 - Metrology Technician III 34.86
23640 - Millwright 31.74
23710 - Office Appliance Repairer 23.17
23760 - Painter Maintenance 24.61
23790 - Pipefitter Maintenance 45.24
23810 - Plumber Maintenance 42.95
23820 - Pneudraulic Systems Mechanic 33.50
23850 - Rigger 34.76
23870 - Scale Mechanic 30.13
23890 - Sheet-Metal Worker Maintenance 40.28
23910 - Small Engine Mechanic 21.20
23931 - Telecommunications Mechanic I 30.01
23932 - Telecommunications Mechanic II 31.54
23950 - Telephone Lineman 33.50
23960 - Welder Combination Maintenance 20.97

23965 - Well Driller	32.84
23970 - Woodcraft Worker	33.50
23980 - Woodworker	26.69
24000 - Personal Needs Occupations	
24550 - Case Manager	16.09
24570 - Child Care Attendant	11.43
24580 - Child Care Center Clerk	14.27
24610 - Chore Aide	12.04
24620 - Family Readiness And Support Services Coordinator	16.09
24630 - Homemaker	16.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	41.12
25040 - Sewage Plant Operator	31.06
25070 - Stationary Engineer	41.12
25190 - Ventilation Equipment Tender	30.66
25210 - Water Treatment Plant Operator	31.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.15
27007 - Baggage Inspector	14.69
27008 - Corrections Officer	32.85
27010 - Court Security Officer	31.83
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	32.85
27070 - Firefighter	30.81
27101 - Guard I	14.69
27102 - Guard II	16.66
27131 - Police Officer I	38.41
27132 - Police Officer II	42.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.64
28042 - Carnival Equipment Repairer	14.61
28043 - Carnival Worker	10.63
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	20.04
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.84
29020 - Hatch Tender	26.84
29030 - Line Handler	26.84
29041 - Stevedore I	25.32
29042 - Stevedore II	28.33
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.24
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.59

30021 - Archeological Technician I		20.03
30022 - Archeological Technician II		22.41
30023 - Archeological Technician III		27.76
30030 - Cartographic Technician		27.76
30040 - Civil Engineering Technician		32.60
30051 - Cryogenic Technician I		30.74
30052 - Cryogenic Technician II		33.95
30061 - Drafter/CAD Operator I		20.03
30062 - Drafter/CAD Operator II		22.41
30063 - Drafter/CAD Operator III		24.98
30064 - Drafter/CAD Operator IV		30.74
30081 - Engineering Technician I		18.16
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		45.66
30090 - Environmental Technician		25.74
30095 - Evidence Control Specialist		27.76
30210 - Laboratory Technician		26.77
30221 - Latent Fingerprint Technician I		35.57
30222 - Latent Fingerprint Technician II		39.30
30240 - Mathematical Technician		27.76
30361 - Paralegal/Legal Assistant I		22.52
30362 - Paralegal/Legal Assistant II		27.90
30363 - Paralegal/Legal Assistant III		34.13
30364 - Paralegal/Legal Assistant IV		41.29
30375 - Petroleum Supply Specialist		33.95
30390 - Photo-Optics Technician		27.76
30395 - Radiation Control Technician		33.95
30461 - Technical Writer I		26.76
30462 - Technical Writer II		32.65
30463 - Technical Writer III		39.34
30491 - Unexploded Ordnance (UXO) Technician I		28.11
30492 - Unexploded Ordnance (UXO) Technician II		34.01
30493 - Unexploded Ordnance (UXO) Technician III		40.77
30494 - Unexploded (UXO) Safety Escort		28.11
30495 - Unexploded (UXO) Sweep Personnel		28.11
30501 - Weather Forecaster I		30.74
30502 - Weather Forecaster II		37.40
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.98
30621 - Weather Observer Senior	(see 2)	27.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.01
31020 - Bus Aide		19.00
31030 - Bus Driver		25.22
31043 - Driver Courier		19.82
31260 - Parking and Lot Attendant		12.59
31290 - Shuttle Bus Driver		21.43

31310 - Taxi Driver	16.70
31361 - Truckdriver Light	21.43
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.15
31364 - Truckdriver Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	11.47
99050 - Desk Clerk	12.34
99095 - Embalmer	35.46
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	14.03
99252 - Laboratory Animal Caretaker II	15.43
99260 - Marketing Analyst	33.08
99310 - Mortician	35.46
99410 - Pest Controller	19.02
99510 - Photofinishing Worker	19.20
99710 - Recycling Laborer	33.48
99711 - Recycling Specialist	39.34
99730 - Refuse Collector	30.65
99810 - Sales Clerk	13.81
99820 - School Crossing Guard	15.16
99830 - Survey Party Chief	29.62
99831 - Surveying Aide	18.60
99832 - Surveying Technician	25.47
99840 - Vending Machine Attendant	16.09
99841 - Vending Machine Repairer	18.47
99842 - Vending Machine Repairer Helper	16.09

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4936
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Lake

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		29.03
01035 - Court Reporter		22.28
01041 - Customer Service Representative I		15.35
01042 - Customer Service Representative II		17.26
01043 - Customer Service Representative III		18.83
01051 - Data Entry Operator I		16.25
01052 - Data Entry Operator II		17.73
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		18.54

01090 - Duplicating Machine Operator	18.54
01111 - General Clerk I	14.21
01112 - General Clerk II	15.51
01113 - General Clerk III	17.40
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	13.50
01191 - Order Clerk I	16.00
01192 - Order Clerk II	17.58
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	23.38
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.04
01410 - Supply Technician	29.03
01420 - Survey Worker	19.19
01460 - Switchboard Operator/Receptionist	14.98
01531 - Travel Clerk I	16.83
01532 - Travel Clerk II	18.19
01533 - Travel Clerk III	19.69
01611 - Word Processor I	17.47
01612 - Word Processor II	19.61
01613 - Word Processor III	21.94
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.93
05010 - Automotive Electrician	24.16
05040 - Automotive Glass Installer	23.05
05070 - Automotive Worker	23.05
05110 - Mobile Equipment Servicer	20.85
05130 - Motor Equipment Metal Mechanic	27.79
05160 - Motor Equipment Metal Worker	23.05
05190 - Motor Vehicle Mechanic	27.79
05220 - Motor Vehicle Mechanic Helper	19.73
05250 - Motor Vehicle Upholstery Worker	21.96
05280 - Motor Vehicle Wrecker	23.09
05310 - Painter Automotive	24.16
05340 - Radiator Repair Specialist	23.05
05370 - Tire Repairer	15.92
05400 - Transmission Repair Specialist	27.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.71
07041 - Cook I	13.88
07042 - Cook II	15.67
07070 - Dishwasher	12.01
07130 - Food Service Worker	12.73
07210 - Meat Cutter	16.51

07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.06
09040 - Furniture Handler	14.52
09080 - Furniture Refinisher	20.06
09090 - Furniture Refinisher Helper	16.37
09110 - Furniture Repairer Minor	18.23
09130 - Upholsterer	20.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.32
11060 - Elevator Operator	14.13
11090 - Gardener	19.66
11122 - Housekeeping Aide	14.13
11150 - Janitor	14.13
11210 - Laborer Grounds Maintenance	15.63
11240 - Maid or Houseman	12.76
11260 - Pruner	14.31
11270 - Tractor Operator	18.36
11330 - Trail Maintenance Worker	15.63
11360 - Window Cleaner	15.44
12000 - Health Occupations	
12010 - Ambulance Driver	19.13
12011 - Breath Alcohol Technician	24.29
12012 - Certified Occupational Therapist Assistant	31.73
12015 - Certified Physical Therapist Assistant	29.73
12020 - Dental Assistant	19.76
12025 - Dental Hygienist	37.56
12030 - EKG Technician	29.30
12035 - Electroneurodiagnostic Technologist	29.30
12040 - Emergency Medical Technician	19.13
12071 - Licensed Practical Nurse I	21.71
12072 - Licensed Practical Nurse II	24.29
12073 - Licensed Practical Nurse III	27.08
12100 - Medical Assistant	17.48
12130 - Medical Laboratory Technician	27.14
12160 - Medical Record Clerk	18.88
12190 - Medical Record Technician	23.23
12195 - Medical Transcriptionist	20.26
12210 - Nuclear Medicine Technologist	42.13
12221 - Nursing Assistant I	12.35
12222 - Nursing Assistant II	13.88
12223 - Nursing Assistant III	15.15
12224 - Nursing Assistant IV	17.01
12235 - Optical Dispenser	17.15
12236 - Optical Technician	17.52
12250 - Pharmacy Technician	15.77
12280 - Phlebotomist	17.58
12305 - Radiologic Technologist	32.88
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57

12313 - Registered Nurse II Specialist		32.57
12314 - Registered Nurse III		38.43
12315 - Registered Nurse III Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		30.09
12320 - Substance Abuse Treatment Counselor		21.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.92
13012 - Exhibits Specialist II		27.16
13013 - Exhibits Specialist III		33.22
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		35.08
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.01
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.50
13072 - Photographer II		20.70
13073 - Photographer III		25.64
13074 - Photographer IV		31.35
13075 - Photographer V		37.94
13090 - Technical Order Library Clerk		16.99
13110 - Video Teleconference Technician		21.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		30.55
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		38.58

15070 - Flight Instructor (Pilot) 46.94
15080 - Graphic Artist 27.67
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.17
15086 - Maintenance Test Pilot Rotary Wing 44.17
15088 - Non-Maintenance Test/Co-Pilot 44.17
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 31.46
15110 - Test Proctor 20.76
15120 - Tutor 20.76
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.40
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.48
21030 - Material Coordinator 23.38
21040 - Material Expediter 23.38
21050 - Material Handling Laborer 18.12
21071 - Order Filler 15.18
21080 - Production Line Worker (Food Processing) 17.48
21110 - Shipping Packer 17.00
21130 - Shipping/Receiving Clerk 17.00
21140 - Store Worker I 15.68
21150 - Stock Clerk 20.55
21210 - Tools And Parts Attendant 17.48
21410 - Warehouse Specialist 17.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 30.18
23021 - Aircraft Mechanic I 35.59
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.87
23040 - Aircraft Mechanic Helper 26.52
23050 - Aircraft Painter 33.77
23060 - Aircraft Servicer 30.18
23070 - Aircraft Survival Flight Equipment Technician 33.77
23080 - Aircraft Worker 32.00
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.00

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.59
23110 - Appliance Mechanic 27.23
23120 - Bicycle Repairer 19.26
23125 - Cable Splicer 36.86
23130 - Carpenter Maintenance 37.46
23140 - Carpet Layer 29.49
23160 - Electrician Maintenance 40.99
23181 - Electronics Technician Maintenance I 27.58
23182 - Electronics Technician Maintenance II 29.11
23183 - Electronics Technician Maintenance III 30.66
23260 - Fabric Worker 28.42
23290 - Fire Alarm System Mechanic 28.80
23310 - Fire Extinguisher Repairer 26.69
23311 - Fuel Distribution System Mechanic 34.67
23312 - Fuel Distribution System Operator 27.68
23370 - General Maintenance Worker 23.74
23380 - Ground Support Equipment Mechanic 35.59
23381 - Ground Support Equipment Servicer 30.18
23382 - Ground Support Equipment Worker 32.00
23391 - Gunsmith I 26.69
23392 - Gunsmith II 30.13
23393 - Gunsmith III 33.50
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.71
23430 - Heavy Equipment Mechanic 30.29
23440 - Heavy Equipment Operator 42.62
23460 - Instrument Mechanic 31.91
23465 - Laboratory/Shelter Mechanic 31.80
23470 - Laborer 14.14
23510 - Locksmith 26.36
23530 - Machinery Maintenance Mechanic 26.92
23550 - Machinist Maintenance 27.46
23580 - Maintenance Trades Helper 16.14
23591 - Metrology Technician I 31.91
23592 - Metrology Technician II 33.54
23593 - Metrology Technician III 34.86
23640 - Millwright 31.74
23710 - Office Appliance Repairer 23.17
23760 - Painter Maintenance 24.61
23790 - Pipefitter Maintenance 45.24
23810 - Plumber Maintenance 42.95
23820 - Pneudraulic Systems Mechanic 33.50
23850 - Rigger 34.76
23870 - Scale Mechanic 30.13
23890 - Sheet-Metal Worker Maintenance 40.28
23910 - Small Engine Mechanic 21.20
23931 - Telecommunications Mechanic I 30.01

23932 - Telecommunications Mechanic II	31.54
23950 - Telephone Lineman	33.50
23960 - Welder Combination Maintenance	20.97
23965 - Well Driller	32.84
23970 - Woodcraft Worker	33.50
23980 - Woodworker	26.69
24000 - Personal Needs Occupations	
24550 - Case Manager	16.09
24570 - Child Care Attendant	11.43
24580 - Child Care Center Clerk	14.27
24610 - Chore Aide	12.04
24620 - Family Readiness And Support Services Coordinator	16.09
24630 - Homemaker	16.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	41.12
25040 - Sewage Plant Operator	31.06
25070 - Stationary Engineer	41.12
25190 - Ventilation Equipment Tender	30.66
25210 - Water Treatment Plant Operator	31.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.15
27007 - Baggage Inspector	14.69
27008 - Corrections Officer	32.85
27010 - Court Security Officer	31.83
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	32.85
27070 - Firefighter	30.81
27101 - Guard I	14.69
27102 - Guard II	16.66
27131 - Police Officer I	38.41
27132 - Police Officer II	42.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.64
28042 - Carnival Equipment Repairer	14.61
28043 - Carnival Worker	10.63
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	20.04
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.84
29020 - Hatch Tender	26.84
29030 - Line Handler	26.84
29041 - Stevedore I	25.32
29042 - Stevedore II	28.33
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.24
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.59
30021 - Archeological Technician I 20.03
30022 - Archeological Technician II 22.41
30023 - Archeological Technician III 27.76
30030 - Cartographic Technician 27.76
30040 - Civil Engineering Technician 32.60
30051 - Cryogenic Technician I 30.74
30052 - Cryogenic Technician II 33.95
30061 - Drafter/CAD Operator I 20.03
30062 - Drafter/CAD Operator II 22.41
30063 - Drafter/CAD Operator III 24.98
30064 - Drafter/CAD Operator IV 30.74
30081 - Engineering Technician I 18.16
30082 - Engineering Technician II 20.39
30083 - Engineering Technician III 22.81
30084 - Engineering Technician IV 28.26
30085 - Engineering Technician V 34.56
30086 - Engineering Technician VI 45.66
30090 - Environmental Technician 25.74
30095 - Evidence Control Specialist 27.76
30210 - Laboratory Technician 26.77
30221 - Latent Fingerprint Technician I 35.57
30222 - Latent Fingerprint Technician II 39.30
30240 - Mathematical Technician 27.76
30361 - Paralegal/Legal Assistant I 22.52
30362 - Paralegal/Legal Assistant II 27.90
30363 - Paralegal/Legal Assistant III 34.13
30364 - Paralegal/Legal Assistant IV 41.29
30375 - Petroleum Supply Specialist 33.95
30390 - Photo-Optics Technician 27.76
30395 - Radiation Control Technician 33.95
30461 - Technical Writer I 26.76
30462 - Technical Writer II 32.65
30463 - Technical Writer III 39.34
30491 - Unexploded Ordnance (UXO) Technician I 28.11
30492 - Unexploded Ordnance (UXO) Technician II 34.01
30493 - Unexploded Ordnance (UXO) Technician III 40.77
30494 - Unexploded (UXO) Safety Escort 28.11
30495 - Unexploded (UXO) Sweep Personnel 28.11
30501 - Weather Forecaster I 30.74
30502 - Weather Forecaster II 37.40
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.98
30621 - Weather Observer Senior (see 2) 27.76
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.01
31020 - Bus Aide 19.00
31030 - Bus Driver 25.22

31043 - Driver Courier	19.82
31260 - Parking and Lot Attendant	12.59
31290 - Shuttle Bus Driver	21.43
31310 - Taxi Driver	16.70
31361 - Truckdriver Light	21.43
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.15
31364 - Truckdriver Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	11.47
99050 - Desk Clerk	12.34
99095 - Embalmer	35.46
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	14.03
99252 - Laboratory Animal Caretaker II	15.43
99260 - Marketing Analyst	33.08
99310 - Mortician	35.46
99410 - Pest Controller	19.02
99510 - Photofinishing Worker	19.20
99710 - Recycling Laborer	33.48
99711 - Recycling Specialist	39.34
99730 - Refuse Collector	30.65
99810 - Sales Clerk	13.81
99820 - School Crossing Guard	15.16
99830 - Survey Party Chief	29.62
99831 - Surveying Aide	18.60
99832 - Surveying Technician	25.47
99840 - Vending Machine Attendant	16.09
99841 - Vending Machine Repairer	18.47
99842 - Vending Machine Repairer Helper	16.09

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4937
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin County of Kenosha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		29.03
01035 - Court Reporter		22.28
01041 - Customer Service Representative I		15.35
01042 - Customer Service Representative II		17.26
01043 - Customer Service Representative III		18.83
01051 - Data Entry Operator I		16.25
01052 - Data Entry Operator II		17.73
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		18.54
01090 - Duplicating Machine Operator		18.54
01111 - General Clerk I		14.21
01112 - General Clerk II		15.51

01113 - General Clerk III 17.40
01120 - Housing Referral Assistant 22.12
01141 - Messenger Courier 13.50
01191 - Order Clerk I 15.99
01192 - Order Clerk II 17.58
01261 - Personnel Assistant (Employment) I 17.84
01262 - Personnel Assistant (Employment) II 19.95
01263 - Personnel Assistant (Employment) III 22.24
01270 - Production Control Clerk 23.38
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.36
01311 - Secretary I 18.36
01312 - Secretary II 19.84
01313 - Secretary III 22.12
01320 - Service Order Dispatcher 21.04
01410 - Supply Technician 29.03
01420 - Survey Worker 19.19
01460 - Switchboard Operator/Receptionist 14.98
01531 - Travel Clerk I 16.83
01532 - Travel Clerk II 18.19
01533 - Travel Clerk III 19.69
01611 - Word Processor I 17.47
01612 - Word Processor II 19.61
01613 - Word Processor III 21.94
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.52
05010 - Automotive Electrician 25.16
05040 - Automotive Glass Installer 23.16
05070 - Automotive Worker 24.21
05110 - Mobile Equipment Servicer 22.29
05130 - Motor Equipment Metal Mechanic 28.64
05160 - Motor Equipment Metal Worker 24.21
05190 - Motor Vehicle Mechanic 28.63
05220 - Motor Vehicle Mechanic Helper 19.29
05250 - Motor Vehicle Upholstery Worker 21.34
05280 - Motor Vehicle Wrecker 22.01
05310 - Painter Automotive 22.87
05340 - Radiator Repair Specialist 22.01
05370 - Tire Repairer 16.09
05400 - Transmission Repair Specialist 28.64
07000 - Food Preparation And Service Occupations
07010 - Baker 13.09
07041 - Cook I 13.88
07042 - Cook II 15.67
07070 - Dishwasher 12.01
07130 - Food Service Worker 12.73
07210 - Meat Cutter 18.66
07260 - Waiter/Waitress 9.89
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.74

09040 - Furniture Handler 15.34
09080 - Furniture Refinisher 20.42
09090 - Furniture Refinisher Helper 17.22
09110 - Furniture Repairer Minor 18.96
09130 - Upholsterer 20.42
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.10
11060 - Elevator Operator 14.13
11090 - Gardener 19.66
11122 - Housekeeping Aide 14.13
11150 - Janitor 14.13
11210 - Laborer Grounds Maintenance 15.63
11240 - Maid or Houseman 12.76
11260 - Pruner 14.31
11270 - Tractor Operator 18.36
11330 - Trail Maintenance Worker 15.63
11360 - Window Cleaner 15.44
12000 - Health Occupations
12010 - Ambulance Driver 19.13
12011 - Breath Alcohol Technician 24.29
12012 - Certified Occupational Therapist Assistant 31.73
12015 - Certified Physical Therapist Assistant 29.73
12020 - Dental Assistant 19.76
12025 - Dental Hygienist 37.56
12030 - EKG Technician 29.30
12035 - Electroneurodiagnostic Technologist 29.30
12040 - Emergency Medical Technician 19.13
12071 - Licensed Practical Nurse I 21.71
12072 - Licensed Practical Nurse II 24.29
12073 - Licensed Practical Nurse III 27.08
12100 - Medical Assistant 17.48
12130 - Medical Laboratory Technician 27.14
12160 - Medical Record Clerk 18.88
12190 - Medical Record Technician 23.23
12195 - Medical Transcriptionist 20.26
12210 - Nuclear Medicine Technologist 42.13
12221 - Nursing Assistant I 12.35
12222 - Nursing Assistant II 13.88
12223 - Nursing Assistant III 15.15
12224 - Nursing Assistant IV 17.01
12235 - Optical Dispenser 17.15
12236 - Optical Technician 17.52
12250 - Pharmacy Technician 15.77
12280 - Phlebotomist 17.58
12305 - Radiologic Technologist 32.88
12311 - Registered Nurse I 29.17
12312 - Registered Nurse II 32.57
12313 - Registered Nurse II Specialist 32.57
12314 - Registered Nurse III 38.43
12315 - Registered Nurse III Anesthetist 38.43

12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		30.09
12320 - Substance Abuse Treatment Counselor		21.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.56
13013 - Exhibits Specialist III		32.46
13041 - Illustrator I		21.63
13042 - Illustrator II		26.57
13043 - Illustrator III		32.62
13047 - Librarian		33.32
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		31.44
13058 - Library Technician		17.76
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.50
13072 - Photographer II		20.70
13073 - Photographer III		25.64
13074 - Photographer IV		31.35
13075 - Photographer V		37.94
13090 - Technical Order Library Clerk		16.99
13110 - Video Teleconference Technician		21.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		30.55
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		38.58
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		27.67
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.17

15086 - Maintenance Test Pilot Rotary Wing 44.17
15088 - Non-Maintenance Test/Co-Pilot 44.17
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 31.46
15110 - Test Proctor 20.76
15120 - Tutor 20.76
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.75
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.48
21030 - Material Coordinator 23.38
21040 - Material Expediter 23.38
21050 - Material Handling Laborer 17.17
21071 - Order Filler 15.18
21080 - Production Line Worker (Food Processing) 17.48
21110 - Shipping Packer 17.00
21130 - Shipping/Receiving Clerk 17.00
21140 - Store Worker I 15.68
21150 - Stock Clerk 20.55
21210 - Tools And Parts Attendant 17.48
21410 - Warehouse Specialist 17.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 30.18
23021 - Aircraft Mechanic I 35.59
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.87
23040 - Aircraft Mechanic Helper 26.52
23050 - Aircraft Painter 33.77
23060 - Aircraft Servicer 30.18
23070 - Aircraft Survival Flight Equipment Technician 33.77
23080 - Aircraft Worker 32.00
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.00
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.59
23110 - Appliance Mechanic 28.06

23120 - Bicycle Repairer	19.47
23125 - Cable Splicer	36.86
23130 - Carpenter Maintenance	37.46
23140 - Carpet Layer	29.49
23160 - Electrician Maintenance	40.99
23181 - Electronics Technician Maintenance I	27.58
23182 - Electronics Technician Maintenance II	29.11
23183 - Electronics Technician Maintenance III	30.66
23260 - Fabric Worker	28.42
23290 - Fire Alarm System Mechanic	28.80
23310 - Fire Extinguisher Repairer	26.69
23311 - Fuel Distribution System Mechanic	34.67
23312 - Fuel Distribution System Operator	27.68
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	35.59
23381 - Ground Support Equipment Servicer	30.18
23382 - Ground Support Equipment Worker	32.00
23391 - Gunsmith I	26.69
23392 - Gunsmith II	30.13
23393 - Gunsmith III	33.50
23410 - Heating Ventilation And Air-Conditioning Mechanic	29.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.71
23430 - Heavy Equipment Mechanic	30.29
23440 - Heavy Equipment Operator	42.62
23460 - Instrument Mechanic	31.91
23465 - Laboratory/Shelter Mechanic	31.80
23470 - Laborer	14.14
23510 - Locksmith	26.36
23530 - Machinery Maintenance Mechanic	26.92
23550 - Machinist Maintenance	27.46
23580 - Maintenance Trades Helper	18.31
23591 - Metrology Technician I	31.91
23592 - Metrology Technician II	33.54
23593 - Metrology Technician III	34.86
23640 - Millwright	31.74
23710 - Office Appliance Repairer	23.57
23760 - Painter Maintenance	24.61
23790 - Pipefitter Maintenance	45.24
23810 - Plumber Maintenance	41.57
23820 - Pneudraulic Systems Mechanic	33.50
23850 - Rigger	34.76
23870 - Scale Mechanic	30.13
23890 - Sheet-Metal Worker Maintenance	40.28
23910 - Small Engine Mechanic	22.48
23931 - Telecommunications Mechanic I	30.01
23932 - Telecommunications Mechanic II	31.54
23950 - Telephone Lineman	32.84
23960 - Welder Combination Maintenance	20.76

23965 - Well Driller		32.84
23970 - Woodcraft Worker		33.50
23980 - Woodworker		26.69
24000 - Personal Needs Occupations		
24550 - Case Manager		17.01
24570 - Child Care Attendant		11.53
24580 - Child Care Center Clerk		14.36
24610 - Chore Aide		12.04
24620 - Family Readiness And Support Services Coordinator		17.01
24630 - Homemaker		17.56
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		41.00
25040 - Sewage Plant Operator		31.06
25070 - Stationary Engineer		41.00
25190 - Ventilation Equipment Tender		30.66
25210 - Water Treatment Plant Operator		31.06
27000 - Protective Service Occupations		
27004 - Alarm Monitor		26.15
27007 - Baggage Inspector		14.69
27008 - Corrections Officer		32.85
27010 - Court Security Officer		31.83
27030 - Detection Dog Handler		16.99
27040 - Detention Officer		32.85
27070 - Firefighter		30.81
27101 - Guard I		14.69
27102 - Guard II		16.99
27131 - Police Officer I		38.41
27132 - Police Officer II		42.68
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.64
28042 - Carnival Equipment Repairer		14.61
28043 - Carnival Worker		10.63
28210 - Gate Attendant/Gate Tender		16.44
28310 - Lifeguard		13.10
28350 - Park Attendant (Aide)		18.37
28510 - Recreation Aide/Health Facility Attendant		11.81
28515 - Recreation Specialist		20.04
28630 - Sports Official		14.64
28690 - Swimming Pool Operator		16.58
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.84
29020 - Hatch Tender		26.84
29030 - Line Handler		26.84
29041 - Stevedore I		25.32
29042 - Stevedore II		28.33
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.24
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.59

30021 - Archeological Technician I		20.03
30022 - Archeological Technician II		22.41
30023 - Archeological Technician III		27.76
30030 - Cartographic Technician		27.76
30040 - Civil Engineering Technician		32.60
30051 - Cryogenic Technician I		30.74
30052 - Cryogenic Technician II		33.95
30061 - Drafter/CAD Operator I		20.03
30062 - Drafter/CAD Operator II		22.41
30063 - Drafter/CAD Operator III		24.98
30064 - Drafter/CAD Operator IV		30.74
30081 - Engineering Technician I		18.16
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		45.66
30090 - Environmental Technician		26.32
30095 - Evidence Control Specialist		27.76
30210 - Laboratory Technician		26.77
30221 - Latent Fingerprint Technician I		35.57
30222 - Latent Fingerprint Technician II		39.30
30240 - Mathematical Technician		27.76
30361 - Paralegal/Legal Assistant I		22.52
30362 - Paralegal/Legal Assistant II		27.90
30363 - Paralegal/Legal Assistant III		34.13
30364 - Paralegal/Legal Assistant IV		41.29
30375 - Petroleum Supply Specialist		33.95
30390 - Photo-Optics Technician		27.76
30395 - Radiation Control Technician		33.95
30461 - Technical Writer I		27.48
30462 - Technical Writer II		33.60
30463 - Technical Writer III		40.66
30491 - Unexploded Ordnance (UXO) Technician I		28.11
30492 - Unexploded Ordnance (UXO) Technician II		34.01
30493 - Unexploded Ordnance (UXO) Technician III		40.77
30494 - Unexploded (UXO) Safety Escort		28.11
30495 - Unexploded (UXO) Sweep Personnel		28.11
30501 - Weather Forecaster I		30.74
30502 - Weather Forecaster II		37.40
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.98
30621 - Weather Observer Senior	(see 2)	27.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.01
31020 - Bus Aide		19.00
31030 - Bus Driver		25.22
31043 - Driver Courier		19.82
31260 - Parking and Lot Attendant		12.45
31290 - Shuttle Bus Driver		20.34

31310 - Taxi Driver	14.47
31361 - Truckdriver Light	20.34
31362 - Truckdriver Medium	22.69
31363 - Truckdriver Heavy	24.00
31364 - Truckdriver Tractor-Trailer	24.00
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	11.47
99050 - Desk Clerk	12.34
99095 - Embalmer	33.52
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	13.27
99252 - Laboratory Animal Caretaker II	14.21
99260 - Marketing Analyst	33.08
99310 - Mortician	33.52
99410 - Pest Controller	19.02
99510 - Photofinishing Worker	19.18
99710 - Recycling Laborer	28.06
99711 - Recycling Specialist	32.26
99730 - Refuse Collector	26.24
99810 - Sales Clerk	13.81
99820 - School Crossing Guard	15.16
99830 - Survey Party Chief	31.25
99831 - Surveying Aide	18.60
99832 - Surveying Technician	25.47
99840 - Vending Machine Attendant	16.03
99841 - Vending Machine Repairer	18.29
99842 - Vending Machine Repairer Helper	16.03

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4938
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin County of Kenosha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		29.03
01035 - Court Reporter		22.28
01041 - Customer Service Representative I		15.35
01042 - Customer Service Representative II		17.26
01043 - Customer Service Representative III		18.83
01051 - Data Entry Operator I		16.25
01052 - Data Entry Operator II		17.73
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		18.54

01090 - Duplicating Machine Operator	18.54
01111 - General Clerk I	14.21
01112 - General Clerk II	15.51
01113 - General Clerk III	17.40
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	13.50
01191 - Order Clerk I	15.99
01192 - Order Clerk II	17.58
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	23.38
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.04
01410 - Supply Technician	29.03
01420 - Survey Worker	19.19
01460 - Switchboard Operator/Receptionist	14.98
01531 - Travel Clerk I	16.83
01532 - Travel Clerk II	18.19
01533 - Travel Clerk III	19.69
01611 - Word Processor I	17.47
01612 - Word Processor II	19.61
01613 - Word Processor III	21.94
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.52
05010 - Automotive Electrician	25.16
05040 - Automotive Glass Installer	23.16
05070 - Automotive Worker	24.21
05110 - Mobile Equipment Servicer	22.29
05130 - Motor Equipment Metal Mechanic	28.64
05160 - Motor Equipment Metal Worker	24.21
05190 - Motor Vehicle Mechanic	28.63
05220 - Motor Vehicle Mechanic Helper	19.29
05250 - Motor Vehicle Upholstery Worker	21.34
05280 - Motor Vehicle Wrecker	22.01
05310 - Painter Automotive	22.87
05340 - Radiator Repair Specialist	22.01
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	28.64
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.09
07041 - Cook I	13.88
07042 - Cook II	15.67
07070 - Dishwasher	12.01
07130 - Food Service Worker	12.73
07210 - Meat Cutter	18.66

07260 - Waiter/Waitress	9.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.74
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	20.42
09090 - Furniture Refinisher Helper	17.22
09110 - Furniture Repairer Minor	18.96
09130 - Upholsterer	20.42
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.10
11060 - Elevator Operator	14.13
11090 - Gardener	19.66
11122 - Housekeeping Aide	14.13
11150 - Janitor	14.13
11210 - Laborer Grounds Maintenance	15.63
11240 - Maid or Houseman	12.76
11260 - Pruner	14.31
11270 - Tractor Operator	18.36
11330 - Trail Maintenance Worker	15.63
11360 - Window Cleaner	15.44
12000 - Health Occupations	
12010 - Ambulance Driver	19.13
12011 - Breath Alcohol Technician	24.29
12012 - Certified Occupational Therapist Assistant	31.73
12015 - Certified Physical Therapist Assistant	29.73
12020 - Dental Assistant	19.76
12025 - Dental Hygienist	37.56
12030 - EKG Technician	29.30
12035 - Electroneurodiagnostic Technologist	29.30
12040 - Emergency Medical Technician	19.13
12071 - Licensed Practical Nurse I	21.71
12072 - Licensed Practical Nurse II	24.29
12073 - Licensed Practical Nurse III	27.08
12100 - Medical Assistant	17.48
12130 - Medical Laboratory Technician	27.14
12160 - Medical Record Clerk	18.88
12190 - Medical Record Technician	23.23
12195 - Medical Transcriptionist	20.26
12210 - Nuclear Medicine Technologist	42.13
12221 - Nursing Assistant I	12.35
12222 - Nursing Assistant II	13.88
12223 - Nursing Assistant III	15.15
12224 - Nursing Assistant IV	17.01
12235 - Optical Dispenser	17.15
12236 - Optical Technician	17.52
12250 - Pharmacy Technician	15.77
12280 - Phlebotomist	17.58
12305 - Radiologic Technologist	32.88
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57

12313 - Registered Nurse II Specialist		32.57
12314 - Registered Nurse III		38.43
12315 - Registered Nurse III Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		30.09
12320 - Substance Abuse Treatment Counselor		21.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.56
13013 - Exhibits Specialist III		32.46
13041 - Illustrator I		21.63
13042 - Illustrator II		26.57
13043 - Illustrator III		32.62
13047 - Librarian		33.32
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		31.44
13058 - Library Technician		17.76
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.50
13072 - Photographer II		20.70
13073 - Photographer III		25.64
13074 - Photographer IV		31.35
13075 - Photographer V		37.94
13090 - Technical Order Library Clerk		16.99
13110 - Video Teleconference Technician		21.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		30.55
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		38.58

15070 - Flight Instructor (Pilot) 46.94
15080 - Graphic Artist 27.67
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.17
15086 - Maintenance Test Pilot Rotary Wing 44.17
15088 - Non-Maintenance Test/Co-Pilot 44.17
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 31.46
15110 - Test Proctor 20.76
15120 - Tutor 20.76
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.75
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.48
21030 - Material Coordinator 23.38
21040 - Material Expediter 23.38
21050 - Material Handling Laborer 17.17
21071 - Order Filler 15.18
21080 - Production Line Worker (Food Processing) 17.48
21110 - Shipping Packer 17.00
21130 - Shipping/Receiving Clerk 17.00
21140 - Store Worker I 15.68
21150 - Stock Clerk 20.55
21210 - Tools And Parts Attendant 17.48
21410 - Warehouse Specialist 17.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 30.18
23021 - Aircraft Mechanic I 35.59
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.87
23040 - Aircraft Mechanic Helper 26.52
23050 - Aircraft Painter 33.77
23060 - Aircraft Servicer 30.18
23070 - Aircraft Survival Flight Equipment Technician 33.77
23080 - Aircraft Worker 32.00
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.00

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.59
23110 - Appliance Mechanic	28.06
23120 - Bicycle Repairer	19.47
23125 - Cable Splicer	36.86
23130 - Carpenter Maintenance	37.46
23140 - Carpet Layer	29.49
23160 - Electrician Maintenance	40.99
23181 - Electronics Technician Maintenance I	27.58
23182 - Electronics Technician Maintenance II	29.11
23183 - Electronics Technician Maintenance III	30.66
23260 - Fabric Worker	28.42
23290 - Fire Alarm System Mechanic	28.80
23310 - Fire Extinguisher Repairer	26.69
23311 - Fuel Distribution System Mechanic	34.67
23312 - Fuel Distribution System Operator	27.68
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	35.59
23381 - Ground Support Equipment Servicer	30.18
23382 - Ground Support Equipment Worker	32.00
23391 - Gunsmith I	26.69
23392 - Gunsmith II	30.13
23393 - Gunsmith III	33.50
23410 - Heating Ventilation And Air-Conditioning Mechanic	29.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.71
23430 - Heavy Equipment Mechanic	30.29
23440 - Heavy Equipment Operator	42.62
23460 - Instrument Mechanic	31.91
23465 - Laboratory/Shelter Mechanic	31.80
23470 - Laborer	14.14
23510 - Locksmith	26.36
23530 - Machinery Maintenance Mechanic	26.92
23550 - Machinist Maintenance	27.46
23580 - Maintenance Trades Helper	18.31
23591 - Metrology Technician I	31.91
23592 - Metrology Technician II	33.54
23593 - Metrology Technician III	34.86
23640 - Millwright	31.74
23710 - Office Appliance Repairer	23.57
23760 - Painter Maintenance	24.61
23790 - Pipefitter Maintenance	45.24
23810 - Plumber Maintenance	41.57
23820 - Pneudraulic Systems Mechanic	33.50
23850 - Rigger	34.76
23870 - Scale Mechanic	30.13
23890 - Sheet-Metal Worker Maintenance	40.28
23910 - Small Engine Mechanic	22.48
23931 - Telecommunications Mechanic I	30.01

23932 - Telecommunications Mechanic II 31.54
23950 - Telephone Lineman 32.84
23960 - Welder Combination Maintenance 20.76
23965 - Well Driller 32.84
23970 - Woodcraft Worker 33.50
23980 - Woodworker 26.69
24000 - Personal Needs Occupations
24550 - Case Manager 17.01
24570 - Child Care Attendant 11.53
24580 - Child Care Center Clerk 14.36
24610 - Chore Aide 12.04
24620 - Family Readiness And Support Services Coordinator 17.01
24630 - Homemaker 17.56
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 41.00
25040 - Sewage Plant Operator 31.06
25070 - Stationary Engineer 41.00
25190 - Ventilation Equipment Tender 30.66
25210 - Water Treatment Plant Operator 31.06
27000 - Protective Service Occupations
27004 - Alarm Monitor 26.15
27007 - Baggage Inspector 14.69
27008 - Corrections Officer 32.85
27010 - Court Security Officer 31.83
27030 - Detection Dog Handler 16.99
27040 - Detention Officer 32.85
27070 - Firefighter 30.81
27101 - Guard I 14.69
27102 - Guard II 16.99
27131 - Police Officer I 38.41
27132 - Police Officer II 42.68
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.64
28042 - Carnival Equipment Repairer 14.61
28043 - Carnival Worker 10.63
28210 - Gate Attendant/Gate Tender 16.44
28310 - Lifeguard 13.10
28350 - Park Attendant (Aide) 18.37
28510 - Recreation Aide/Health Facility Attendant 11.81
28515 - Recreation Specialist 20.04
28630 - Sports Official 14.64
28690 - Swimming Pool Operator 16.58
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.84
29020 - Hatch Tender 26.84
29030 - Line Handler 26.84
29041 - Stevedore I 25.32
29042 - Stevedore II 28.33
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.24
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.59
30021 - Archeological Technician I 20.03
30022 - Archeological Technician II 22.41
30023 - Archeological Technician III 27.76
30030 - Cartographic Technician 27.76
30040 - Civil Engineering Technician 32.60
30051 - Cryogenic Technician I 30.74
30052 - Cryogenic Technician II 33.95
30061 - Drafter/CAD Operator I 20.03
30062 - Drafter/CAD Operator II 22.41
30063 - Drafter/CAD Operator III 24.98
30064 - Drafter/CAD Operator IV 30.74
30081 - Engineering Technician I 18.16
30082 - Engineering Technician II 20.39
30083 - Engineering Technician III 22.81
30084 - Engineering Technician IV 28.26
30085 - Engineering Technician V 34.56
30086 - Engineering Technician VI 45.66
30090 - Environmental Technician 26.32
30095 - Evidence Control Specialist 27.76
30210 - Laboratory Technician 26.77
30221 - Latent Fingerprint Technician I 35.57
30222 - Latent Fingerprint Technician II 39.30
30240 - Mathematical Technician 27.76
30361 - Paralegal/Legal Assistant I 22.52
30362 - Paralegal/Legal Assistant II 27.90
30363 - Paralegal/Legal Assistant III 34.13
30364 - Paralegal/Legal Assistant IV 41.29
30375 - Petroleum Supply Specialist 33.95
30390 - Photo-Optics Technician 27.76
30395 - Radiation Control Technician 33.95
30461 - Technical Writer I 27.48
30462 - Technical Writer II 33.60
30463 - Technical Writer III 40.66
30491 - Unexploded Ordnance (UXO) Technician I 28.11
30492 - Unexploded Ordnance (UXO) Technician II 34.01
30493 - Unexploded Ordnance (UXO) Technician III 40.77
30494 - Unexploded (UXO) Safety Escort 28.11
30495 - Unexploded (UXO) Sweep Personnel 28.11
30501 - Weather Forecaster I 30.74
30502 - Weather Forecaster II 37.40
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.98
30621 - Weather Observer Senior (see 2) 27.76
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.01
31020 - Bus Aide 19.00
31030 - Bus Driver 25.22

31043 - Driver Courier	19.82
31260 - Parking and Lot Attendant	12.45
31290 - Shuttle Bus Driver	20.34
31310 - Taxi Driver	14.47
31361 - Truckdriver Light	20.34
31362 - Truckdriver Medium	22.69
31363 - Truckdriver Heavy	24.00
31364 - Truckdriver Tractor-Trailer	24.00
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	11.47
99050 - Desk Clerk	12.34
99095 - Embalmer	33.52
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	13.27
99252 - Laboratory Animal Caretaker II	14.21
99260 - Marketing Analyst	33.08
99310 - Mortician	33.52
99410 - Pest Controller	19.02
99510 - Photofinishing Worker	19.18
99710 - Recycling Laborer	28.06
99711 - Recycling Specialist	32.26
99730 - Refuse Collector	26.24
99810 - Sales Clerk	13.81
99820 - School Crossing Guard	15.16
99830 - Survey Party Chief	31.25
99831 - Surveying Aide	18.60
99832 - Surveying Technician	25.47
99840 - Vending Machine Attendant	16.03
99841 - Vending Machine Repairer	18.29
99842 - Vending Machine Repairer Helper	16.03

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4940
Revision No.: 12
Date Of Last Revision: 06/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Minnesota Wisconsin

Area: Minnesota Counties of Carlton St Louis

Wisconsin County of Douglas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.79
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		18.56
01020 - Administrative Assistant		26.33
01035 - Court Reporter		18.20
01041 - Customer Service Representative I		13.96
01042 - Customer Service Representative II		15.69
01043 - Customer Service Representative III		17.12
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.46

01060 - Dispatcher Motor Vehicle 23.66
01070 - Document Preparation Clerk 20.28
01090 - Duplicating Machine Operator 20.28
01111 - General Clerk I 14.33
01112 - General Clerk II 15.64
01113 - General Clerk III 17.55
01120 - Housing Referral Assistant 20.30
01141 - Messenger Courier 14.83
01191 - Order Clerk I 14.97
01192 - Order Clerk II 16.33
01261 - Personnel Assistant (Employment) I 16.05
01262 - Personnel Assistant (Employment) II 17.95
01263 - Personnel Assistant (Employment) III 20.02
01270 - Production Control Clerk 27.12
01290 - Rental Clerk 13.05
01300 - Scheduler Maintenance 16.27
01311 - Secretary I 16.27
01312 - Secretary II 18.20
01313 - Secretary III 20.30
01320 - Service Order Dispatcher 21.14
01410 - Supply Technician 26.33
01420 - Survey Worker 17.26
01460 - Switchboard Operator/Receptionist 13.14
01531 - Travel Clerk I 14.49
01532 - Travel Clerk II 15.67
01533 - Travel Clerk III 16.80
01611 - Word Processor I 13.92
01612 - Word Processor II 15.63
01613 - Word Processor III 17.49
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.61
05010 - Automotive Electrician 20.12
05040 - Automotive Glass Installer 19.32
05070 - Automotive Worker 19.32
05110 - Mobile Equipment Servicer 17.55
05130 - Motor Equipment Metal Mechanic 20.75
05160 - Motor Equipment Metal Worker 19.32
05190 - Motor Vehicle Mechanic 20.75
05220 - Motor Vehicle Mechanic Helper 17.09
05250 - Motor Vehicle Upholstery Worker 18.46
05280 - Motor Vehicle Wrecker 19.32
05310 - Painter Automotive 20.12
05340 - Radiator Repair Specialist 19.32
05370 - Tire Repairer 14.02
05400 - Transmission Repair Specialist 20.75
07000 - Food Preparation And Service Occupations
07010 - Baker 14.21
07041 - Cook I 15.02
07042 - Cook II 16.54
07070 - Dishwasher 10.93

07130 - Food Service Worker	13.15
07210 - Meat Cutter	19.87
07260 - Waiter/Waitress	10.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.02
09040 - Furniture Handler	16.56
09080 - Furniture Refinisher	23.02
09090 - Furniture Refinisher Helper	19.10
09110 - Furniture Repairer Minor	21.01
09130 - Upholsterer	23.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.25
11060 - Elevator Operator	14.41
11090 - Gardener	16.77
11122 - Housekeeping Aide	14.41
11150 - Janitor	14.41
11210 - Laborer Grounds Maintenance	14.00
11240 - Maid or Houseman	11.97
11260 - Pruner	13.06
11270 - Tractor Operator	15.87
11330 - Trail Maintenance Worker	14.00
11360 - Window Cleaner	15.46
12000 - Health Occupations	
12010 - Ambulance Driver	15.43
12011 - Breath Alcohol Technician	20.10
12012 - Certified Occupational Therapist Assistant	27.58
12015 - Certified Physical Therapist Assistant	26.83
12020 - Dental Assistant	22.86
12025 - Dental Hygienist	30.97
12030 - EKG Technician	32.85
12035 - Electroneurodiagnostic Technologist	32.85
12040 - Emergency Medical Technician	15.43
12071 - Licensed Practical Nurse I	17.96
12072 - Licensed Practical Nurse II	20.10
12073 - Licensed Practical Nurse III	22.41
12100 - Medical Assistant	19.40
12130 - Medical Laboratory Technician	26.26
12160 - Medical Record Clerk	21.33
12190 - Medical Record Technician	23.87
12195 - Medical Transcriptionist	22.29
12210 - Nuclear Medicine Technologist	44.17
12221 - Nursing Assistant I	11.83
12222 - Nursing Assistant II	13.30
12223 - Nursing Assistant III	14.51
12224 - Nursing Assistant IV	16.29
12235 - Optical Dispenser	16.60
12236 - Optical Technician	17.96
12250 - Pharmacy Technician	17.19
12280 - Phlebotomist	16.91
12305 - Radiologic Technologist	31.31

12311 - Registered Nurse I		25.14
12312 - Registered Nurse II		29.52
12313 - Registered Nurse II Specialist		29.52
12314 - Registered Nurse III		35.72
12315 - Registered Nurse III Anesthetist		35.72
12316 - Registered Nurse IV		42.81
12317 - Scheduler (Drug and Alcohol Testing)		24.90
12320 - Substance Abuse Treatment Counselor		20.78
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.77
13012 - Exhibits Specialist II		28.20
13013 - Exhibits Specialist III		34.50
13041 - Illustrator I		22.77
13042 - Illustrator II		28.20
13043 - Illustrator III		34.50
13047 - Librarian		31.23
13050 - Library Aide/Clerk		16.82
13054 - Library Information Technology Systems Administrator		28.20
13058 - Library Technician		21.34
13061 - Media Specialist I		20.34
13062 - Media Specialist II		22.77
13063 - Media Specialist III		25.38
13071 - Photographer I		19.97
13072 - Photographer II		22.77
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13090 - Technical Order Library Clerk		20.94
13110 - Video Teleconference Technician		20.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.58
14042 - Computer Operator II		19.66
14043 - Computer Operator III		22.51
14044 - Computer Operator IV		25.01
14045 - Computer Operator V		27.70
14071 - Computer Programmer I	(see 1)	19.24
14072 - Computer Programmer II	(see 1)	23.83
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.58
14160 - Personal Computer Support Technician		25.73
14170 - System Support Specialist		30.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.05
15020 - Aircrew Training Devices Instructor (Rated)		36.36
15030 - Air Crew Training Devices Instructor (Pilot)		43.58

15050 - Computer Based Training Specialist / Instructor 30.05
15060 - Educational Technologist 32.40
15070 - Flight Instructor (Pilot) 43.58
15080 - Graphic Artist 18.80
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.58
15086 - Maintenance Test Pilot Rotary Wing 43.58
15088 - Non-Maintenance Test/Co-Pilot 43.58
15090 - Technical Instructor 19.74
15095 - Technical Instructor/Course Developer 24.15
15110 - Test Proctor 15.93
15120 - Tutor 15.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.51
19040 - Tool And Die Maker 32.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.86
21030 - Material Coordinator 27.12
21040 - Material Expediter 27.12
21050 - Material Handling Laborer 16.47
21071 - Order Filler 12.76
21080 - Production Line Worker (Food Processing) 22.86
21110 - Shipping Packer 18.27
21130 - Shipping/Receiving Clerk 18.27
21140 - Store Worker I 17.50
21150 - Stock Clerk 21.32
21210 - Tools And Parts Attendant 22.86
21410 - Warehouse Specialist 22.86
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.37
23019 - Aircraft Logs and Records Technician 26.10
23021 - Aircraft Mechanic I 29.43
23022 - Aircraft Mechanic II 30.37
23023 - Aircraft Mechanic III 31.39
23040 - Aircraft Mechanic Helper 23.48
23050 - Aircraft Painter 28.44
23060 - Aircraft Servicer 26.10
23070 - Aircraft Survival Flight Equipment Technician 28.44
23080 - Aircraft Worker 27.31

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.43
23110 - Appliance Mechanic 28.51
23120 - Bicycle Repairer 21.32
23125 - Cable Splicer 44.38
23130 - Carpenter Maintenance 24.46
23140 - Carpet Layer 27.38
23160 - Electrician Maintenance 33.50
23181 - Electronics Technician Maintenance I 31.19
23182 - Electronics Technician Maintenance II 32.48
23183 - Electronics Technician Maintenance III 33.61
23260 - Fabric Worker 26.17
23290 - Fire Alarm System Mechanic 27.67
23310 - Fire Extinguisher Repairer 24.87
23311 - Fuel Distribution System Mechanic 32.62
23312 - Fuel Distribution System Operator 28.30
23370 - General Maintenance Worker 19.40
23380 - Ground Support Equipment Mechanic 29.43
23381 - Ground Support Equipment Servicer 26.10
23382 - Ground Support Equipment Worker 27.31
23391 - Gunsmith I 24.87
23392 - Gunsmith II 27.38
23393 - Gunsmith III 29.50
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.77
23430 - Heavy Equipment Mechanic 28.37
23440 - Heavy Equipment Operator 32.21
23460 - Instrument Mechanic 29.50
23465 - Laboratory/Shelter Mechanic 28.51
23470 - Laborer 16.47
23510 - Locksmith 28.51
23530 - Machinery Maintenance Mechanic 33.08
23550 - Machinist Maintenance 22.61
23580 - Maintenance Trades Helper 16.62
23591 - Metrology Technician I 29.50
23592 - Metrology Technician II 30.44
23593 - Metrology Technician III 31.47
23640 - Millwright 30.97
23710 - Office Appliance Repairer 22.14
23760 - Painter Maintenance 30.82
23790 - Pipefitter Maintenance 36.87
23810 - Plumber Maintenance 35.36
23820 - Pneudraulic Systems Mechanic 29.50
23850 - Rigger 29.50
23870 - Scale Mechanic 27.38
23890 - Sheet-Metal Worker Maintenance 31.69

23910 - Small Engine Mechanic 20.30
23931 - Telecommunications Mechanic I 27.09
23932 - Telecommunications Mechanic II 27.95
23950 - Telephone Lineman 29.50
23960 - Welder Combination Maintenance 25.93
23965 - Well Driller 26.57
23970 - Woodcraft Worker 29.50
23980 - Woodworker 24.87
24000 - Personal Needs Occupations
24550 - Case Manager 16.80
24570 - Child Care Attendant 12.69
24580 - Child Care Center Clerk 15.83
24610 - Chore Aide 12.79
24620 - Family Readiness And Support Services Coordinator 16.80
24630 - Homemaker 17.83
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.41
25040 - Sewage Plant Operator 27.66
25070 - Stationary Engineer 30.41
25190 - Ventilation Equipment Tender 24.26
25210 - Water Treatment Plant Operator 27.66
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.77
27007 - Baggage Inspector 14.42
27008 - Corrections Officer 25.31
27010 - Court Security Officer 23.98
27030 - Detection Dog Handler 16.14
27040 - Detention Officer 25.31
27070 - Firefighter 22.64
27101 - Guard I 14.42
27102 - Guard II 16.14
27131 - Police Officer I 29.18
27132 - Police Officer II 32.43
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.40
28042 - Carnival Equipment Repairer 14.16
28043 - Carnival Worker 11.07
28210 - Gate Attendant/Gate Tender 17.03
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 19.06
28510 - Recreation Aide/Health Facility Attendant 13.91
28515 - Recreation Specialist 23.60
28630 - Sports Official 15.17
28690 - Swimming Pool Operator 15.58
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.81
29020 - Hatch Tender 28.81
29030 - Line Handler 28.81
29041 - Stevedore I 27.52

29042 - Stevedore II		30.00
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.86
30022 - Archeological Technician II		19.99
30023 - Archeological Technician III		24.75
30030 - Cartographic Technician		24.75
30040 - Civil Engineering Technician		29.75
30051 - Cryogenic Technician I		27.42
30052 - Cryogenic Technician II		30.28
30061 - Drafter/CAD Operator I		17.86
30062 - Drafter/CAD Operator II		19.99
30063 - Drafter/CAD Operator III		22.28
30064 - Drafter/CAD Operator IV		27.42
30081 - Engineering Technician I		15.77
30082 - Engineering Technician II		17.70
30083 - Engineering Technician III		19.81
30084 - Engineering Technician IV		24.54
30085 - Engineering Technician V		30.01
30086 - Engineering Technician VI		36.31
30090 - Environmental Technician		23.53
30095 - Evidence Control Specialist		24.75
30210 - Laboratory Technician		23.60
30221 - Latent Fingerprint Technician I		27.42
30222 - Latent Fingerprint Technician II		30.28
30240 - Mathematical Technician		24.75
30361 - Paralegal/Legal Assistant I		18.62
30362 - Paralegal/Legal Assistant II		22.37
30363 - Paralegal/Legal Assistant III		27.38
30364 - Paralegal/Legal Assistant IV		33.12
30375 - Petroleum Supply Specialist		30.28
30390 - Photo-Optics Technician		22.89
30395 - Radiation Control Technician		30.28
30461 - Technical Writer I		24.75
30462 - Technical Writer II		30.28
30463 - Technical Writer III		36.64
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.42
30502 - Weather Forecaster II		33.35
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.28
30621 - Weather Observer Senior	(see 2)	24.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67

31020 - Bus Aide	15.65
31030 - Bus Driver	19.57
31043 - Driver Courier	16.55
31260 - Parking and Lot Attendant	12.44
31290 - Shuttle Bus Driver	17.49
31310 - Taxi Driver	16.06
31361 - Truckdriver Light	17.49
31362 - Truckdriver Medium	18.41
31363 - Truckdriver Heavy	23.79
31364 - Truckdriver Tractor-Trailer	23.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.48
99050 - Desk Clerk	11.89
99095 - Embalmer	31.81
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.80
99252 - Laboratory Animal Caretaker II	17.81
99260 - Marketing Analyst	28.52
99310 - Mortician	31.81
99410 - Pest Controller	23.87
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	24.04
99711 - Recycling Specialist	27.03
99730 - Refuse Collector	22.41
99810 - Sales Clerk	11.83
99820 - School Crossing Guard	18.73
99830 - Survey Party Chief	24.02
99831 - Surveying Aide	16.14
99832 - Surveying Technician	21.10
99840 - Vending Machine Attendant	19.57
99841 - Vending Machine Repairer	21.82
99842 - Vending Machine Repairer Helper	19.68

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to

be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4941
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota County of Houston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.01
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.84
01020 - Administrative Assistant		25.58
01035 - Court Reporter		18.00
01041 - Customer Service Representative I		13.82
01042 - Customer Service Representative II		15.54
01043 - Customer Service Representative III		16.95
01051 - Data Entry Operator I		14.58
01052 - Data Entry Operator II		15.91
01060 - Dispatcher Motor Vehicle		22.35
01070 - Document Preparation Clerk		14.53
01090 - Duplicating Machine Operator		14.53
01111 - General Clerk I		13.88
01112 - General Clerk II		15.15

01113 - General Clerk III 17.00
01120 - Housing Referral Assistant 20.07
01141 - Messenger Courier 13.19
01191 - Order Clerk I 15.05
01192 - Order Clerk II 16.58
01261 - Personnel Assistant (Employment) I 15.11
01262 - Personnel Assistant (Employment) II 16.91
01263 - Personnel Assistant (Employment) III 18.84
01270 - Production Control Clerk 21.40
01290 - Rental Clerk 13.96
01300 - Scheduler Maintenance 16.08
01311 - Secretary I 16.08
01312 - Secretary II 18.00
01313 - Secretary III 20.07
01320 - Service Order Dispatcher 19.97
01410 - Supply Technician 25.58
01420 - Survey Worker 18.00
01460 - Switchboard Operator/Receptionist 15.71
01531 - Travel Clerk I 14.49
01532 - Travel Clerk II 15.67
01533 - Travel Clerk III 16.80
01611 - Word Processor I 14.33
01612 - Word Processor II 16.08
01613 - Word Processor III 18.00
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.15
05010 - Automotive Electrician 18.04
05040 - Automotive Glass Installer 17.29
05070 - Automotive Worker 17.29
05110 - Mobile Equipment Servicer 15.64
05130 - Motor Equipment Metal Mechanic 18.79
05160 - Motor Equipment Metal Worker 17.29
05190 - Motor Vehicle Mechanic 19.45
05220 - Motor Vehicle Mechanic Helper 14.68
05250 - Motor Vehicle Upholstery Worker 16.59
05280 - Motor Vehicle Wrecker 17.29
05310 - Painter Automotive 18.04
05340 - Radiator Repair Specialist 17.29
05370 - Tire Repairer 13.85
05400 - Transmission Repair Specialist 18.79
07000 - Food Preparation And Service Occupations
07010 - Baker 14.79
07041 - Cook I 14.31
07042 - Cook II 16.05
07070 - Dishwasher 9.31
07130 - Food Service Worker 10.73
07210 - Meat Cutter 17.73
07260 - Waiter/Waitress 10.07
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.49

09040 - Furniture Handler 14.40
09080 - Furniture Refinisher 19.93
09090 - Furniture Refinisher Helper 16.53
09110 - Furniture Repairer Minor 18.30
09130 - Upholsterer 20.01
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.44
11060 - Elevator Operator 14.14
11090 - Gardener 17.92
11122 - Housekeeping Aide 14.14
11150 - Janitor 14.14
11210 - Laborer Grounds Maintenance 14.60
11240 - Maid or Houseman 11.39
11260 - Pruner 13.50
11270 - Tractor Operator 16.84
11330 - Trail Maintenance Worker 14.60
11360 - Window Cleaner 15.29
12000 - Health Occupations
12010 - Ambulance Driver 19.94
12011 - Breath Alcohol Technician 19.94
12012 - Certified Occupational Therapist Assistant 22.14
12015 - Certified Physical Therapist Assistant 23.93
12020 - Dental Assistant 20.06
12025 - Dental Hygienist 37.70
12030 - EKG Technician 30.22
12035 - Electroneurodiagnostic Technologist 30.22
12040 - Emergency Medical Technician 19.94
12071 - Licensed Practical Nurse I 17.82
12072 - Licensed Practical Nurse II 19.94
12073 - Licensed Practical Nurse III 22.23
12100 - Medical Assistant 17.39
12130 - Medical Laboratory Technician 22.83
12160 - Medical Record Clerk 15.84
12190 - Medical Record Technician 19.94
12195 - Medical Transcriptionist 17.82
12210 - Nuclear Medicine Technologist 43.82
12221 - Nursing Assistant I 11.40
12222 - Nursing Assistant II 12.82
12223 - Nursing Assistant III 13.99
12224 - Nursing Assistant IV 15.71
12235 - Optical Dispenser 16.48
12236 - Optical Technician 17.82
12250 - Pharmacy Technician 16.33
12280 - Phlebotomist 17.43
12305 - Radiologic Technologist 29.49
12311 - Registered Nurse I 23.54
12312 - Registered Nurse II 28.80
12313 - Registered Nurse II Specialist 28.80
12314 - Registered Nurse III 34.84
12315 - Registered Nurse III Anesthetist 34.84

12316 - Registered Nurse IV		41.76
12317 - Scheduler (Drug and Alcohol Testing)		24.70
12320 - Substance Abuse Treatment Counselor		18.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.74
13012 - Exhibits Specialist II		24.45
13013 - Exhibits Specialist III		29.91
13041 - Illustrator I		19.74
13042 - Illustrator II		24.45
13043 - Illustrator III		29.91
13047 - Librarian		27.08
13050 - Library Aide/Clerk		18.88
13054 - Library Information Technology Systems Administrator		24.45
13058 - Library Technician		19.38
13061 - Media Specialist I		17.64
13062 - Media Specialist II		19.74
13063 - Media Specialist III		22.00
13071 - Photographer I		16.94
13072 - Photographer II		18.94
13073 - Photographer III		23.46
13074 - Photographer IV		28.70
13075 - Photographer V		33.26
13090 - Technical Order Library Clerk		23.71
13110 - Video Teleconference Technician		17.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.37
14042 - Computer Operator II		17.19
14043 - Computer Operator III		19.17
14044 - Computer Operator IV		21.30
14045 - Computer Operator V		23.58
14071 - Computer Programmer I	(see 1)	19.02
14072 - Computer Programmer II	(see 1)	23.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.37
14160 - Personal Computer Support Technician		21.30
14170 - System Support Specialist		28.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.12
15020 - Aircrew Training Devices Instructor (Rated)		35.22
15030 - Air Crew Training Devices Instructor (Pilot)		41.01
15050 - Computer Based Training Specialist / Instructor		29.12
15060 - Educational Technologist		27.31
15070 - Flight Instructor (Pilot)		41.01
15080 - Graphic Artist		20.67
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.70

15086 - Maintenance Test Pilot Rotary Wing 39.70
15088 - Non-Maintenance Test/Co-Pilot 39.70
15090 - Technical Instructor 19.78
15095 - Technical Instructor/Course Developer 24.20
15110 - Test Proctor 15.96
15120 - Tutor 15.96
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.36
19040 - Tool And Die Maker 26.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.64
21030 - Material Coordinator 21.40
21040 - Material Expediter 21.40
21050 - Material Handling Laborer 16.17
21071 - Order Filler 13.50
21080 - Production Line Worker (Food Processing) 19.64
21110 - Shipping Packer 16.14
21130 - Shipping/Receiving Clerk 16.14
21140 - Store Worker I 14.83
21150 - Stock Clerk 19.13
21210 - Tools And Parts Attendant 19.64
21410 - Warehouse Specialist 19.64
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.20
23019 - Aircraft Logs and Records Technician 25.38
23021 - Aircraft Mechanic I 29.76
23022 - Aircraft Mechanic II 31.20
23023 - Aircraft Mechanic III 32.67
23040 - Aircraft Mechanic Helper 22.46
23050 - Aircraft Painter 28.31
23060 - Aircraft Servicer 25.38
23070 - Aircraft Survival Flight Equipment Technician 28.31
23080 - Aircraft Worker 26.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.76
23110 - Appliance Mechanic 28.31

23120 - Bicycle Repairer	16.76
23125 - Cable Splicer	31.34
23130 - Carpenter Maintenance	25.83
23140 - Carpet Layer	26.84
23160 - Electrician Maintenance	33.16
23181 - Electronics Technician Maintenance I	26.84
23182 - Electronics Technician Maintenance II	28.31
23183 - Electronics Technician Maintenance III	29.76
23260 - Fabric Worker	25.38
23290 - Fire Alarm System Mechanic	29.76
23310 - Fire Extinguisher Repairer	23.92
23311 - Fuel Distribution System Mechanic	29.76
23312 - Fuel Distribution System Operator	23.92
23370 - General Maintenance Worker	19.77
23380 - Ground Support Equipment Mechanic	29.76
23381 - Ground Support Equipment Servicer	25.38
23382 - Ground Support Equipment Worker	26.84
23391 - Gunsmith I	23.92
23392 - Gunsmith II	26.84
23393 - Gunsmith III	29.76
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.18
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.26
23430 - Heavy Equipment Mechanic	25.98
23440 - Heavy Equipment Operator	33.12
23460 - Instrument Mechanic	29.76
23465 - Laboratory/Shelter Mechanic	28.31
23470 - Laborer	16.17
23510 - Locksmith	28.31
23530 - Machinery Maintenance Mechanic	24.94
23550 - Machinist Maintenance	24.91
23580 - Maintenance Trades Helper	17.25
23591 - Metrology Technician I	29.76
23592 - Metrology Technician II	31.20
23593 - Metrology Technician III	32.67
23640 - Millwright	29.76
23710 - Office Appliance Repairer	23.08
23760 - Painter Maintenance	17.37
23790 - Pipefitter Maintenance	37.63
23810 - Plumber Maintenance	35.80
23820 - Pneudraulic Systems Mechanic	29.76
23850 - Rigger	29.76
23870 - Scale Mechanic	26.84
23890 - Sheet-Metal Worker Maintenance	28.45
23910 - Small Engine Mechanic	24.41
23931 - Telecommunications Mechanic I	27.97
23932 - Telecommunications Mechanic II	29.33
23950 - Telephone Lineman	29.76
23960 - Welder Combination Maintenance	22.06

23965 - Well Driller	29.76
23970 - Woodcraft Worker	29.76
23980 - Woodworker	23.92
24000 - Personal Needs Occupations	
24550 - Case Manager	18.12
24570 - Child Care Attendant	10.57
24580 - Child Care Center Clerk	13.19
24610 - Chore Aide	12.41
24620 - Family Readiness And Support Services Coordinator	18.12
24630 - Homemaker	18.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.76
25040 - Sewage Plant Operator	23.11
25070 - Stationary Engineer	29.76
25190 - Ventilation Equipment Tender	22.46
25210 - Water Treatment Plant Operator	23.11
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.13
27007 - Baggage Inspector	14.80
27008 - Corrections Officer	23.91
27010 - Court Security Officer	20.63
27030 - Detection Dog Handler	16.56
27040 - Detention Officer	23.91
27070 - Firefighter	19.76
27101 - Guard I	14.80
27102 - Guard II	16.56
27131 - Police Officer I	25.07
27132 - Police Officer II	27.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.32
28042 - Carnival Equipment Repairer	13.12
28043 - Carnival Worker	10.04
28210 - Gate Attendant/Gate Tender	15.38
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.56
28515 - Recreation Specialist	17.08
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.84
29020 - Hatch Tender	26.84
29030 - Line Handler	26.84
29041 - Stevedore I	25.38
29042 - Stevedore II	28.31
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 18.45
30022 - Archeological Technician II 20.64
30023 - Archeological Technician III 25.58
30030 - Cartographic Technician 25.58
30040 - Civil Engineering Technician 25.88
30051 - Cryogenic Technician I 27.23
30052 - Cryogenic Technician II 30.06
30061 - Drafter/CAD Operator I 18.45
30062 - Drafter/CAD Operator II 20.64
30063 - Drafter/CAD Operator III 23.02
30064 - Drafter/CAD Operator IV 28.32
30081 - Engineering Technician I 16.21
30082 - Engineering Technician II 18.21
30083 - Engineering Technician III 20.37
30084 - Engineering Technician IV 25.22
30085 - Engineering Technician V 30.77
30086 - Engineering Technician VI 37.34
30090 - Environmental Technician 25.58
30095 - Evidence Control Specialist 24.59
30210 - Laboratory Technician 23.02
30221 - Latent Fingerprint Technician I 27.23
30222 - Latent Fingerprint Technician II 30.06
30240 - Mathematical Technician 25.58
30361 - Paralegal/Legal Assistant I 20.70
30362 - Paralegal/Legal Assistant II 25.64
30363 - Paralegal/Legal Assistant III 31.37
30364 - Paralegal/Legal Assistant IV 37.95
30375 - Petroleum Supply Specialist 30.06
30390 - Photo-Optics Technician 25.58
30395 - Radiation Control Technician 30.06
30461 - Technical Writer I 25.58
30462 - Technical Writer II 31.29
30463 - Technical Writer III 37.85
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.32
30502 - Weather Forecaster II 34.45
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.02
30621 - Weather Observer Senior (see 2) 25.58
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.87
31030 - Bus Driver 20.76
31043 - Driver Courier 15.00
31260 - Parking and Lot Attendant 15.62
31290 - Shuttle Bus Driver 15.97

31310 - Taxi Driver	12.66
31361 - Truckdriver Light	15.97
31362 - Truckdriver Medium	16.95
31363 - Truckdriver Heavy	24.29
31364 - Truckdriver Tractor-Trailer	24.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.82
99050 - Desk Clerk	11.30
99095 - Embalmer	25.36
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.03
99252 - Laboratory Animal Caretaker II	16.10
99260 - Marketing Analyst	24.16
99310 - Mortician	25.36
99410 - Pest Controller	21.23
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.43
99711 - Recycling Specialist	22.49
99730 - Refuse Collector	17.96
99810 - Sales Clerk	11.12
99820 - School Crossing Guard	14.96
99830 - Survey Party Chief	24.88
99831 - Surveying Aide	14.55
99832 - Surveying Technician	19.00
99840 - Vending Machine Attendant	19.77
99841 - Vending Machine Repairer	21.62
99842 - Vending Machine Repairer Helper	19.77

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4942
Revision No.: 14
Date Of Last Revision: 05/12/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota County of Houston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.01
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.84
01020 - Administrative Assistant		25.58
01035 - Court Reporter		18.00
01041 - Customer Service Representative I		13.82
01042 - Customer Service Representative II		15.54
01043 - Customer Service Representative III		16.95
01051 - Data Entry Operator I		14.58
01052 - Data Entry Operator II		15.91
01060 - Dispatcher Motor Vehicle		22.35
01070 - Document Preparation Clerk		14.53

01090 - Duplicating Machine Operator 14.53
01111 - General Clerk I 13.88
01112 - General Clerk II 15.15
01113 - General Clerk III 17.00
01120 - Housing Referral Assistant 20.07
01141 - Messenger Courier 13.19
01191 - Order Clerk I 15.05
01192 - Order Clerk II 16.58
01261 - Personnel Assistant (Employment) I 15.11
01262 - Personnel Assistant (Employment) II 16.91
01263 - Personnel Assistant (Employment) III 18.84
01270 - Production Control Clerk 21.40
01290 - Rental Clerk 13.96
01300 - Scheduler Maintenance 16.08
01311 - Secretary I 16.08
01312 - Secretary II 18.00
01313 - Secretary III 20.07
01320 - Service Order Dispatcher 19.97
01410 - Supply Technician 25.58
01420 - Survey Worker 18.00
01460 - Switchboard Operator/Receptionist 15.71
01531 - Travel Clerk I 14.49
01532 - Travel Clerk II 15.67
01533 - Travel Clerk III 16.80
01611 - Word Processor I 14.33
01612 - Word Processor II 16.08
01613 - Word Processor III 18.00
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.15
05010 - Automotive Electrician 18.04
05040 - Automotive Glass Installer 17.29
05070 - Automotive Worker 17.29
05110 - Mobile Equipment Servicer 15.64
05130 - Motor Equipment Metal Mechanic 18.79
05160 - Motor Equipment Metal Worker 17.29
05190 - Motor Vehicle Mechanic 19.45
05220 - Motor Vehicle Mechanic Helper 14.68
05250 - Motor Vehicle Upholstery Worker 16.59
05280 - Motor Vehicle Wrecker 17.29
05310 - Painter Automotive 18.04
05340 - Radiator Repair Specialist 17.29
05370 - Tire Repairer 13.85
05400 - Transmission Repair Specialist 18.79
07000 - Food Preparation And Service Occupations
07010 - Baker 14.79
07041 - Cook I 14.31
07042 - Cook II 16.05
07070 - Dishwasher 9.31
07130 - Food Service Worker 10.73
07210 - Meat Cutter 17.73

07260 - Waiter/Waitress	10.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.49
09040 - Furniture Handler	14.40
09080 - Furniture Refinisher	19.93
09090 - Furniture Refinisher Helper	16.53
09110 - Furniture Repairer Minor	18.30
09130 - Upholsterer	20.01
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.44
11060 - Elevator Operator	14.14
11090 - Gardener	17.92
11122 - Housekeeping Aide	14.14
11150 - Janitor	14.14
11210 - Laborer Grounds Maintenance	14.60
11240 - Maid or Houseman	11.39
11260 - Pruner	13.50
11270 - Tractor Operator	16.84
11330 - Trail Maintenance Worker	14.60
11360 - Window Cleaner	15.29
12000 - Health Occupations	
12010 - Ambulance Driver	19.94
12011 - Breath Alcohol Technician	19.94
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	23.93
12020 - Dental Assistant	20.06
12025 - Dental Hygienist	37.70
12030 - EKG Technician	30.22
12035 - Electroneurodiagnostic Technologist	30.22
12040 - Emergency Medical Technician	19.94
12071 - Licensed Practical Nurse I	17.82
12072 - Licensed Practical Nurse II	19.94
12073 - Licensed Practical Nurse III	22.23
12100 - Medical Assistant	17.39
12130 - Medical Laboratory Technician	22.83
12160 - Medical Record Clerk	15.84
12190 - Medical Record Technician	19.94
12195 - Medical Transcriptionist	17.82
12210 - Nuclear Medicine Technologist	43.82
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	16.48
12236 - Optical Technician	17.82
12250 - Pharmacy Technician	16.33
12280 - Phlebotomist	17.43
12305 - Radiologic Technologist	29.49
12311 - Registered Nurse I	23.54
12312 - Registered Nurse II	28.80

12313 - Registered Nurse II Specialist		28.80
12314 - Registered Nurse III		34.84
12315 - Registered Nurse III Anesthetist		34.84
12316 - Registered Nurse IV		41.76
12317 - Scheduler (Drug and Alcohol Testing)		24.70
12320 - Substance Abuse Treatment Counselor		18.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.74
13012 - Exhibits Specialist II		24.45
13013 - Exhibits Specialist III		29.91
13041 - Illustrator I		19.74
13042 - Illustrator II		24.45
13043 - Illustrator III		29.91
13047 - Librarian		27.08
13050 - Library Aide/Clerk		18.88
13054 - Library Information Technology Systems Administrator		24.45
13058 - Library Technician		19.38
13061 - Media Specialist I		17.64
13062 - Media Specialist II		19.74
13063 - Media Specialist III		22.00
13071 - Photographer I		16.94
13072 - Photographer II		18.94
13073 - Photographer III		23.46
13074 - Photographer IV		28.70
13075 - Photographer V		33.26
13090 - Technical Order Library Clerk		23.71
13110 - Video Teleconference Technician		17.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.37
14042 - Computer Operator II		17.19
14043 - Computer Operator III		19.17
14044 - Computer Operator IV		21.30
14045 - Computer Operator V		23.58
14071 - Computer Programmer I	(see 1)	19.02
14072 - Computer Programmer II	(see 1)	23.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.37
14160 - Personal Computer Support Technician		21.30
14170 - System Support Specialist		28.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.12
15020 - Aircrew Training Devices Instructor (Rated)		35.22
15030 - Air Crew Training Devices Instructor (Pilot)		41.01
15050 - Computer Based Training Specialist / Instructor		29.12
15060 - Educational Technologist		27.31

15070 - Flight Instructor (Pilot) 41.01
15080 - Graphic Artist 20.67
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.70
15086 - Maintenance Test Pilot Rotary Wing 39.70
15088 - Non-Maintenance Test/Co-Pilot 39.70
15090 - Technical Instructor 19.78
15095 - Technical Instructor/Course Developer 24.20
15110 - Test Proctor 15.96
15120 - Tutor 15.96
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.36
19040 - Tool And Die Maker 26.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.64
21030 - Material Coordinator 21.40
21040 - Material Expediter 21.40
21050 - Material Handling Laborer 16.17
21071 - Order Filler 13.50
21080 - Production Line Worker (Food Processing) 19.64
21110 - Shipping Packer 16.14
21130 - Shipping/Receiving Clerk 16.14
21140 - Store Worker I 14.83
21150 - Stock Clerk 19.13
21210 - Tools And Parts Attendant 19.64
21410 - Warehouse Specialist 19.64
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.20
23019 - Aircraft Logs and Records Technician 25.38
23021 - Aircraft Mechanic I 29.76
23022 - Aircraft Mechanic II 31.20
23023 - Aircraft Mechanic III 32.67
23040 - Aircraft Mechanic Helper 22.46
23050 - Aircraft Painter 28.31
23060 - Aircraft Servicer 25.38
23070 - Aircraft Survival Flight Equipment Technician 28.31
23080 - Aircraft Worker 26.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.84

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.76
23110 - Appliance Mechanic 28.31
23120 - Bicycle Repairer 16.76
23125 - Cable Splicer 31.34
23130 - Carpenter Maintenance 25.83
23140 - Carpet Layer 26.84
23160 - Electrician Maintenance 33.16
23181 - Electronics Technician Maintenance I 26.84
23182 - Electronics Technician Maintenance II 28.31
23183 - Electronics Technician Maintenance III 29.76
23260 - Fabric Worker 25.38
23290 - Fire Alarm System Mechanic 29.76
23310 - Fire Extinguisher Repairer 23.92
23311 - Fuel Distribution System Mechanic 29.76
23312 - Fuel Distribution System Operator 23.92
23370 - General Maintenance Worker 19.77
23380 - Ground Support Equipment Mechanic 29.76
23381 - Ground Support Equipment Servicer 25.38
23382 - Ground Support Equipment Worker 26.84
23391 - Gunsmith I 23.92
23392 - Gunsmith II 26.84
23393 - Gunsmith III 29.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.18
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.26
23430 - Heavy Equipment Mechanic 25.98
23440 - Heavy Equipment Operator 33.12
23460 - Instrument Mechanic 29.76
23465 - Laboratory/Shelter Mechanic 28.31
23470 - Laborer 16.17
23510 - Locksmith 28.31
23530 - Machinery Maintenance Mechanic 24.94
23550 - Machinist Maintenance 24.91
23580 - Maintenance Trades Helper 17.25
23591 - Metrology Technician I 29.76
23592 - Metrology Technician II 31.20
23593 - Metrology Technician III 32.67
23640 - Millwright 29.76
23710 - Office Appliance Repairer 23.08
23760 - Painter Maintenance 17.37
23790 - Pipefitter Maintenance 37.63
23810 - Plumber Maintenance 35.80
23820 - Pneudraulic Systems Mechanic 29.76
23850 - Rigger 29.76
23870 - Scale Mechanic 26.84
23890 - Sheet-Metal Worker Maintenance 28.45
23910 - Small Engine Mechanic 24.41
23931 - Telecommunications Mechanic I 27.97

23932 - Telecommunications Mechanic II 29.33
23950 - Telephone Lineman 29.76
23960 - Welder Combination Maintenance 22.06
23965 - Well Driller 29.76
23970 - Woodcraft Worker 29.76
23980 - Woodworker 23.92
24000 - Personal Needs Occupations
24550 - Case Manager 18.12
24570 - Child Care Attendant 10.57
24580 - Child Care Center Clerk 13.19
24610 - Chore Aide 12.41
24620 - Family Readiness And Support Services Coordinator 18.12
24630 - Homemaker 18.12
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.76
25040 - Sewage Plant Operator 23.11
25070 - Stationary Engineer 29.76
25190 - Ventilation Equipment Tender 22.46
25210 - Water Treatment Plant Operator 23.11
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.13
27007 - Baggage Inspector 14.80
27008 - Corrections Officer 23.91
27010 - Court Security Officer 20.63
27030 - Detection Dog Handler 16.56
27040 - Detention Officer 23.91
27070 - Firefighter 19.76
27101 - Guard I 14.80
27102 - Guard II 16.56
27131 - Police Officer I 25.07
27132 - Police Officer II 27.86
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.32
28042 - Carnival Equipment Repairer 13.12
28043 - Carnival Worker 10.04
28210 - Gate Attendant/Gate Tender 15.38
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 17.23
28510 - Recreation Aide/Health Facility Attendant 12.56
28515 - Recreation Specialist 17.08
28630 - Sports Official 13.72
28690 - Swimming Pool Operator 16.40
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.84
29020 - Hatch Tender 26.84
29030 - Line Handler 26.84
29041 - Stevedore I 25.38
29042 - Stevedore II 28.31
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.45
30022 - Archeological Technician II 20.64
30023 - Archeological Technician III 25.58
30030 - Cartographic Technician 25.58
30040 - Civil Engineering Technician 25.88
30051 - Cryogenic Technician I 27.23
30052 - Cryogenic Technician II 30.06
30061 - Drafter/CAD Operator I 18.45
30062 - Drafter/CAD Operator II 20.64
30063 - Drafter/CAD Operator III 23.02
30064 - Drafter/CAD Operator IV 28.32
30081 - Engineering Technician I 16.21
30082 - Engineering Technician II 18.21
30083 - Engineering Technician III 20.37
30084 - Engineering Technician IV 25.22
30085 - Engineering Technician V 30.77
30086 - Engineering Technician VI 37.34
30090 - Environmental Technician 25.58
30095 - Evidence Control Specialist 24.59
30210 - Laboratory Technician 23.02
30221 - Latent Fingerprint Technician I 27.23
30222 - Latent Fingerprint Technician II 30.06
30240 - Mathematical Technician 25.58
30361 - Paralegal/Legal Assistant I 20.70
30362 - Paralegal/Legal Assistant II 25.64
30363 - Paralegal/Legal Assistant III 31.37
30364 - Paralegal/Legal Assistant IV 37.95
30375 - Petroleum Supply Specialist 30.06
30390 - Photo-Optics Technician 25.58
30395 - Radiation Control Technician 30.06
30461 - Technical Writer I 25.58
30462 - Technical Writer II 31.29
30463 - Technical Writer III 37.85
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.32
30502 - Weather Forecaster II 34.45
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.02
30621 - Weather Observer Senior (see 2) 25.58
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.87
31030 - Bus Driver 20.76

31043 - Driver Courier	15.00
31260 - Parking and Lot Attendant	15.62
31290 - Shuttle Bus Driver	15.97
31310 - Taxi Driver	12.66
31361 - Truckdriver Light	15.97
31362 - Truckdriver Medium	16.95
31363 - Truckdriver Heavy	24.29
31364 - Truckdriver Tractor-Trailer	24.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.82
99050 - Desk Clerk	11.30
99095 - Embalmer	25.36
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.03
99252 - Laboratory Animal Caretaker II	16.10
99260 - Marketing Analyst	24.16
99310 - Mortician	25.36
99410 - Pest Controller	21.23
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.43
99711 - Recycling Specialist	22.49
99730 - Refuse Collector	17.96
99810 - Sales Clerk	11.12
99820 - School Crossing Guard	14.96
99830 - Survey Party Chief	24.88
99831 - Surveying Aide	14.55
99832 - Surveying Technician	19.00
99840 - Vending Machine Attendant	19.77
99841 - Vending Machine Repairer	21.62
99842 - Vending Machine Repairer Helper	19.77

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4943
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin County of La Crosse

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.05
01012 - Accounting Clerk II		15.77
01013 - Accounting Clerk III		17.65
01020 - Administrative Assistant		25.58
01035 - Court Reporter		18.00
01041 - Customer Service Representative I		13.82
01042 - Customer Service Representative II		15.54
01043 - Customer Service Representative III		16.95
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.70
01060 - Dispatcher Motor Vehicle		22.35
01070 - Document Preparation Clerk		14.33
01090 - Duplicating Machine Operator		14.33
01111 - General Clerk I		13.88
01112 - General Clerk II		15.15

01113 - General Clerk III	17.00
01120 - Housing Referral Assistant	20.07
01141 - Messenger Courier	12.24
01191 - Order Clerk I	15.05
01192 - Order Clerk II	16.42
01261 - Personnel Assistant (Employment) I	15.11
01262 - Personnel Assistant (Employment) II	16.91
01263 - Personnel Assistant (Employment) III	18.84
01270 - Production Control Clerk	20.45
01290 - Rental Clerk	13.96
01300 - Scheduler Maintenance	16.08
01311 - Secretary I	16.08
01312 - Secretary II	18.00
01313 - Secretary III	20.07
01320 - Service Order Dispatcher	19.97
01410 - Supply Technician	25.58
01420 - Survey Worker	18.00
01460 - Switchboard Operator/Receptionist	15.71
01531 - Travel Clerk I	14.49
01532 - Travel Clerk II	15.67
01533 - Travel Clerk III	16.80
01611 - Word Processor I	14.33
01612 - Word Processor II	16.08
01613 - Word Processor III	18.00
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.15
05010 - Automotive Electrician	18.50
05040 - Automotive Glass Installer	17.54
05070 - Automotive Worker	16.90
05110 - Mobile Equipment Servicer	15.77
05130 - Motor Equipment Metal Mechanic	19.45
05160 - Motor Equipment Metal Worker	17.54
05190 - Motor Vehicle Mechanic	18.68
05220 - Motor Vehicle Mechanic Helper	15.20
05250 - Motor Vehicle Upholstery Worker	16.73
05280 - Motor Vehicle Wrecker	17.54
05310 - Painter Automotive	18.50
05340 - Radiator Repair Specialist	17.54
05370 - Tire Repairer	14.05
05400 - Transmission Repair Specialist	19.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.79
07041 - Cook I	14.31
07042 - Cook II	16.05
07070 - Dishwasher	9.31
07130 - Food Service Worker	10.73
07210 - Meat Cutter	17.73
07260 - Waiter/Waitress	10.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.60

09040 - Furniture Handler 14.40
09080 - Furniture Refinisher 19.60
09090 - Furniture Refinisher Helper 16.30
09110 - Furniture Repairer Minor 17.93
09130 - Upholsterer 19.60
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.43
11060 - Elevator Operator 14.14
11090 - Gardener 17.92
11122 - Housekeeping Aide 14.14
11150 - Janitor 14.14
11210 - Laborer Grounds Maintenance 14.54
11240 - Maid or Houseman 11.39
11260 - Pruner 13.50
11270 - Tractor Operator 16.84
11330 - Trail Maintenance Worker 14.54
11360 - Window Cleaner 15.29
12000 - Health Occupations
12010 - Ambulance Driver 19.94
12011 - Breath Alcohol Technician 19.94
12012 - Certified Occupational Therapist Assistant 22.14
12015 - Certified Physical Therapist Assistant 23.93
12020 - Dental Assistant 20.06
12025 - Dental Hygienist 35.99
12030 - EKG Technician 30.22
12035 - Electroneurodiagnostic Technologist 30.22
12040 - Emergency Medical Technician 19.94
12071 - Licensed Practical Nurse I 17.82
12072 - Licensed Practical Nurse II 19.94
12073 - Licensed Practical Nurse III 22.23
12100 - Medical Assistant 17.39
12130 - Medical Laboratory Technician 24.06
12160 - Medical Record Clerk 15.84
12190 - Medical Record Technician 19.94
12195 - Medical Transcriptionist 17.82
12210 - Nuclear Medicine Technologist 43.82
12221 - Nursing Assistant I 11.40
12222 - Nursing Assistant II 12.82
12223 - Nursing Assistant III 13.99
12224 - Nursing Assistant IV 15.71
12235 - Optical Dispenser 15.09
12236 - Optical Technician 17.82
12250 - Pharmacy Technician 16.33
12280 - Phlebotomist 17.43
12305 - Radiologic Technologist 29.49
12311 - Registered Nurse I 24.49
12312 - Registered Nurse II 29.96
12313 - Registered Nurse II Specialist 29.96
12314 - Registered Nurse III 36.24
12315 - Registered Nurse III Anesthetist 36.24

12316 - Registered Nurse IV		41.98
12317 - Scheduler (Drug and Alcohol Testing)		24.70
12320 - Substance Abuse Treatment Counselor		18.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.74
13012 - Exhibits Specialist II		24.45
13013 - Exhibits Specialist III		29.91
13041 - Illustrator I		19.74
13042 - Illustrator II		24.45
13043 - Illustrator III		29.91
13047 - Librarian		27.08
13050 - Library Aide/Clerk		16.85
13054 - Library Information Technology Systems Administrator		24.45
13058 - Library Technician		18.61
13061 - Media Specialist I		17.64
13062 - Media Specialist II		19.74
13063 - Media Specialist III		22.00
13071 - Photographer I		16.23
13072 - Photographer II		18.16
13073 - Photographer III		22.49
13074 - Photographer IV		27.52
13075 - Photographer V		33.29
13090 - Technical Order Library Clerk		23.71
13110 - Video Teleconference Technician		19.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.31
14042 - Computer Operator II		14.88
14043 - Computer Operator III		16.68
14044 - Computer Operator IV		20.04
14045 - Computer Operator V		23.66
14071 - Computer Programmer I	(see 1)	18.53
14072 - Computer Programmer II	(see 1)	22.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.63
14160 - Personal Computer Support Technician		20.04
14170 - System Support Specialist		28.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.37
15020 - Aircrew Training Devices Instructor (Rated)		33.12
15030 - Air Crew Training Devices Instructor (Pilot)		39.70
15050 - Computer Based Training Specialist / Instructor		27.52
15060 - Educational Technologist		27.31
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		22.32
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.70

15086 - Maintenance Test Pilot Rotary Wing 39.70
15088 - Non-Maintenance Test/Co-Pilot 39.70
15090 - Technical Instructor 19.24
15095 - Technical Instructor/Course Developer 23.54
15110 - Test Proctor 15.55
15120 - Tutor 15.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.36
19040 - Tool And Die Maker 26.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.64
21030 - Material Coordinator 20.45
21040 - Material Expediter 20.45
21050 - Material Handling Laborer 16.17
21071 - Order Filler 13.75
21080 - Production Line Worker (Food Processing) 19.64
21110 - Shipping Packer 16.14
21130 - Shipping/Receiving Clerk 16.14
21140 - Store Worker I 13.73
21150 - Stock Clerk 17.57
21210 - Tools And Parts Attendant 19.64
21410 - Warehouse Specialist 19.64
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.20
23019 - Aircraft Logs and Records Technician 25.38
23021 - Aircraft Mechanic I 29.76
23022 - Aircraft Mechanic II 31.20
23023 - Aircraft Mechanic III 32.67
23040 - Aircraft Mechanic Helper 22.46
23050 - Aircraft Painter 28.31
23060 - Aircraft Servicer 25.38
23070 - Aircraft Survival Flight Equipment Technician 28.31
23080 - Aircraft Worker 26.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.76
23110 - Appliance Mechanic 28.31

23120 - Bicycle Repairer 17.01
23125 - Cable Splicer 35.35
23130 - Carpenter Maintenance 25.83
23140 - Carpet Layer 26.84
23160 - Electrician Maintenance 33.16
23181 - Electronics Technician Maintenance I 26.84
23182 - Electronics Technician Maintenance II 28.31
23183 - Electronics Technician Maintenance III 29.76
23260 - Fabric Worker 25.38
23290 - Fire Alarm System Mechanic 29.76
23310 - Fire Extinguisher Repairer 23.92
23311 - Fuel Distribution System Mechanic 29.76
23312 - Fuel Distribution System Operator 23.92
23370 - General Maintenance Worker 19.77
23380 - Ground Support Equipment Mechanic 29.76
23381 - Ground Support Equipment Servicer 25.38
23382 - Ground Support Equipment Worker 26.84
23391 - Gunsmith I 23.92
23392 - Gunsmith II 26.84
23393 - Gunsmith III 29.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.61
23430 - Heavy Equipment Mechanic 25.98
23440 - Heavy Equipment Operator 34.03
23460 - Instrument Mechanic 29.76
23465 - Laboratory/Shelter Mechanic 28.31
23470 - Laborer 16.17
23510 - Locksmith 28.31
23530 - Machinery Maintenance Mechanic 24.17
23550 - Machinist Maintenance 24.91
23580 - Maintenance Trades Helper 16.95
23591 - Metrology Technician I 29.76
23592 - Metrology Technician II 31.20
23593 - Metrology Technician III 32.67
23640 - Millwright 29.76
23710 - Office Appliance Repairer 23.24
23760 - Painter Maintenance 17.17
23790 - Pipefitter Maintenance 37.63
23810 - Plumber Maintenance 35.71
23820 - Pneudraulic Systems Mechanic 29.76
23850 - Rigger 29.76
23870 - Scale Mechanic 26.84
23890 - Sheet-Metal Worker Maintenance 28.45
23910 - Small Engine Mechanic 22.34
23931 - Telecommunications Mechanic I 27.97
23932 - Telecommunications Mechanic II 29.33
23950 - Telephone Lineman 29.76
23960 - Welder Combination Maintenance 22.06

23965 - Well Driller	29.76
23970 - Woodcraft Worker	29.76
23980 - Woodworker	23.92
24000 - Personal Needs Occupations	
24550 - Case Manager	21.53
24570 - Child Care Attendant	11.11
24580 - Child Care Center Clerk	13.86
24610 - Chore Aide	11.71
24620 - Family Readiness And Support Services Coordinator	21.53
24630 - Homemaker	21.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.76
25040 - Sewage Plant Operator	23.11
25070 - Stationary Engineer	29.76
25190 - Ventilation Equipment Tender	22.46
25210 - Water Treatment Plant Operator	23.11
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.89
27007 - Baggage Inspector	14.80
27008 - Corrections Officer	22.81
27010 - Court Security Officer	19.62
27030 - Detection Dog Handler	16.56
27040 - Detention Officer	22.81
27070 - Firefighter	17.50
27101 - Guard I	14.80
27102 - Guard II	16.56
27131 - Police Officer I	24.64
27132 - Police Officer II	27.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.32
28042 - Carnival Equipment Repairer	13.12
28043 - Carnival Worker	9.87
28210 - Gate Attendant/Gate Tender	15.16
28310 - Lifeguard	12.95
28350 - Park Attendant (Aide)	16.95
28510 - Recreation Aide/Health Facility Attendant	12.56
28515 - Recreation Specialist	20.96
28630 - Sports Official	13.50
28690 - Swimming Pool Operator	15.92
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.84
29020 - Hatch Tender	26.84
29030 - Line Handler	26.84
29041 - Stevedore I	25.38
29042 - Stevedore II	28.31
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.74
30022 - Archeological Technician II		20.23
30023 - Archeological Technician III		25.15
30030 - Cartographic Technician		25.15
30040 - Civil Engineering Technician		25.88
30051 - Cryogenic Technician I		27.23
30052 - Cryogenic Technician II		30.06
30061 - Drafter/CAD Operator I		17.74
30062 - Drafter/CAD Operator II		20.23
30063 - Drafter/CAD Operator III		22.64
30064 - Drafter/CAD Operator IV		27.86
30081 - Engineering Technician I		16.09
30082 - Engineering Technician II		18.06
30083 - Engineering Technician III		20.22
30084 - Engineering Technician IV		25.04
30085 - Engineering Technician V		30.62
30086 - Engineering Technician VI		37.06
30090 - Environmental Technician		24.59
30095 - Evidence Control Specialist		24.59
30210 - Laboratory Technician		21.51
30221 - Latent Fingerprint Technician I		27.23
30222 - Latent Fingerprint Technician II		30.06
30240 - Mathematical Technician		25.15
30361 - Paralegal/Legal Assistant I		20.31
30362 - Paralegal/Legal Assistant II		25.16
30363 - Paralegal/Legal Assistant III		30.77
30364 - Paralegal/Legal Assistant IV		37.22
30375 - Petroleum Supply Specialist		30.06
30390 - Photo-Optics Technician		23.15
30395 - Radiation Control Technician		30.06
30461 - Technical Writer I		25.15
30462 - Technical Writer II		30.77
30463 - Technical Writer III		37.23
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.23
30502 - Weather Forecaster II		33.12
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.64
30621 - Weather Observer Senior	(see 2)	25.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.87
31030 - Bus Driver		20.76
31043 - Driver Courier		15.00
31260 - Parking and Lot Attendant		15.62
31290 - Shuttle Bus Driver		15.97

31310 - Taxi Driver	12.09
31361 - Truckdriver Light	15.97
31362 - Truckdriver Medium	16.95
31363 - Truckdriver Heavy	24.29
31364 - Truckdriver Tractor-Trailer	24.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.82
99050 - Desk Clerk	11.30
99095 - Embalmer	28.88
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.45
99252 - Laboratory Animal Caretaker II	13.22
99260 - Marketing Analyst	24.16
99310 - Mortician	28.88
99410 - Pest Controller	21.23
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.55
99711 - Recycling Specialist	21.32
99730 - Refuse Collector	17.15
99810 - Sales Clerk	11.75
99820 - School Crossing Guard	14.96
99830 - Survey Party Chief	29.00
99831 - Surveying Aide	16.95
99832 - Surveying Technician	22.26
99840 - Vending Machine Attendant	18.04
99841 - Vending Machine Repairer	21.55
99842 - Vending Machine Repairer Helper	18.04

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4944
Revision No.: 14
Date Of Last Revision: 05/12/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin County of La Crosse

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.05
01012 - Accounting Clerk II		15.77
01013 - Accounting Clerk III		17.65
01020 - Administrative Assistant		25.58
01035 - Court Reporter		18.00
01041 - Customer Service Representative I		13.82
01042 - Customer Service Representative II		15.54
01043 - Customer Service Representative III		16.95
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.70
01060 - Dispatcher Motor Vehicle		22.35
01070 - Document Preparation Clerk		14.33

01090 - Duplicating Machine Operator	14.33
01111 - General Clerk I	13.88
01112 - General Clerk II	15.15
01113 - General Clerk III	17.00
01120 - Housing Referral Assistant	20.07
01141 - Messenger Courier	12.24
01191 - Order Clerk I	15.05
01192 - Order Clerk II	16.42
01261 - Personnel Assistant (Employment) I	15.11
01262 - Personnel Assistant (Employment) II	16.91
01263 - Personnel Assistant (Employment) III	18.84
01270 - Production Control Clerk	20.45
01290 - Rental Clerk	13.96
01300 - Scheduler Maintenance	16.08
01311 - Secretary I	16.08
01312 - Secretary II	18.00
01313 - Secretary III	20.07
01320 - Service Order Dispatcher	19.97
01410 - Supply Technician	25.58
01420 - Survey Worker	18.00
01460 - Switchboard Operator/Receptionist	15.71
01531 - Travel Clerk I	14.49
01532 - Travel Clerk II	15.67
01533 - Travel Clerk III	16.80
01611 - Word Processor I	14.33
01612 - Word Processor II	16.08
01613 - Word Processor III	18.00
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.15
05010 - Automotive Electrician	18.50
05040 - Automotive Glass Installer	17.54
05070 - Automotive Worker	16.90
05110 - Mobile Equipment Servicer	15.77
05130 - Motor Equipment Metal Mechanic	19.45
05160 - Motor Equipment Metal Worker	17.54
05190 - Motor Vehicle Mechanic	18.68
05220 - Motor Vehicle Mechanic Helper	15.20
05250 - Motor Vehicle Upholstery Worker	16.73
05280 - Motor Vehicle Wrecker	17.54
05310 - Painter Automotive	18.50
05340 - Radiator Repair Specialist	17.54
05370 - Tire Repairer	14.05
05400 - Transmission Repair Specialist	19.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.79
07041 - Cook I	14.31
07042 - Cook II	16.05
07070 - Dishwasher	9.31
07130 - Food Service Worker	10.73
07210 - Meat Cutter	17.73

07260 - Waiter/Waitress	10.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.60
09040 - Furniture Handler	14.40
09080 - Furniture Refinisher	19.60
09090 - Furniture Refinisher Helper	16.30
09110 - Furniture Repairer Minor	17.93
09130 - Upholsterer	19.60
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.43
11060 - Elevator Operator	14.14
11090 - Gardener	17.92
11122 - Housekeeping Aide	14.14
11150 - Janitor	14.14
11210 - Laborer Grounds Maintenance	14.54
11240 - Maid or Houseman	11.39
11260 - Pruner	13.50
11270 - Tractor Operator	16.84
11330 - Trail Maintenance Worker	14.54
11360 - Window Cleaner	15.29
12000 - Health Occupations	
12010 - Ambulance Driver	19.94
12011 - Breath Alcohol Technician	19.94
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	23.93
12020 - Dental Assistant	20.06
12025 - Dental Hygienist	35.99
12030 - EKG Technician	30.22
12035 - Electroneurodiagnostic Technologist	30.22
12040 - Emergency Medical Technician	19.94
12071 - Licensed Practical Nurse I	17.82
12072 - Licensed Practical Nurse II	19.94
12073 - Licensed Practical Nurse III	22.23
12100 - Medical Assistant	17.39
12130 - Medical Laboratory Technician	24.06
12160 - Medical Record Clerk	15.84
12190 - Medical Record Technician	19.94
12195 - Medical Transcriptionist	17.82
12210 - Nuclear Medicine Technologist	43.82
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	15.09
12236 - Optical Technician	17.82
12250 - Pharmacy Technician	16.33
12280 - Phlebotomist	17.43
12305 - Radiologic Technologist	29.49
12311 - Registered Nurse I	24.49
12312 - Registered Nurse II	29.96

12313 - Registered Nurse II Specialist		29.96
12314 - Registered Nurse III		36.24
12315 - Registered Nurse III Anesthetist		36.24
12316 - Registered Nurse IV		41.98
12317 - Scheduler (Drug and Alcohol Testing)		24.70
12320 - Substance Abuse Treatment Counselor		18.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.74
13012 - Exhibits Specialist II		24.45
13013 - Exhibits Specialist III		29.91
13041 - Illustrator I		19.74
13042 - Illustrator II		24.45
13043 - Illustrator III		29.91
13047 - Librarian		27.08
13050 - Library Aide/Clerk		16.85
13054 - Library Information Technology Systems Administrator		24.45
13058 - Library Technician		18.61
13061 - Media Specialist I		17.64
13062 - Media Specialist II		19.74
13063 - Media Specialist III		22.00
13071 - Photographer I		16.23
13072 - Photographer II		18.16
13073 - Photographer III		22.49
13074 - Photographer IV		27.52
13075 - Photographer V		33.29
13090 - Technical Order Library Clerk		23.71
13110 - Video Teleconference Technician		19.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.31
14042 - Computer Operator II		14.88
14043 - Computer Operator III		16.68
14044 - Computer Operator IV		20.04
14045 - Computer Operator V		23.66
14071 - Computer Programmer I	(see 1)	18.53
14072 - Computer Programmer II	(see 1)	22.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.63
14160 - Personal Computer Support Technician		20.04
14170 - System Support Specialist		28.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.37
15020 - Aircrew Training Devices Instructor (Rated)		33.12
15030 - Air Crew Training Devices Instructor (Pilot)		39.70
15050 - Computer Based Training Specialist / Instructor		27.52
15060 - Educational Technologist		27.31

15070 - Flight Instructor (Pilot) 40.44
15080 - Graphic Artist 22.32
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.70
15086 - Maintenance Test Pilot Rotary Wing 39.70
15088 - Non-Maintenance Test/Co-Pilot 39.70
15090 - Technical Instructor 19.24
15095 - Technical Instructor/Course Developer 23.54
15110 - Test Proctor 15.55
15120 - Tutor 15.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.36
19040 - Tool And Die Maker 26.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.64
21030 - Material Coordinator 20.45
21040 - Material Expediter 20.45
21050 - Material Handling Laborer 16.17
21071 - Order Filler 13.75
21080 - Production Line Worker (Food Processing) 19.64
21110 - Shipping Packer 16.14
21130 - Shipping/Receiving Clerk 16.14
21140 - Store Worker I 13.73
21150 - Stock Clerk 17.57
21210 - Tools And Parts Attendant 19.64
21410 - Warehouse Specialist 19.64
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.20
23019 - Aircraft Logs and Records Technician 25.38
23021 - Aircraft Mechanic I 29.76
23022 - Aircraft Mechanic II 31.20
23023 - Aircraft Mechanic III 32.67
23040 - Aircraft Mechanic Helper 22.46
23050 - Aircraft Painter 28.31
23060 - Aircraft Servicer 25.38
23070 - Aircraft Survival Flight Equipment Technician 28.31
23080 - Aircraft Worker 26.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.84

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.76
23110 - Appliance Mechanic 28.31
23120 - Bicycle Repairer 17.01
23125 - Cable Splicer 35.35
23130 - Carpenter Maintenance 25.83
23140 - Carpet Layer 26.84
23160 - Electrician Maintenance 33.16
23181 - Electronics Technician Maintenance I 26.84
23182 - Electronics Technician Maintenance II 28.31
23183 - Electronics Technician Maintenance III 29.76
23260 - Fabric Worker 25.38
23290 - Fire Alarm System Mechanic 29.76
23310 - Fire Extinguisher Repairer 23.92
23311 - Fuel Distribution System Mechanic 29.76
23312 - Fuel Distribution System Operator 23.92
23370 - General Maintenance Worker 19.77
23380 - Ground Support Equipment Mechanic 29.76
23381 - Ground Support Equipment Servicer 25.38
23382 - Ground Support Equipment Worker 26.84
23391 - Gunsmith I 23.92
23392 - Gunsmith II 26.84
23393 - Gunsmith III 29.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.61
23430 - Heavy Equipment Mechanic 25.98
23440 - Heavy Equipment Operator 34.03
23460 - Instrument Mechanic 29.76
23465 - Laboratory/Shelter Mechanic 28.31
23470 - Laborer 16.17
23510 - Locksmith 28.31
23530 - Machinery Maintenance Mechanic 24.17
23550 - Machinist Maintenance 24.91
23580 - Maintenance Trades Helper 16.95
23591 - Metrology Technician I 29.76
23592 - Metrology Technician II 31.20
23593 - Metrology Technician III 32.67
23640 - Millwright 29.76
23710 - Office Appliance Repairer 23.24
23760 - Painter Maintenance 17.17
23790 - Pipefitter Maintenance 37.63
23810 - Plumber Maintenance 35.71
23820 - Pneudraulic Systems Mechanic 29.76
23850 - Rigger 29.76
23870 - Scale Mechanic 26.84
23890 - Sheet-Metal Worker Maintenance 28.45
23910 - Small Engine Mechanic 22.34
23931 - Telecommunications Mechanic I 27.97

23932 - Telecommunications Mechanic II 29.33
23950 - Telephone Lineman 29.76
23960 - Welder Combination Maintenance 22.06
23965 - Well Driller 29.76
23970 - Woodcraft Worker 29.76
23980 - Woodworker 23.92
24000 - Personal Needs Occupations
24550 - Case Manager 21.53
24570 - Child Care Attendant 11.11
24580 - Child Care Center Clerk 13.86
24610 - Chore Aide 11.71
24620 - Family Readiness And Support Services Coordinator 21.53
24630 - Homemaker 21.53
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.76
25040 - Sewage Plant Operator 23.11
25070 - Stationary Engineer 29.76
25190 - Ventilation Equipment Tender 22.46
25210 - Water Treatment Plant Operator 23.11
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.89
27007 - Baggage Inspector 14.80
27008 - Corrections Officer 22.81
27010 - Court Security Officer 19.62
27030 - Detection Dog Handler 16.56
27040 - Detention Officer 22.81
27070 - Firefighter 17.50
27101 - Guard I 14.80
27102 - Guard II 16.56
27131 - Police Officer I 24.64
27132 - Police Officer II 27.38
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.32
28042 - Carnival Equipment Repairer 13.12
28043 - Carnival Worker 9.87
28210 - Gate Attendant/Gate Tender 15.16
28310 - Lifeguard 12.95
28350 - Park Attendant (Aide) 16.95
28510 - Recreation Aide/Health Facility Attendant 12.56
28515 - Recreation Specialist 20.96
28630 - Sports Official 13.50
28690 - Swimming Pool Operator 15.92
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.84
29020 - Hatch Tender 26.84
29030 - Line Handler 26.84
29041 - Stevedore I 25.38
29042 - Stevedore II 28.31
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.74
30022 - Archeological Technician II 20.23
30023 - Archeological Technician III 25.15
30030 - Cartographic Technician 25.15
30040 - Civil Engineering Technician 25.88
30051 - Cryogenic Technician I 27.23
30052 - Cryogenic Technician II 30.06
30061 - Drafter/CAD Operator I 17.74
30062 - Drafter/CAD Operator II 20.23
30063 - Drafter/CAD Operator III 22.64
30064 - Drafter/CAD Operator IV 27.86
30081 - Engineering Technician I 16.09
30082 - Engineering Technician II 18.06
30083 - Engineering Technician III 20.22
30084 - Engineering Technician IV 25.04
30085 - Engineering Technician V 30.62
30086 - Engineering Technician VI 37.06
30090 - Environmental Technician 24.59
30095 - Evidence Control Specialist 24.59
30210 - Laboratory Technician 21.51
30221 - Latent Fingerprint Technician I 27.23
30222 - Latent Fingerprint Technician II 30.06
30240 - Mathematical Technician 25.15
30361 - Paralegal/Legal Assistant I 20.31
30362 - Paralegal/Legal Assistant II 25.16
30363 - Paralegal/Legal Assistant III 30.77
30364 - Paralegal/Legal Assistant IV 37.22
30375 - Petroleum Supply Specialist 30.06
30390 - Photo-Optics Technician 23.15
30395 - Radiation Control Technician 30.06
30461 - Technical Writer I 25.15
30462 - Technical Writer II 30.77
30463 - Technical Writer III 37.23
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.23
30502 - Weather Forecaster II 33.12
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.64
30621 - Weather Observer Senior (see 2) 25.15
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.87
31030 - Bus Driver 20.76

31043 - Driver Courier	15.00
31260 - Parking and Lot Attendant	15.62
31290 - Shuttle Bus Driver	15.97
31310 - Taxi Driver	12.09
31361 - Truckdriver Light	15.97
31362 - Truckdriver Medium	16.95
31363 - Truckdriver Heavy	24.29
31364 - Truckdriver Tractor-Trailer	24.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.82
99050 - Desk Clerk	11.30
99095 - Embalmer	28.88
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.45
99252 - Laboratory Animal Caretaker II	13.22
99260 - Marketing Analyst	24.16
99310 - Mortician	28.88
99410 - Pest Controller	21.23
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.55
99711 - Recycling Specialist	21.32
99730 - Refuse Collector	17.15
99810 - Sales Clerk	11.75
99820 - School Crossing Guard	14.96
99830 - Survey Party Chief	29.00
99831 - Surveying Aide	16.95
99832 - Surveying Technician	22.26
99840 - Vending Machine Attendant	18.04
99841 - Vending Machine Repairer	21.55
99842 - Vending Machine Repairer Helper	18.04

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4945
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Minnesota Wisconsin

Area: Minnesota Counties of Anoka Carver Chisago Dakota Hennepin Isanti Ramsey Scott Washington Wright

Wisconsin Counties of Pierce St Croix

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.77
01012 - Accounting Clerk II		19.96
01013 - Accounting Clerk III		22.33
01020 - Administrative Assistant		29.07
01035 - Court Reporter		28.07
01041 - Customer Service Representative I		15.92
01042 - Customer Service Representative II		17.91
01043 - Customer Service Representative III		19.53
01051 - Data Entry Operator I		16.06
01052 - Data Entry Operator II		17.52
01060 - Dispatcher Motor Vehicle		22.13
01070 - Document Preparation Clerk		18.72

01090 - Duplicating Machine Operator 18.72
01111 - General Clerk I 15.46
01112 - General Clerk II 16.86
01113 - General Clerk III 18.93
01120 - Housing Referral Assistant 23.06
01141 - Messenger Courier 15.85
01191 - Order Clerk I 16.23
01192 - Order Clerk II 17.72
01261 - Personnel Assistant (Employment) I 17.75
01262 - Personnel Assistant (Employment) II 19.86
01263 - Personnel Assistant (Employment) III 22.13
01270 - Production Control Clerk 25.10
01290 - Rental Clerk 16.80
01300 - Scheduler Maintenance 18.49
01311 - Secretary I 18.49
01312 - Secretary II 20.69
01313 - Secretary III 23.06
01320 - Service Order Dispatcher 20.00
01410 - Supply Technician 29.07
01420 - Survey Worker 20.62
01460 - Switchboard Operator/Receptionist 15.24
01531 - Travel Clerk I 18.65
01532 - Travel Clerk II 20.12
01533 - Travel Clerk III 21.58
01611 - Word Processor I 16.74
01612 - Word Processor II 18.80
01613 - Word Processor III 21.03
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.68
05010 - Automotive Electrician 20.92
05040 - Automotive Glass Installer 20.04
05070 - Automotive Worker 20.04
05110 - Mobile Equipment Servicer 18.06
05130 - Motor Equipment Metal Mechanic 21.79
05160 - Motor Equipment Metal Worker 20.04
05190 - Motor Vehicle Mechanic 21.79
05220 - Motor Vehicle Mechanic Helper 16.85
05250 - Motor Vehicle Upholstery Worker 19.22
05280 - Motor Vehicle Wrecker 20.04
05310 - Painter Automotive 20.92
05340 - Radiator Repair Specialist 20.04
05370 - Tire Repairer 16.12
05400 - Transmission Repair Specialist 21.79
07000 - Food Preparation And Service Occupations
07010 - Baker 16.31
07041 - Cook I 17.19
07042 - Cook II 19.08
07070 - Dishwasher 12.61
07130 - Food Service Worker 13.83
07210 - Meat Cutter 20.01

07260 - Waiter/Waitress	11.71
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.90
09040 - Furniture Handler	16.13
09080 - Furniture Refinisher	19.90
09090 - Furniture Refinisher Helper	18.07
09110 - Furniture Repairer Minor	19.60
09130 - Upholsterer	19.90
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.62
11060 - Elevator Operator	15.31
11090 - Gardener	21.62
11122 - Housekeeping Aide	15.31
11150 - Janitor	15.31
11210 - Laborer Grounds Maintenance	17.36
11240 - Maid or Houseman	13.86
11260 - Pruner	16.00
11270 - Tractor Operator	20.17
11330 - Trail Maintenance Worker	17.36
11360 - Window Cleaner	16.67
12000 - Health Occupations	
12010 - Ambulance Driver	21.82
12011 - Breath Alcohol Technician	21.82
12012 - Certified Occupational Therapist Assistant	25.62
12015 - Certified Physical Therapist Assistant	27.68
12020 - Dental Assistant	25.93
12025 - Dental Hygienist	39.60
12030 - EKG Technician	33.00
12035 - Electroneurodiagnostic Technologist	33.00
12040 - Emergency Medical Technician	21.82
12071 - Licensed Practical Nurse I	19.50
12072 - Licensed Practical Nurse II	21.82
12073 - Licensed Practical Nurse III	24.32
12100 - Medical Assistant	20.17
12130 - Medical Laboratory Technician	26.15
12160 - Medical Record Clerk	21.13
12190 - Medical Record Technician	23.64
12195 - Medical Transcriptionist	21.33
12210 - Nuclear Medicine Technologist	43.28
12221 - Nursing Assistant I	12.26
12222 - Nursing Assistant II	13.78
12223 - Nursing Assistant III	15.04
12224 - Nursing Assistant IV	16.89
12235 - Optical Dispenser	20.15
12236 - Optical Technician	16.24
12250 - Pharmacy Technician	18.52
12280 - Phlebotomist	18.59
12305 - Radiologic Technologist	32.99
12311 - Registered Nurse I	29.71
12312 - Registered Nurse II	36.35

12313 - Registered Nurse II Specialist		36.35
12314 - Registered Nurse III		43.98
12315 - Registered Nurse III Anesthetist		43.98
12316 - Registered Nurse IV		52.71
12317 - Scheduler (Drug and Alcohol Testing)		27.02
12320 - Substance Abuse Treatment Counselor		24.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.47
13012 - Exhibits Specialist II		26.14
13013 - Exhibits Specialist III		30.90
13041 - Illustrator I		21.81
13042 - Illustrator II		27.01
13043 - Illustrator III		33.05
13047 - Librarian		33.12
13050 - Library Aide/Clerk		17.38
13054 - Library Information Technology Systems Administrator		25.74
13058 - Library Technician		21.45
13061 - Media Specialist I		20.43
13062 - Media Specialist II		22.86
13063 - Media Specialist III		25.48
13071 - Photographer I		19.32
13072 - Photographer II		21.62
13073 - Photographer III		26.77
13074 - Photographer IV		32.74
13075 - Photographer V		39.61
13090 - Technical Order Library Clerk		21.84
13110 - Video Teleconference Technician		23.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.63
14042 - Computer Operator II		20.85
14043 - Computer Operator III		23.23
14044 - Computer Operator IV		25.81
14045 - Computer Operator V		28.59
14071 - Computer Programmer I	(see 1)	26.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.63
14160 - Personal Computer Support Technician		25.81
14170 - System Support Specialist		30.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.82
15020 - Aircrew Training Devices Instructor (Rated)		39.04
15030 - Air Crew Training Devices Instructor (Pilot)		44.17
15050 - Computer Based Training Specialist / Instructor		34.82
15060 - Educational Technologist		37.21

15070 - Flight Instructor (Pilot) 44.17
15080 - Graphic Artist 25.59
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.17
15086 - Maintenance Test Pilot Rotary Wing 44.17
15088 - Non-Maintenance Test/Co-Pilot 44.17
15090 - Technical Instructor 27.47
15095 - Technical Instructor/Course Developer 33.60
15110 - Test Proctor 22.18
15120 - Tutor 22.18
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.56
16030 - Counter Attendant 12.56
16040 - Dry Cleaner 15.81
16070 - Finisher Flatwork Machine 12.56
16090 - Presser Hand 12.56
16110 - Presser Machine Drycleaning 12.56
16130 - Presser Machine Shirts 12.56
16160 - Presser Machine Wearing Apparel Laundry 12.56
16190 - Sewing Machine Operator 16.73
16220 - Tailor 17.70
16250 - Washer Machine 13.91
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.33
19040 - Tool And Die Maker 29.32
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.97
21030 - Material Coordinator 25.10
21040 - Material Expediter 25.10
21050 - Material Handling Laborer 16.95
21071 - Order Filler 17.51
21080 - Production Line Worker (Food Processing) 20.97
21110 - Shipping Packer 18.17
21130 - Shipping/Receiving Clerk 18.17
21140 - Store Worker I 16.81
21150 - Stock Clerk 21.69
21210 - Tools And Parts Attendant 20.97
21410 - Warehouse Specialist 20.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.61
23019 - Aircraft Logs and Records Technician 28.48
23021 - Aircraft Mechanic I 32.25
23022 - Aircraft Mechanic II 33.61
23023 - Aircraft Mechanic III 34.89
23040 - Aircraft Mechanic Helper 24.96
23050 - Aircraft Painter 31.00
23060 - Aircraft Servicer 28.48
23070 - Aircraft Survival Flight Equipment Technician 31.00
23080 - Aircraft Worker 29.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.70

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.25
23110 - Appliance Mechanic	24.70
23120 - Bicycle Repairer	22.78
23125 - Cable Splicer	42.22
23130 - Carpenter Maintenance	28.58
23140 - Carpet Layer	29.66
23160 - Electrician Maintenance	39.45
23181 - Electronics Technician Maintenance I	28.81
23182 - Electronics Technician Maintenance II	30.07
23183 - Electronics Technician Maintenance III	31.32
23260 - Fabric Worker	27.02
23290 - Fire Alarm System Mechanic	26.87
23310 - Fire Extinguisher Repairer	25.38
23311 - Fuel Distribution System Mechanic	36.52
23312 - Fuel Distribution System Operator	30.27
23370 - General Maintenance Worker	22.41
23380 - Ground Support Equipment Mechanic	32.25
23381 - Ground Support Equipment Servicer	28.48
23382 - Ground Support Equipment Worker	29.70
23391 - Gunsmith I	25.38
23392 - Gunsmith II	28.16
23393 - Gunsmith III	30.62
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.59
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.75
23430 - Heavy Equipment Mechanic	30.03
23440 - Heavy Equipment Operator	35.03
23460 - Instrument Mechanic	28.88
23465 - Laboratory/Shelter Mechanic	29.40
23470 - Laborer	16.95
23510 - Locksmith	22.19
23530 - Machinery Maintenance Mechanic	28.38
23550 - Machinist Maintenance	25.30
23580 - Maintenance Trades Helper	16.19
23591 - Metrology Technician I	28.88
23592 - Metrology Technician II	30.11
23593 - Metrology Technician III	31.26
23640 - Millwright	27.50
23710 - Office Appliance Repairer	21.42
23760 - Painter Maintenance	26.53
23790 - Pipefitter Maintenance	40.95
23810 - Plumber Maintenance	39.37
23820 - Pneudraulic Systems Mechanic	30.62
23850 - Rigger	34.33
23870 - Scale Mechanic	28.16
23890 - Sheet-Metal Worker Maintenance	38.64
23910 - Small Engine Mechanic	23.36
23931 - Telecommunications Mechanic I	30.61

23932 - Telecommunications Mechanic II 31.89
23950 - Telephone Lineman 24.43
23960 - Welder Combination Maintenance 23.69
23965 - Well Driller 29.63
23970 - Woodcraft Worker 30.62
23980 - Woodworker 25.38
24000 - Personal Needs Occupations
24550 - Case Manager 17.28
24570 - Child Care Attendant 13.15
24580 - Child Care Center Clerk 18.03
24610 - Chore Aide 12.48
24620 - Family Readiness And Support Services Coordinator 17.28
24630 - Homemaker 20.05
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.11
25040 - Sewage Plant Operator 29.97
25070 - Stationary Engineer 31.11
25190 - Ventilation Equipment Tender 24.06
25210 - Water Treatment Plant Operator 29.97
27000 - Protective Service Occupations
27004 - Alarm Monitor 29.68
27007 - Baggage Inspector 16.67
27008 - Corrections Officer 26.40
27010 - Court Security Officer 21.99
27030 - Detection Dog Handler 18.65
27040 - Detention Officer 26.40
27070 - Firefighter 20.84
27101 - Guard I 16.67
27102 - Guard II 18.65
27131 - Police Officer I 34.47
27132 - Police Officer II 38.30
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.72
28042 - Carnival Equipment Repairer 15.77
28043 - Carnival Worker 11.65
28210 - Gate Attendant/Gate Tender 16.53
28310 - Lifeguard 11.89
28350 - Park Attendant (Aide) 18.50
28510 - Recreation Aide/Health Facility Attendant 13.50
28515 - Recreation Specialist 22.91
28630 - Sports Official 14.72
28690 - Swimming Pool Operator 19.47
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 31.08
29020 - Hatch Tender 31.08
29030 - Line Handler 31.08
29041 - Stevedore I 29.95
29042 - Stevedore II 32.45
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.88
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.57
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.56
30021 - Archeological Technician I 20.60
30022 - Archeological Technician II 23.05
30023 - Archeological Technician III 28.54
30030 - Cartographic Technician 29.12
30040 - Civil Engineering Technician 32.07
30051 - Cryogenic Technician I 26.61
30052 - Cryogenic Technician II 29.38
30061 - Drafter/CAD Operator I 20.60
30062 - Drafter/CAD Operator II 23.05
30063 - Drafter/CAD Operator III 25.69
30064 - Drafter/CAD Operator IV 31.62
30081 - Engineering Technician I 18.51
30082 - Engineering Technician II 21.39
30083 - Engineering Technician III 23.93
30084 - Engineering Technician IV 29.64
30085 - Engineering Technician V 31.93
30086 - Engineering Technician VI 39.73
30090 - Environmental Technician 25.13
30095 - Evidence Control Specialist 24.02
30210 - Laboratory Technician 23.92
30221 - Latent Fingerprint Technician I 26.33
30222 - Latent Fingerprint Technician II 29.07
30240 - Mathematical Technician 28.27
30361 - Paralegal/Legal Assistant I 20.05
30362 - Paralegal/Legal Assistant II 24.83
30363 - Paralegal/Legal Assistant III 30.38
30364 - Paralegal/Legal Assistant IV 36.76
30375 - Petroleum Supply Specialist 29.38
30390 - Photo-Optics Technician 29.64
30395 - Radiation Control Technician 29.38
30461 - Technical Writer I 26.93
30462 - Technical Writer II 32.94
30463 - Technical Writer III 39.85
30491 - Unexploded Ordnance (UXO) Technician I 27.25
30492 - Unexploded Ordnance (UXO) Technician II 32.97
30493 - Unexploded Ordnance (UXO) Technician III 39.52
30494 - Unexploded (UXO) Safety Escort 27.25
30495 - Unexploded (UXO) Sweep Personnel 27.25
30501 - Weather Forecaster I 31.62
30502 - Weather Forecaster II 38.47
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.69
30621 - Weather Observer Senior (see 2) 28.54
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.97
31020 - Bus Aide 16.07
31030 - Bus Driver 21.30

31043 - Driver Courier	18.11
31260 - Parking and Lot Attendant	12.76
31290 - Shuttle Bus Driver	19.41
31310 - Taxi Driver	15.22
31361 - Truckdriver Light	19.41
31362 - Truckdriver Medium	22.10
31363 - Truckdriver Heavy	24.51
31364 - Truckdriver Tractor-Trailer	24.51
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.08
99030 - Cashier	12.14
99050 - Desk Clerk	12.89
99095 - Embalmer	37.72
99130 - Flight Follower	27.25
99251 - Laboratory Animal Caretaker I	13.81
99252 - Laboratory Animal Caretaker II	14.78
99260 - Marketing Analyst	35.16
99310 - Mortician	37.72
99410 - Pest Controller	21.70
99510 - Photofinishing Worker	17.97
99710 - Recycling Laborer	23.94
99711 - Recycling Specialist	27.82
99730 - Refuse Collector	22.02
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	14.61
99830 - Survey Party Chief	36.48
99831 - Surveying Aide	24.23
99832 - Surveying Technician	27.86
99840 - Vending Machine Attendant	16.99
99841 - Vending Machine Repairer	19.47
99842 - Vending Machine Repairer Helper	16.99

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4947
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Le Sueur Mille Lacs Sherburne Sibley

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.77
01012 - Accounting Clerk II		19.96
01013 - Accounting Clerk III		22.33
01020 - Administrative Assistant		29.07
01035 - Court Reporter		25.72
01041 - Customer Service Representative I		15.92
01042 - Customer Service Representative II		17.91
01043 - Customer Service Representative III		19.53
01051 - Data Entry Operator I		16.06
01052 - Data Entry Operator II		17.52
01060 - Dispatcher Motor Vehicle		22.13
01070 - Document Preparation Clerk		18.72
01090 - Duplicating Machine Operator		18.72
01111 - General Clerk I		15.46
01112 - General Clerk II		16.86

01113 - General Clerk III 18.93
01120 - Housing Referral Assistant 22.57
01141 - Messenger Courier 15.85
01191 - Order Clerk I 15.30
01192 - Order Clerk II 16.78
01261 - Personnel Assistant (Employment) I 17.62
01262 - Personnel Assistant (Employment) II 19.71
01263 - Personnel Assistant (Employment) III 21.97
01270 - Production Control Clerk 25.10
01290 - Rental Clerk 14.44
01300 - Scheduler Maintenance 18.11
01311 - Secretary I 18.11
01312 - Secretary II 20.25
01313 - Secretary III 22.57
01320 - Service Order Dispatcher 19.78
01410 - Supply Technician 29.07
01420 - Survey Worker 20.62
01460 - Switchboard Operator/Receptionist 15.17
01531 - Travel Clerk I 18.65
01532 - Travel Clerk II 20.12
01533 - Travel Clerk III 21.58
01611 - Word Processor I 16.74
01612 - Word Processor II 18.80
01613 - Word Processor III 21.03
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.32
05010 - Automotive Electrician 20.92
05040 - Automotive Glass Installer 20.04
05070 - Automotive Worker 20.04
05110 - Mobile Equipment Servicer 18.06
05130 - Motor Equipment Metal Mechanic 21.79
05160 - Motor Equipment Metal Worker 20.04
05190 - Motor Vehicle Mechanic 21.79
05220 - Motor Vehicle Mechanic Helper 16.85
05250 - Motor Vehicle Upholstery Worker 19.22
05280 - Motor Vehicle Wrecker 20.04
05310 - Painter Automotive 20.92
05340 - Radiator Repair Specialist 20.04
05370 - Tire Repairer 15.62
05400 - Transmission Repair Specialist 21.79
07000 - Food Preparation And Service Occupations
07010 - Baker 16.31
07041 - Cook I 17.19
07042 - Cook II 19.08
07070 - Dishwasher 12.61
07130 - Food Service Worker 13.83
07210 - Meat Cutter 18.93
07260 - Waiter/Waitress 11.71
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.55

09040 - Furniture Handler 12.87
09080 - Furniture Refinisher 18.16
09090 - Furniture Refinisher Helper 14.96
09110 - Furniture Repairer Minor 16.94
09130 - Upholsterer 18.89
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.62
11060 - Elevator Operator 15.06
11090 - Gardener 21.57
11122 - Housekeeping Aide 15.06
11150 - Janitor 15.06
11210 - Laborer Grounds Maintenance 17.33
11240 - Maid or Houseman 13.86
11260 - Pruner 15.97
11270 - Tractor Operator 20.13
11330 - Trail Maintenance Worker 17.33
11360 - Window Cleaner 16.37
12000 - Health Occupations
12010 - Ambulance Driver 21.82
12011 - Breath Alcohol Technician 21.82
12012 - Certified Occupational Therapist Assistant 25.62
12015 - Certified Physical Therapist Assistant 27.68
12020 - Dental Assistant 25.93
12025 - Dental Hygienist 39.60
12030 - EKG Technician 33.00
12035 - Electroneurodiagnostic Technologist 33.00
12040 - Emergency Medical Technician 21.82
12071 - Licensed Practical Nurse I 19.50
12072 - Licensed Practical Nurse II 21.82
12073 - Licensed Practical Nurse III 24.32
12100 - Medical Assistant 20.17
12130 - Medical Laboratory Technician 26.15
12160 - Medical Record Clerk 21.13
12190 - Medical Record Technician 23.64
12195 - Medical Transcriptionist 21.33
12210 - Nuclear Medicine Technologist 43.28
12221 - Nursing Assistant I 12.26
12222 - Nursing Assistant II 13.78
12223 - Nursing Assistant III 15.04
12224 - Nursing Assistant IV 16.89
12235 - Optical Dispenser 19.94
12236 - Optical Technician 16.24
12250 - Pharmacy Technician 18.52
12280 - Phlebotomist 18.59
12305 - Radiologic Technologist 32.99
12311 - Registered Nurse I 22.87
12312 - Registered Nurse II 27.97
12313 - Registered Nurse II Specialist 27.97
12314 - Registered Nurse III 46.70
12315 - Registered Nurse III Anesthetist 46.70

12316 - Registered Nurse IV		40.56
12317 - Scheduler (Drug and Alcohol Testing)		27.02
12320 - Substance Abuse Treatment Counselor		24.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.52
13012 - Exhibits Specialist II		25.41
13013 - Exhibits Specialist III		31.08
13041 - Illustrator I		18.61
13042 - Illustrator II		23.06
13043 - Illustrator III		28.23
13047 - Librarian		31.35
13050 - Library Aide/Clerk		17.38
13054 - Library Information Technology Systems Administrator		28.31
13058 - Library Technician		21.45
13061 - Media Specialist I		20.43
13062 - Media Specialist II		22.86
13063 - Media Specialist III		25.48
13071 - Photographer I		19.32
13072 - Photographer II		21.62
13073 - Photographer III		26.77
13074 - Photographer IV		32.74
13075 - Photographer V		39.61
13090 - Technical Order Library Clerk		21.84
13110 - Video Teleconference Technician		23.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.74
14042 - Computer Operator II		18.72
14043 - Computer Operator III		20.87
14044 - Computer Operator IV		23.19
14045 - Computer Operator V		25.68
14071 - Computer Programmer I	(see 1)	22.03
14072 - Computer Programmer II	(see 1)	27.28
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.74
14160 - Personal Computer Support Technician		23.19
14170 - System Support Specialist		30.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.45
15020 - Aircrew Training Devices Instructor (Rated)		36.85
15030 - Air Crew Training Devices Instructor (Pilot)		44.17
15050 - Computer Based Training Specialist / Instructor		30.45
15060 - Educational Technologist		37.18
15070 - Flight Instructor (Pilot)		44.17
15080 - Graphic Artist		25.59
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.17

15086 - Maintenance Test Pilot Rotary Wing 44.17
15088 - Non-Maintenance Test/Co-Pilot 44.17
15090 - Technical Instructor 27.47
15095 - Technical Instructor/Course Developer 33.60
15110 - Test Proctor 22.18
15120 - Tutor 22.18
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.56
16030 - Counter Attendant 12.56
16040 - Dry Cleaner 15.81
16070 - Finisher Flatwork Machine 12.56
16090 - Presser Hand 12.56
16110 - Presser Machine Drycleaning 12.56
16130 - Presser Machine Shirts 12.56
16160 - Presser Machine Wearing Apparel Laundry 12.56
16190 - Sewing Machine Operator 16.73
16220 - Tailor 17.70
16250 - Washer Machine 13.91
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.94
19040 - Tool And Die Maker 27.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.97
21030 - Material Coordinator 25.10
21040 - Material Expediter 25.10
21050 - Material Handling Laborer 16.95
21071 - Order Filler 15.37
21080 - Production Line Worker (Food Processing) 20.97
21110 - Shipping Packer 18.17
21130 - Shipping/Receiving Clerk 18.17
21140 - Store Worker I 16.81
21150 - Stock Clerk 21.69
21210 - Tools And Parts Attendant 20.97
21410 - Warehouse Specialist 20.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.61
23019 - Aircraft Logs and Records Technician 28.15
23021 - Aircraft Mechanic I 32.25
23022 - Aircraft Mechanic II 33.61
23023 - Aircraft Mechanic III 34.89
23040 - Aircraft Mechanic Helper 24.87
23050 - Aircraft Painter 30.65
23060 - Aircraft Servicer 28.15
23070 - Aircraft Survival Flight Equipment Technician 30.65
23080 - Aircraft Worker 29.35
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.35
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.25
23110 - Appliance Mechanic 24.70

23120 - Bicycle Repairer 18.44
23125 - Cable Splicer 41.39
23130 - Carpenter Maintenance 28.58
23140 - Carpet Layer 29.52
23160 - Electrician Maintenance 38.56
23181 - Electronics Technician Maintenance I 28.81
23182 - Electronics Technician Maintenance II 30.07
23183 - Electronics Technician Maintenance III 31.32
23260 - Fabric Worker 27.02
23290 - Fire Alarm System Mechanic 26.75
23310 - Fire Extinguisher Repairer 25.38
23311 - Fuel Distribution System Mechanic 36.52
23312 - Fuel Distribution System Operator 30.27
23370 - General Maintenance Worker 22.41
23380 - Ground Support Equipment Mechanic 32.25
23381 - Ground Support Equipment Servicer 28.15
23382 - Ground Support Equipment Worker 29.35
23391 - Gunsmith I 25.38
23392 - Gunsmith II 28.16
23393 - Gunsmith III 30.62
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.59
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.75
23430 - Heavy Equipment Mechanic 30.03
23440 - Heavy Equipment Operator 34.17
23460 - Instrument Mechanic 28.88
23465 - Laboratory/Shelter Mechanic 29.40
23470 - Laborer 16.95
23510 - Locksmith 21.99
23530 - Machinery Maintenance Mechanic 28.38
23550 - Machinist Maintenance 25.30
23580 - Maintenance Trades Helper 15.01
23591 - Metrology Technician I 28.88
23592 - Metrology Technician II 30.11
23593 - Metrology Technician III 31.26
23640 - Millwright 27.17
23710 - Office Appliance Repairer 20.26
23760 - Painter Maintenance 26.53
23790 - Pipefitter Maintenance 40.95
23810 - Plumber Maintenance 39.37
23820 - Pneudraulic Systems Mechanic 30.62
23850 - Rigger 32.88
23870 - Scale Mechanic 28.16
23890 - Sheet-Metal Worker Maintenance 36.16
23910 - Small Engine Mechanic 20.79
23931 - Telecommunications Mechanic I 30.61
23932 - Telecommunications Mechanic II 31.89
23950 - Telephone Lineman 22.04
23960 - Welder Combination Maintenance 23.69

23965 - Well Driller	29.63
23970 - Woodcraft Worker	30.62
23980 - Woodworker	25.38
24000 - Personal Needs Occupations	
24550 - Case Manager	17.28
24570 - Child Care Attendant	12.50
24580 - Child Care Center Clerk	15.59
24610 - Chore Aide	12.48
24620 - Family Readiness And Support Services Coordinator	17.28
24630 - Homemaker	17.28
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.11
25040 - Sewage Plant Operator	29.97
25070 - Stationary Engineer	31.11
25190 - Ventilation Equipment Tender	24.06
25210 - Water Treatment Plant Operator	29.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.18
27007 - Baggage Inspector	16.67
27008 - Corrections Officer	26.40
27010 - Court Security Officer	20.93
27030 - Detection Dog Handler	18.65
27040 - Detention Officer	26.40
27070 - Firefighter	19.76
27101 - Guard I	16.67
27102 - Guard II	18.65
27131 - Police Officer I	34.47
27132 - Police Officer II	38.30
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.72
28042 - Carnival Equipment Repairer	15.77
28043 - Carnival Worker	11.65
28210 - Gate Attendant/Gate Tender	16.54
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	18.51
28510 - Recreation Aide/Health Facility Attendant	13.51
28515 - Recreation Specialist	22.91
28630 - Sports Official	14.73
28690 - Swimming Pool Operator	17.50
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.41
29020 - Hatch Tender	29.41
29030 - Line Handler	29.41
29041 - Stevedore I	28.21
29042 - Stevedore II	30.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.88
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.57
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.56

30021 - Archeological Technician I		18.45
30022 - Archeological Technician II		20.64
30023 - Archeological Technician III		25.58
30030 - Cartographic Technician		25.58
30040 - Civil Engineering Technician		32.07
30051 - Cryogenic Technician I		26.61
30052 - Cryogenic Technician II		29.38
30061 - Drafter/CAD Operator I		18.45
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		28.32
30081 - Engineering Technician I		16.21
30082 - Engineering Technician II		18.21
30083 - Engineering Technician III		20.37
30084 - Engineering Technician IV		25.22
30085 - Engineering Technician V		30.34
30086 - Engineering Technician VI		37.34
30090 - Environmental Technician		25.58
30095 - Evidence Control Specialist		24.02
30210 - Laboratory Technician		24.35
30221 - Latent Fingerprint Technician I		26.33
30222 - Latent Fingerprint Technician II		29.07
30240 - Mathematical Technician		29.24
30361 - Paralegal/Legal Assistant I		18.85
30362 - Paralegal/Legal Assistant II		23.34
30363 - Paralegal/Legal Assistant III		28.56
30364 - Paralegal/Legal Assistant IV		34.55
30375 - Petroleum Supply Specialist		29.38
30390 - Photo-Optics Technician		25.58
30395 - Radiation Control Technician		29.38
30461 - Technical Writer I		26.93
30462 - Technical Writer II		32.94
30463 - Technical Writer III		39.85
30491 - Unexploded Ordnance (UXO) Technician I		27.25
30492 - Unexploded Ordnance (UXO) Technician II		32.97
30493 - Unexploded Ordnance (UXO) Technician III		39.52
30494 - Unexploded (UXO) Safety Escort		27.25
30495 - Unexploded (UXO) Sweep Personnel		27.25
30501 - Weather Forecaster I		26.61
30502 - Weather Forecaster II		32.36
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer Senior	(see 2)	25.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.97
31020 - Bus Aide		16.07
31030 - Bus Driver		21.30
31043 - Driver Courier		18.11
31260 - Parking and Lot Attendant		12.76
31290 - Shuttle Bus Driver		19.32

31310 - Taxi Driver	15.22
31361 - Truckdriver Light	19.32
31362 - Truckdriver Medium	20.66
31363 - Truckdriver Heavy	24.51
31364 - Truckdriver Tractor-Trailer	24.51
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.08
99030 - Cashier	12.14
99050 - Desk Clerk	12.89
99095 - Embalmer	37.72
99130 - Flight Follower	27.25
99251 - Laboratory Animal Caretaker I	13.71
99252 - Laboratory Animal Caretaker II	14.69
99260 - Marketing Analyst	35.16
99310 - Mortician	37.72
99410 - Pest Controller	20.25
99510 - Photofinishing Worker	15.55
99710 - Recycling Laborer	23.94
99711 - Recycling Specialist	27.65
99730 - Refuse Collector	22.02
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	15.76
99830 - Survey Party Chief	36.43
99831 - Surveying Aide	21.31
99832 - Surveying Technician	27.82
99840 - Vending Machine Attendant	19.77
99841 - Vending Machine Repairer	21.62
99842 - Vending Machine Repairer Helper	19.77

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4948
Revision No.: 14
Date Of Last Revision: 05/12/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Le Sueur Mille Lacs Sherburne Sibley

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.77
01012 - Accounting Clerk II		19.96
01013 - Accounting Clerk III		22.33
01020 - Administrative Assistant		29.07
01035 - Court Reporter		25.72
01041 - Customer Service Representative I		15.92
01042 - Customer Service Representative II		17.91
01043 - Customer Service Representative III		19.53
01051 - Data Entry Operator I		16.06
01052 - Data Entry Operator II		17.52
01060 - Dispatcher Motor Vehicle		22.13
01070 - Document Preparation Clerk		18.72

01090 - Duplicating Machine Operator 18.72
01111 - General Clerk I 15.46
01112 - General Clerk II 16.86
01113 - General Clerk III 18.93
01120 - Housing Referral Assistant 22.57
01141 - Messenger Courier 15.85
01191 - Order Clerk I 15.30
01192 - Order Clerk II 16.78
01261 - Personnel Assistant (Employment) I 17.62
01262 - Personnel Assistant (Employment) II 19.71
01263 - Personnel Assistant (Employment) III 21.97
01270 - Production Control Clerk 25.10
01290 - Rental Clerk 14.44
01300 - Scheduler Maintenance 18.11
01311 - Secretary I 18.11
01312 - Secretary II 20.25
01313 - Secretary III 22.57
01320 - Service Order Dispatcher 19.78
01410 - Supply Technician 29.07
01420 - Survey Worker 20.62
01460 - Switchboard Operator/Receptionist 15.17
01531 - Travel Clerk I 18.65
01532 - Travel Clerk II 20.12
01533 - Travel Clerk III 21.58
01611 - Word Processor I 16.74
01612 - Word Processor II 18.80
01613 - Word Processor III 21.03
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.32
05010 - Automotive Electrician 20.92
05040 - Automotive Glass Installer 20.04
05070 - Automotive Worker 20.04
05110 - Mobile Equipment Servicer 18.06
05130 - Motor Equipment Metal Mechanic 21.79
05160 - Motor Equipment Metal Worker 20.04
05190 - Motor Vehicle Mechanic 21.79
05220 - Motor Vehicle Mechanic Helper 16.85
05250 - Motor Vehicle Upholstery Worker 19.22
05280 - Motor Vehicle Wrecker 20.04
05310 - Painter Automotive 20.92
05340 - Radiator Repair Specialist 20.04
05370 - Tire Repairer 15.62
05400 - Transmission Repair Specialist 21.79
07000 - Food Preparation And Service Occupations
07010 - Baker 16.31
07041 - Cook I 17.19
07042 - Cook II 19.08
07070 - Dishwasher 12.61
07130 - Food Service Worker 13.83
07210 - Meat Cutter 18.93

07260 - Waiter/Waitress	11.71
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.55
09040 - Furniture Handler	12.87
09080 - Furniture Refinisher	18.16
09090 - Furniture Refinisher Helper	14.96
09110 - Furniture Repairer Minor	16.94
09130 - Upholsterer	18.89
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.62
11060 - Elevator Operator	15.06
11090 - Gardener	21.57
11122 - Housekeeping Aide	15.06
11150 - Janitor	15.06
11210 - Laborer Grounds Maintenance	17.33
11240 - Maid or Houseman	13.86
11260 - Pruner	15.97
11270 - Tractor Operator	20.13
11330 - Trail Maintenance Worker	17.33
11360 - Window Cleaner	16.37
12000 - Health Occupations	
12010 - Ambulance Driver	21.82
12011 - Breath Alcohol Technician	21.82
12012 - Certified Occupational Therapist Assistant	25.62
12015 - Certified Physical Therapist Assistant	27.68
12020 - Dental Assistant	25.93
12025 - Dental Hygienist	39.60
12030 - EKG Technician	33.00
12035 - Electroneurodiagnostic Technologist	33.00
12040 - Emergency Medical Technician	21.82
12071 - Licensed Practical Nurse I	19.50
12072 - Licensed Practical Nurse II	21.82
12073 - Licensed Practical Nurse III	24.32
12100 - Medical Assistant	20.17
12130 - Medical Laboratory Technician	26.15
12160 - Medical Record Clerk	21.13
12190 - Medical Record Technician	23.64
12195 - Medical Transcriptionist	21.33
12210 - Nuclear Medicine Technologist	43.28
12221 - Nursing Assistant I	12.26
12222 - Nursing Assistant II	13.78
12223 - Nursing Assistant III	15.04
12224 - Nursing Assistant IV	16.89
12235 - Optical Dispenser	19.94
12236 - Optical Technician	16.24
12250 - Pharmacy Technician	18.52
12280 - Phlebotomist	18.59
12305 - Radiologic Technologist	32.99
12311 - Registered Nurse I	22.87
12312 - Registered Nurse II	27.97

12313 - Registered Nurse II Specialist		27.97
12314 - Registered Nurse III		46.70
12315 - Registered Nurse III Anesthetist		46.70
12316 - Registered Nurse IV		40.56
12317 - Scheduler (Drug and Alcohol Testing)		27.02
12320 - Substance Abuse Treatment Counselor		24.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.52
13012 - Exhibits Specialist II		25.41
13013 - Exhibits Specialist III		31.08
13041 - Illustrator I		18.61
13042 - Illustrator II		23.06
13043 - Illustrator III		28.23
13047 - Librarian		31.35
13050 - Library Aide/Clerk		17.38
13054 - Library Information Technology Systems Administrator		28.31
13058 - Library Technician		21.45
13061 - Media Specialist I		20.43
13062 - Media Specialist II		22.86
13063 - Media Specialist III		25.48
13071 - Photographer I		19.32
13072 - Photographer II		21.62
13073 - Photographer III		26.77
13074 - Photographer IV		32.74
13075 - Photographer V		39.61
13090 - Technical Order Library Clerk		21.84
13110 - Video Teleconference Technician		23.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.74
14042 - Computer Operator II		18.72
14043 - Computer Operator III		20.87
14044 - Computer Operator IV		23.19
14045 - Computer Operator V		25.68
14071 - Computer Programmer I	(see 1)	22.03
14072 - Computer Programmer II	(see 1)	27.28
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.74
14160 - Personal Computer Support Technician		23.19
14170 - System Support Specialist		30.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.45
15020 - Aircrew Training Devices Instructor (Rated)		36.85
15030 - Air Crew Training Devices Instructor (Pilot)		44.17
15050 - Computer Based Training Specialist / Instructor		30.45
15060 - Educational Technologist		37.18

15070 - Flight Instructor (Pilot) 44.17
15080 - Graphic Artist 25.59
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.17
15086 - Maintenance Test Pilot Rotary Wing 44.17
15088 - Non-Maintenance Test/Co-Pilot 44.17
15090 - Technical Instructor 27.47
15095 - Technical Instructor/Course Developer 33.60
15110 - Test Proctor 22.18
15120 - Tutor 22.18
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.56
16030 - Counter Attendant 12.56
16040 - Dry Cleaner 15.81
16070 - Finisher Flatwork Machine 12.56
16090 - Presser Hand 12.56
16110 - Presser Machine Drycleaning 12.56
16130 - Presser Machine Shirts 12.56
16160 - Presser Machine Wearing Apparel Laundry 12.56
16190 - Sewing Machine Operator 16.73
16220 - Tailor 17.70
16250 - Washer Machine 13.91
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.94
19040 - Tool And Die Maker 27.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.97
21030 - Material Coordinator 25.10
21040 - Material Expediter 25.10
21050 - Material Handling Laborer 16.95
21071 - Order Filler 15.37
21080 - Production Line Worker (Food Processing) 20.97
21110 - Shipping Packer 18.17
21130 - Shipping/Receiving Clerk 18.17
21140 - Store Worker I 16.81
21150 - Stock Clerk 21.69
21210 - Tools And Parts Attendant 20.97
21410 - Warehouse Specialist 20.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.61
23019 - Aircraft Logs and Records Technician 28.15
23021 - Aircraft Mechanic I 32.25
23022 - Aircraft Mechanic II 33.61
23023 - Aircraft Mechanic III 34.89
23040 - Aircraft Mechanic Helper 24.87
23050 - Aircraft Painter 30.65
23060 - Aircraft Servicer 28.15
23070 - Aircraft Survival Flight Equipment Technician 30.65
23080 - Aircraft Worker 29.35
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.35

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.25
23110 - Appliance Mechanic 24.70
23120 - Bicycle Repairer 18.44
23125 - Cable Splicer 41.39
23130 - Carpenter Maintenance 28.58
23140 - Carpet Layer 29.52
23160 - Electrician Maintenance 38.56
23181 - Electronics Technician Maintenance I 28.81
23182 - Electronics Technician Maintenance II 30.07
23183 - Electronics Technician Maintenance III 31.32
23260 - Fabric Worker 27.02
23290 - Fire Alarm System Mechanic 26.75
23310 - Fire Extinguisher Repairer 25.38
23311 - Fuel Distribution System Mechanic 36.52
23312 - Fuel Distribution System Operator 30.27
23370 - General Maintenance Worker 22.41
23380 - Ground Support Equipment Mechanic 32.25
23381 - Ground Support Equipment Servicer 28.15
23382 - Ground Support Equipment Worker 29.35
23391 - Gunsmith I 25.38
23392 - Gunsmith II 28.16
23393 - Gunsmith III 30.62
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.59
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.75
23430 - Heavy Equipment Mechanic 30.03
23440 - Heavy Equipment Operator 34.17
23460 - Instrument Mechanic 28.88
23465 - Laboratory/Shelter Mechanic 29.40
23470 - Laborer 16.95
23510 - Locksmith 21.99
23530 - Machinery Maintenance Mechanic 28.38
23550 - Machinist Maintenance 25.30
23580 - Maintenance Trades Helper 15.01
23591 - Metrology Technician I 28.88
23592 - Metrology Technician II 30.11
23593 - Metrology Technician III 31.26
23640 - Millwright 27.17
23710 - Office Appliance Repairer 20.26
23760 - Painter Maintenance 26.53
23790 - Pipefitter Maintenance 40.95
23810 - Plumber Maintenance 39.37
23820 - Pneudraulic Systems Mechanic 30.62
23850 - Rigger 32.88
23870 - Scale Mechanic 28.16
23890 - Sheet-Metal Worker Maintenance 36.16
23910 - Small Engine Mechanic 20.79
23931 - Telecommunications Mechanic I 30.61

23932 - Telecommunications Mechanic II 31.89
23950 - Telephone Lineman 22.04
23960 - Welder Combination Maintenance 23.69
23965 - Well Driller 29.63
23970 - Woodcraft Worker 30.62
23980 - Woodworker 25.38
24000 - Personal Needs Occupations
24550 - Case Manager 17.28
24570 - Child Care Attendant 12.50
24580 - Child Care Center Clerk 15.59
24610 - Chore Aide 12.48
24620 - Family Readiness And Support Services Coordinator 17.28
24630 - Homemaker 17.28
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.11
25040 - Sewage Plant Operator 29.97
25070 - Stationary Engineer 31.11
25190 - Ventilation Equipment Tender 24.06
25210 - Water Treatment Plant Operator 29.97
27000 - Protective Service Occupations
27004 - Alarm Monitor 29.18
27007 - Baggage Inspector 16.67
27008 - Corrections Officer 26.40
27010 - Court Security Officer 20.93
27030 - Detection Dog Handler 18.65
27040 - Detention Officer 26.40
27070 - Firefighter 19.76
27101 - Guard I 16.67
27102 - Guard II 18.65
27131 - Police Officer I 34.47
27132 - Police Officer II 38.30
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.72
28042 - Carnival Equipment Repairer 15.77
28043 - Carnival Worker 11.65
28210 - Gate Attendant/Gate Tender 16.54
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 18.51
28510 - Recreation Aide/Health Facility Attendant 13.51
28515 - Recreation Specialist 22.91
28630 - Sports Official 14.73
28690 - Swimming Pool Operator 17.50
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.41
29020 - Hatch Tender 29.41
29030 - Line Handler 29.41
29041 - Stevedore I 28.21
29042 - Stevedore II 30.70
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.88
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.57
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.56
30021 - Archeological Technician I 18.45
30022 - Archeological Technician II 20.64
30023 - Archeological Technician III 25.58
30030 - Cartographic Technician 25.58
30040 - Civil Engineering Technician 32.07
30051 - Cryogenic Technician I 26.61
30052 - Cryogenic Technician II 29.38
30061 - Drafter/CAD Operator I 18.45
30062 - Drafter/CAD Operator II 20.64
30063 - Drafter/CAD Operator III 23.02
30064 - Drafter/CAD Operator IV 28.32
30081 - Engineering Technician I 16.21
30082 - Engineering Technician II 18.21
30083 - Engineering Technician III 20.37
30084 - Engineering Technician IV 25.22
30085 - Engineering Technician V 30.34
30086 - Engineering Technician VI 37.34
30090 - Environmental Technician 25.58
30095 - Evidence Control Specialist 24.02
30210 - Laboratory Technician 24.35
30221 - Latent Fingerprint Technician I 26.33
30222 - Latent Fingerprint Technician II 29.07
30240 - Mathematical Technician 29.24
30361 - Paralegal/Legal Assistant I 18.85
30362 - Paralegal/Legal Assistant II 23.34
30363 - Paralegal/Legal Assistant III 28.56
30364 - Paralegal/Legal Assistant IV 34.55
30375 - Petroleum Supply Specialist 29.38
30390 - Photo-Optics Technician 25.58
30395 - Radiation Control Technician 29.38
30461 - Technical Writer I 26.93
30462 - Technical Writer II 32.94
30463 - Technical Writer III 39.85
30491 - Unexploded Ordnance (UXO) Technician I 27.25
30492 - Unexploded Ordnance (UXO) Technician II 32.97
30493 - Unexploded Ordnance (UXO) Technician III 39.52
30494 - Unexploded (UXO) Safety Escort 27.25
30495 - Unexploded (UXO) Sweep Personnel 27.25
30501 - Weather Forecaster I 26.61
30502 - Weather Forecaster II 32.36
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.02
30621 - Weather Observer Senior (see 2) 25.58
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.97
31020 - Bus Aide 16.07
31030 - Bus Driver 21.30

31043 - Driver Courier	18.11
31260 - Parking and Lot Attendant	12.76
31290 - Shuttle Bus Driver	19.32
31310 - Taxi Driver	15.22
31361 - Truckdriver Light	19.32
31362 - Truckdriver Medium	20.66
31363 - Truckdriver Heavy	24.51
31364 - Truckdriver Tractor-Trailer	24.51
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.08
99030 - Cashier	12.14
99050 - Desk Clerk	12.89
99095 - Embalmer	37.72
99130 - Flight Follower	27.25
99251 - Laboratory Animal Caretaker I	13.71
99252 - Laboratory Animal Caretaker II	14.69
99260 - Marketing Analyst	35.16
99310 - Mortician	37.72
99410 - Pest Controller	20.25
99510 - Photofinishing Worker	15.55
99710 - Recycling Laborer	23.94
99711 - Recycling Specialist	27.65
99730 - Refuse Collector	22.02
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	15.76
99830 - Survey Party Chief	36.43
99831 - Surveying Aide	21.31
99832 - Surveying Technician	27.82
99840 - Vending Machine Attendant	19.77
99841 - Vending Machine Repairer	21.62
99842 - Vending Machine Repairer Helper	19.77

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4949
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Blue Earth Nicollet

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.78
01012 - Accounting Clerk II		17.72
01013 - Accounting Clerk III		19.83
01020 - Administrative Assistant		25.00
01035 - Court Reporter		18.11
01041 - Customer Service Representative I		14.38
01042 - Customer Service Representative II		16.17
01043 - Customer Service Representative III		17.64
01051 - Data Entry Operator I		13.22
01052 - Data Entry Operator II		14.42
01060 - Dispatcher Motor Vehicle		20.54
01070 - Document Preparation Clerk		17.38
01090 - Duplicating Machine Operator		17.38
01111 - General Clerk I		13.62
01112 - General Clerk II		14.86

01113 - General Clerk III 16.68
01120 - Housing Referral Assistant 20.19
01141 - Messenger Courier 13.19
01191 - Order Clerk I 13.22
01192 - Order Clerk II 14.42
01261 - Personnel Assistant (Employment) I 15.38
01262 - Personnel Assistant (Employment) II 17.21
01263 - Personnel Assistant (Employment) III 19.18
01270 - Production Control Clerk 25.18
01290 - Rental Clerk 13.45
01300 - Scheduler Maintenance 16.18
01311 - Secretary I 16.18
01312 - Secretary II 18.11
01313 - Secretary III 20.19
01320 - Service Order Dispatcher 18.28
01410 - Supply Technician 25.00
01420 - Survey Worker 18.37
01460 - Switchboard Operator/Receptionist 13.08
01531 - Travel Clerk I 14.49
01532 - Travel Clerk II 15.67
01533 - Travel Clerk III 16.80
01611 - Word Processor I 14.42
01612 - Word Processor II 16.18
01613 - Word Processor III 18.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.40
05010 - Automotive Electrician 19.61
05040 - Automotive Glass Installer 18.62
05070 - Automotive Worker 18.62
05110 - Mobile Equipment Servicer 16.64
05130 - Motor Equipment Metal Mechanic 20.46
05160 - Motor Equipment Metal Worker 18.62
05190 - Motor Vehicle Mechanic 20.46
05220 - Motor Vehicle Mechanic Helper 15.55
05250 - Motor Vehicle Upholstery Worker 17.72
05280 - Motor Vehicle Wrecker 18.62
05310 - Painter Automotive 19.61
05340 - Radiator Repair Specialist 18.62
05370 - Tire Repairer 16.40
05400 - Transmission Repair Specialist 20.46
07000 - Food Preparation And Service Occupations
07010 - Baker 14.03
07041 - Cook I 15.07
07042 - Cook II 16.99
07070 - Dishwasher 11.62
07130 - Food Service Worker 13.70
07210 - Meat Cutter 15.17
07260 - Waiter/Waitress 10.74
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.58

09040 - Furniture Handler 12.61
09080 - Furniture Refinisher 18.58
09090 - Furniture Refinisher Helper 14.63
09110 - Furniture Repairer Minor 16.66
09130 - Upholsterer 18.58
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.81
11060 - Elevator Operator 13.55
11090 - Gardener 17.28
11122 - Housekeeping Aide 13.55
11150 - Janitor 13.55
11210 - Laborer Grounds Maintenance 13.93
11240 - Maid or Houseman 13.02
11260 - Pruner 12.85
11270 - Tractor Operator 16.16
11330 - Trail Maintenance Worker 13.93
11360 - Window Cleaner 14.69
12000 - Health Occupations
12010 - Ambulance Driver 20.42
12011 - Breath Alcohol Technician 20.42
12012 - Certified Occupational Therapist Assistant 28.01
12015 - Certified Physical Therapist Assistant 26.87
12020 - Dental Assistant 22.76
12025 - Dental Hygienist 36.60
12030 - EKG Technician 30.94
12035 - Electroneurodiagnostic Technologist 30.94
12040 - Emergency Medical Technician 20.42
12071 - Licensed Practical Nurse I 18.24
12072 - Licensed Practical Nurse II 20.42
12073 - Licensed Practical Nurse III 22.76
12100 - Medical Assistant 18.83
12130 - Medical Laboratory Technician 27.07
12160 - Medical Record Clerk 19.33
12190 - Medical Record Technician 21.63
12195 - Medical Transcriptionist 18.24
12210 - Nuclear Medicine Technologist 44.86
12221 - Nursing Assistant I 11.97
12222 - Nursing Assistant II 13.46
12223 - Nursing Assistant III 14.68
12224 - Nursing Assistant IV 16.48
12235 - Optical Dispenser 20.42
12236 - Optical Technician 18.24
12250 - Pharmacy Technician 17.00
12280 - Phlebotomist 18.14
12305 - Radiologic Technologist 31.30
12311 - Registered Nurse I 22.90
12312 - Registered Nurse II 28.01
12313 - Registered Nurse II Specialist 28.01
12314 - Registered Nurse III 33.89
12315 - Registered Nurse III Anesthetist 33.89

12316 - Registered Nurse IV		40.62
12317 - Scheduler (Drug and Alcohol Testing)		25.29
12320 - Substance Abuse Treatment Counselor		29.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.48
13012 - Exhibits Specialist II		27.84
13013 - Exhibits Specialist III		34.07
13041 - Illustrator I		22.48
13042 - Illustrator II		27.84
13043 - Illustrator III		34.07
13047 - Librarian		30.84
13050 - Library Aide/Clerk		14.39
13054 - Library Information Technology Systems Administrator		27.84
13058 - Library Technician		20.81
13061 - Media Specialist I		20.09
13062 - Media Specialist II		22.48
13063 - Media Specialist III		25.06
13071 - Photographer I		20.09
13072 - Photographer II		22.48
13073 - Photographer III		27.84
13074 - Photographer IV		34.07
13075 - Photographer V		40.25
13090 - Technical Order Library Clerk		17.31
13110 - Video Teleconference Technician		21.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.91
14042 - Computer Operator II		18.91
14043 - Computer Operator III		21.09
14044 - Computer Operator IV		23.43
14045 - Computer Operator V		25.94
14071 - Computer Programmer I	(see 1)	19.34
14072 - Computer Programmer II	(see 1)	23.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.91
14160 - Personal Computer Support Technician		23.43
14170 - System Support Specialist		28.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.12
15020 - Aircrew Training Devices Instructor (Rated)		35.22
15030 - Air Crew Training Devices Instructor (Pilot)		41.12
15050 - Computer Based Training Specialist / Instructor		29.12
15060 - Educational Technologist		32.46
15070 - Flight Instructor (Pilot)		41.12
15080 - Graphic Artist		20.03
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.12

15086 - Maintenance Test Pilot Rotary Wing 41.12
15088 - Non-Maintenance Test/Co-Pilot 41.12
15090 - Technical Instructor 23.83
15095 - Technical Instructor/Course Developer 29.15
15110 - Test Proctor 19.24
15120 - Tutor 19.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.08
19040 - Tool And Die Maker 29.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.06
21030 - Material Coordinator 25.18
21040 - Material Expediter 25.18
21050 - Material Handling Laborer 14.87
21071 - Order Filler 13.58
21080 - Production Line Worker (Food Processing) 19.06
21110 - Shipping Packer 15.97
21130 - Shipping/Receiving Clerk 15.97
21140 - Store Worker I 16.23
21150 - Stock Clerk 20.82
21210 - Tools And Parts Attendant 19.06
21410 - Warehouse Specialist 19.06
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.34
23019 - Aircraft Logs and Records Technician 22.49
23021 - Aircraft Mechanic I 26.26
23022 - Aircraft Mechanic II 27.34
23023 - Aircraft Mechanic III 28.48
23040 - Aircraft Mechanic Helper 19.74
23050 - Aircraft Painter 25.08
23060 - Aircraft Servicer 22.49
23070 - Aircraft Survival Flight Equipment Technician 25.08
23080 - Aircraft Worker 23.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.26
23110 - Appliance Mechanic 25.08

23120 - Bicycle Repairer 20.28
23125 - Cable Splicer 37.63
23130 - Carpenter Maintenance 23.01
23140 - Carpet Layer 23.81
23160 - Electrician Maintenance 30.69
23181 - Electronics Technician Maintenance I 23.81
23182 - Electronics Technician Maintenance II 25.08
23183 - Electronics Technician Maintenance III 26.26
23260 - Fabric Worker 22.49
23290 - Fire Alarm System Mechanic 26.26
23310 - Fire Extinguisher Repairer 21.12
23311 - Fuel Distribution System Mechanic 26.26
23312 - Fuel Distribution System Operator 21.12
23370 - General Maintenance Worker 20.08
23380 - Ground Support Equipment Mechanic 26.26
23381 - Ground Support Equipment Servicer 22.49
23382 - Ground Support Equipment Worker 23.81
23391 - Gunsmith I 21.12
23392 - Gunsmith II 23.81
23393 - Gunsmith III 26.26
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.69
23430 - Heavy Equipment Mechanic 28.50
23440 - Heavy Equipment Operator 28.24
23460 - Instrument Mechanic 26.26
23465 - Laboratory/Shelter Mechanic 25.08
23470 - Laborer 14.80
23510 - Locksmith 25.08
23530 - Machinery Maintenance Mechanic 25.65
23550 - Machinist Maintenance 23.13
23580 - Maintenance Trades Helper 19.74
23591 - Metrology Technician I 26.26
23592 - Metrology Technician II 27.34
23593 - Metrology Technician III 28.48
23640 - Millwright 26.26
23710 - Office Appliance Repairer 24.79
23760 - Painter Maintenance 22.37
23790 - Pipefitter Maintenance 29.66
23810 - Plumber Maintenance 28.34
23820 - Pneudraulic Systems Mechanic 26.26
23850 - Rigger 26.26
23870 - Scale Mechanic 23.81
23890 - Sheet-Metal Worker Maintenance 27.74
23910 - Small Engine Mechanic 23.81
23931 - Telecommunications Mechanic I 24.08
23932 - Telecommunications Mechanic II 25.62
23950 - Telephone Lineman 26.26
23960 - Welder Combination Maintenance 19.87

23965 - Well Driller	26.26
23970 - Woodcraft Worker	26.26
23980 - Woodworker	21.12
24000 - Personal Needs Occupations	
24550 - Case Manager	19.28
24570 - Child Care Attendant	11.74
24580 - Child Care Center Clerk	14.65
24610 - Chore Aide	13.71
24620 - Family Readiness And Support Services Coordinator	19.28
24630 - Homemaker	19.28
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.26
25040 - Sewage Plant Operator	27.85
25070 - Stationary Engineer	26.26
25190 - Ventilation Equipment Tender	19.74
25210 - Water Treatment Plant Operator	27.85
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.93
27007 - Baggage Inspector	15.66
27008 - Corrections Officer	21.92
27010 - Court Security Officer	20.63
27030 - Detection Dog Handler	17.52
27040 - Detention Officer	21.92
27070 - Firefighter	21.74
27101 - Guard I	15.66
27102 - Guard II	17.52
27131 - Police Officer I	30.64
27132 - Police Officer II	34.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.51
28042 - Carnival Equipment Repairer	15.53
28043 - Carnival Worker	11.54
28210 - Gate Attendant/Gate Tender	18.83
28310 - Lifeguard	16.78
28350 - Park Attendant (Aide)	21.08
28510 - Recreation Aide/Health Facility Attendant	15.38
28515 - Recreation Specialist	23.60
28630 - Sports Official	16.78
28690 - Swimming Pool Operator	17.51
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.81
29020 - Hatch Tender	23.81
29030 - Line Handler	23.81
29041 - Stevedore I	22.49
29042 - Stevedore II	25.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.45
30022 - Archeological Technician II		20.64
30023 - Archeological Technician III		25.58
30030 - Cartographic Technician		25.58
30040 - Civil Engineering Technician		31.31
30051 - Cryogenic Technician I		26.33
30052 - Cryogenic Technician II		29.08
30061 - Drafter/CAD Operator I		18.45
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		28.32
30081 - Engineering Technician I		16.21
30082 - Engineering Technician II		18.21
30083 - Engineering Technician III		20.37
30084 - Engineering Technician IV		25.22
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		37.34
30090 - Environmental Technician		25.58
30095 - Evidence Control Specialist		23.77
30210 - Laboratory Technician		23.02
30221 - Latent Fingerprint Technician I		26.33
30222 - Latent Fingerprint Technician II		29.08
30240 - Mathematical Technician		25.58
30361 - Paralegal/Legal Assistant I		19.27
30362 - Paralegal/Legal Assistant II		23.87
30363 - Paralegal/Legal Assistant III		29.20
30364 - Paralegal/Legal Assistant IV		35.33
30375 - Petroleum Supply Specialist		29.08
30390 - Photo-Optics Technician		25.58
30395 - Radiation Control Technician		29.08
30461 - Technical Writer I		25.58
30462 - Technical Writer II		31.29
30463 - Technical Writer III		37.85
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.32
30502 - Weather Forecaster II		34.45
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer Senior	(see 2)	25.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.36
31030 - Bus Driver		17.65
31043 - Driver Courier		15.64
31260 - Parking and Lot Attendant		13.82
31290 - Shuttle Bus Driver		16.73

31310 - Taxi Driver	13.93
31361 - Truckdriver Light	16.73
31362 - Truckdriver Medium	17.81
31363 - Truckdriver Heavy	20.97
31364 - Truckdriver Tractor-Trailer	20.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.32
99050 - Desk Clerk	11.81
99095 - Embalmer	25.36
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.18
99252 - Laboratory Animal Caretaker II	19.48
99260 - Marketing Analyst	28.31
99310 - Mortician	25.36
99410 - Pest Controller	25.46
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.27
99711 - Recycling Specialist	22.35
99730 - Refuse Collector	17.77
99810 - Sales Clerk	12.35
99820 - School Crossing Guard	17.77
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	13.23
99832 - Surveying Technician	17.27
99840 - Vending Machine Attendant	22.35
99841 - Vending Machine Repairer	26.96
99842 - Vending Machine Repairer Helper	22.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4950
Revision No.: 12
Date Of Last Revision: 06/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Blue Earth Nicollet

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.78
01012 - Accounting Clerk II		17.72
01013 - Accounting Clerk III		19.83
01020 - Administrative Assistant		25.00
01035 - Court Reporter		18.11
01041 - Customer Service Representative I		14.38
01042 - Customer Service Representative II		16.17
01043 - Customer Service Representative III		17.64
01051 - Data Entry Operator I		13.22
01052 - Data Entry Operator II		14.42
01060 - Dispatcher Motor Vehicle		20.54
01070 - Document Preparation Clerk		17.38

01090 - Duplicating Machine Operator 17.38
01111 - General Clerk I 13.62
01112 - General Clerk II 14.86
01113 - General Clerk III 16.68
01120 - Housing Referral Assistant 20.19
01141 - Messenger Courier 13.19
01191 - Order Clerk I 13.22
01192 - Order Clerk II 14.42
01261 - Personnel Assistant (Employment) I 15.38
01262 - Personnel Assistant (Employment) II 17.21
01263 - Personnel Assistant (Employment) III 19.18
01270 - Production Control Clerk 25.18
01290 - Rental Clerk 13.45
01300 - Scheduler Maintenance 16.18
01311 - Secretary I 16.18
01312 - Secretary II 18.11
01313 - Secretary III 20.19
01320 - Service Order Dispatcher 18.28
01410 - Supply Technician 25.00
01420 - Survey Worker 18.37
01460 - Switchboard Operator/Receptionist 13.08
01531 - Travel Clerk I 14.49
01532 - Travel Clerk II 15.67
01533 - Travel Clerk III 16.80
01611 - Word Processor I 14.42
01612 - Word Processor II 16.18
01613 - Word Processor III 18.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.40
05010 - Automotive Electrician 19.61
05040 - Automotive Glass Installer 18.62
05070 - Automotive Worker 18.62
05110 - Mobile Equipment Servicer 16.64
05130 - Motor Equipment Metal Mechanic 20.46
05160 - Motor Equipment Metal Worker 18.62
05190 - Motor Vehicle Mechanic 20.46
05220 - Motor Vehicle Mechanic Helper 15.55
05250 - Motor Vehicle Upholstery Worker 17.72
05280 - Motor Vehicle Wrecker 18.62
05310 - Painter Automotive 19.61
05340 - Radiator Repair Specialist 18.62
05370 - Tire Repairer 16.40
05400 - Transmission Repair Specialist 20.46
07000 - Food Preparation And Service Occupations
07010 - Baker 14.03
07041 - Cook I 15.07
07042 - Cook II 16.99
07070 - Dishwasher 11.62
07130 - Food Service Worker 13.70
07210 - Meat Cutter 15.17

07260 - Waiter/Waitress	10.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.58
09040 - Furniture Handler	12.61
09080 - Furniture Refinisher	18.58
09090 - Furniture Refinisher Helper	14.63
09110 - Furniture Repairer Minor	16.66
09130 - Upholsterer	18.58
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.81
11060 - Elevator Operator	13.55
11090 - Gardener	17.28
11122 - Housekeeping Aide	13.55
11150 - Janitor	13.55
11210 - Laborer Grounds Maintenance	13.93
11240 - Maid or Houseman	13.02
11260 - Pruner	12.85
11270 - Tractor Operator	16.16
11330 - Trail Maintenance Worker	13.93
11360 - Window Cleaner	14.69
12000 - Health Occupations	
12010 - Ambulance Driver	20.42
12011 - Breath Alcohol Technician	20.42
12012 - Certified Occupational Therapist Assistant	28.01
12015 - Certified Physical Therapist Assistant	26.87
12020 - Dental Assistant	22.76
12025 - Dental Hygienist	36.60
12030 - EKG Technician	30.94
12035 - Electroneurodiagnostic Technologist	30.94
12040 - Emergency Medical Technician	20.42
12071 - Licensed Practical Nurse I	18.24
12072 - Licensed Practical Nurse II	20.42
12073 - Licensed Practical Nurse III	22.76
12100 - Medical Assistant	18.83
12130 - Medical Laboratory Technician	27.07
12160 - Medical Record Clerk	19.33
12190 - Medical Record Technician	21.63
12195 - Medical Transcriptionist	18.24
12210 - Nuclear Medicine Technologist	44.86
12221 - Nursing Assistant I	11.97
12222 - Nursing Assistant II	13.46
12223 - Nursing Assistant III	14.68
12224 - Nursing Assistant IV	16.48
12235 - Optical Dispenser	20.42
12236 - Optical Technician	18.24
12250 - Pharmacy Technician	17.00
12280 - Phlebotomist	18.14
12305 - Radiologic Technologist	31.30
12311 - Registered Nurse I	22.90
12312 - Registered Nurse II	28.01

12313 - Registered Nurse II Specialist		28.01
12314 - Registered Nurse III		33.89
12315 - Registered Nurse III Anesthetist		33.89
12316 - Registered Nurse IV		40.62
12317 - Scheduler (Drug and Alcohol Testing)		25.29
12320 - Substance Abuse Treatment Counselor		29.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.48
13012 - Exhibits Specialist II		27.84
13013 - Exhibits Specialist III		34.07
13041 - Illustrator I		22.48
13042 - Illustrator II		27.84
13043 - Illustrator III		34.07
13047 - Librarian		30.84
13050 - Library Aide/Clerk		14.39
13054 - Library Information Technology Systems Administrator		27.84
13058 - Library Technician		20.81
13061 - Media Specialist I		20.09
13062 - Media Specialist II		22.48
13063 - Media Specialist III		25.06
13071 - Photographer I		20.09
13072 - Photographer II		22.48
13073 - Photographer III		27.84
13074 - Photographer IV		34.07
13075 - Photographer V		40.25
13090 - Technical Order Library Clerk		17.31
13110 - Video Teleconference Technician		21.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.91
14042 - Computer Operator II		18.91
14043 - Computer Operator III		21.09
14044 - Computer Operator IV		23.43
14045 - Computer Operator V		25.94
14071 - Computer Programmer I	(see 1)	19.34
14072 - Computer Programmer II	(see 1)	23.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.91
14160 - Personal Computer Support Technician		23.43
14170 - System Support Specialist		28.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.12
15020 - Aircrew Training Devices Instructor (Rated)		35.22
15030 - Air Crew Training Devices Instructor (Pilot)		41.12
15050 - Computer Based Training Specialist / Instructor		29.12
15060 - Educational Technologist		32.46

15070 - Flight Instructor (Pilot) 41.12
15080 - Graphic Artist 20.03
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.12
15086 - Maintenance Test Pilot Rotary Wing 41.12
15088 - Non-Maintenance Test/Co-Pilot 41.12
15090 - Technical Instructor 23.83
15095 - Technical Instructor/Course Developer 29.15
15110 - Test Proctor 19.24
15120 - Tutor 19.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.08
19040 - Tool And Die Maker 29.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.06
21030 - Material Coordinator 25.18
21040 - Material Expediter 25.18
21050 - Material Handling Laborer 14.87
21071 - Order Filler 13.58
21080 - Production Line Worker (Food Processing) 19.06
21110 - Shipping Packer 15.97
21130 - Shipping/Receiving Clerk 15.97
21140 - Store Worker I 16.23
21150 - Stock Clerk 20.82
21210 - Tools And Parts Attendant 19.06
21410 - Warehouse Specialist 19.06
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.34
23019 - Aircraft Logs and Records Technician 22.49
23021 - Aircraft Mechanic I 26.26
23022 - Aircraft Mechanic II 27.34
23023 - Aircraft Mechanic III 28.48
23040 - Aircraft Mechanic Helper 19.74
23050 - Aircraft Painter 25.08
23060 - Aircraft Servicer 22.49
23070 - Aircraft Survival Flight Equipment Technician 25.08
23080 - Aircraft Worker 23.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.81

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.26
23110 - Appliance Mechanic 25.08
23120 - Bicycle Repairer 20.28
23125 - Cable Splicer 37.63
23130 - Carpenter Maintenance 23.01
23140 - Carpet Layer 23.81
23160 - Electrician Maintenance 30.69
23181 - Electronics Technician Maintenance I 23.81
23182 - Electronics Technician Maintenance II 25.08
23183 - Electronics Technician Maintenance III 26.26
23260 - Fabric Worker 22.49
23290 - Fire Alarm System Mechanic 26.26
23310 - Fire Extinguisher Repairer 21.12
23311 - Fuel Distribution System Mechanic 26.26
23312 - Fuel Distribution System Operator 21.12
23370 - General Maintenance Worker 20.08
23380 - Ground Support Equipment Mechanic 26.26
23381 - Ground Support Equipment Servicer 22.49
23382 - Ground Support Equipment Worker 23.81
23391 - Gunsmith I 21.12
23392 - Gunsmith II 23.81
23393 - Gunsmith III 26.26
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.69
23430 - Heavy Equipment Mechanic 28.50
23440 - Heavy Equipment Operator 28.24
23460 - Instrument Mechanic 26.26
23465 - Laboratory/Shelter Mechanic 25.08
23470 - Laborer 14.80
23510 - Locksmith 25.08
23530 - Machinery Maintenance Mechanic 25.65
23550 - Machinist Maintenance 23.13
23580 - Maintenance Trades Helper 19.74
23591 - Metrology Technician I 26.26
23592 - Metrology Technician II 27.34
23593 - Metrology Technician III 28.48
23640 - Millwright 26.26
23710 - Office Appliance Repairer 24.79
23760 - Painter Maintenance 22.37
23790 - Pipefitter Maintenance 29.66
23810 - Plumber Maintenance 28.34
23820 - Pneudraulic Systems Mechanic 26.26
23850 - Rigger 26.26
23870 - Scale Mechanic 23.81
23890 - Sheet-Metal Worker Maintenance 27.74
23910 - Small Engine Mechanic 23.81
23931 - Telecommunications Mechanic I 24.08

23932 - Telecommunications Mechanic II 25.62
23950 - Telephone Lineman 26.26
23960 - Welder Combination Maintenance 19.87
23965 - Well Driller 26.26
23970 - Woodcraft Worker 26.26
23980 - Woodworker 21.12
24000 - Personal Needs Occupations
24550 - Case Manager 19.28
24570 - Child Care Attendant 11.74
24580 - Child Care Center Clerk 14.65
24610 - Chore Aide 13.71
24620 - Family Readiness And Support Services Coordinator 19.28
24630 - Homemaker 19.28
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.26
25040 - Sewage Plant Operator 27.85
25070 - Stationary Engineer 26.26
25190 - Ventilation Equipment Tender 19.74
25210 - Water Treatment Plant Operator 27.85
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.93
27007 - Baggage Inspector 15.66
27008 - Corrections Officer 21.92
27010 - Court Security Officer 20.63
27030 - Detection Dog Handler 17.52
27040 - Detention Officer 21.92
27070 - Firefighter 21.74
27101 - Guard I 15.66
27102 - Guard II 17.52
27131 - Police Officer I 30.64
27132 - Police Officer II 34.04
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.51
28042 - Carnival Equipment Repairer 15.53
28043 - Carnival Worker 11.54
28210 - Gate Attendant/Gate Tender 18.83
28310 - Lifeguard 16.78
28350 - Park Attendant (Aide) 21.08
28510 - Recreation Aide/Health Facility Attendant 15.38
28515 - Recreation Specialist 23.60
28630 - Sports Official 16.78
28690 - Swimming Pool Operator 17.51
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.81
29020 - Hatch Tender 23.81
29030 - Line Handler 23.81
29041 - Stevedore I 22.49
29042 - Stevedore II 25.08
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.45
30022 - Archeological Technician II 20.64
30023 - Archeological Technician III 25.58
30030 - Cartographic Technician 25.58
30040 - Civil Engineering Technician 31.31
30051 - Cryogenic Technician I 26.33
30052 - Cryogenic Technician II 29.08
30061 - Drafter/CAD Operator I 18.45
30062 - Drafter/CAD Operator II 20.64
30063 - Drafter/CAD Operator III 23.02
30064 - Drafter/CAD Operator IV 28.32
30081 - Engineering Technician I 16.21
30082 - Engineering Technician II 18.21
30083 - Engineering Technician III 20.37
30084 - Engineering Technician IV 25.22
30085 - Engineering Technician V 29.98
30086 - Engineering Technician VI 37.34
30090 - Environmental Technician 25.58
30095 - Evidence Control Specialist 23.77
30210 - Laboratory Technician 23.02
30221 - Latent Fingerprint Technician I 26.33
30222 - Latent Fingerprint Technician II 29.08
30240 - Mathematical Technician 25.58
30361 - Paralegal/Legal Assistant I 19.27
30362 - Paralegal/Legal Assistant II 23.87
30363 - Paralegal/Legal Assistant III 29.20
30364 - Paralegal/Legal Assistant IV 35.33
30375 - Petroleum Supply Specialist 29.08
30390 - Photo-Optics Technician 25.58
30395 - Radiation Control Technician 29.08
30461 - Technical Writer I 25.58
30462 - Technical Writer II 31.29
30463 - Technical Writer III 37.85
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.32
30502 - Weather Forecaster II 34.45
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.02
30621 - Weather Observer Senior (see 2) 25.58
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.36
31030 - Bus Driver 17.65

31043 - Driver Courier	15.64
31260 - Parking and Lot Attendant	13.82
31290 - Shuttle Bus Driver	16.73
31310 - Taxi Driver	13.93
31361 - Truckdriver Light	16.73
31362 - Truckdriver Medium	17.81
31363 - Truckdriver Heavy	20.97
31364 - Truckdriver Tractor-Trailer	20.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.32
99050 - Desk Clerk	11.81
99095 - Embalmer	25.36
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.18
99252 - Laboratory Animal Caretaker II	19.48
99260 - Marketing Analyst	28.31
99310 - Mortician	25.36
99410 - Pest Controller	25.46
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.27
99711 - Recycling Specialist	22.35
99730 - Refuse Collector	17.77
99810 - Sales Clerk	12.35
99820 - School Crossing Guard	17.77
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	13.23
99832 - Surveying Technician	17.27
99840 - Vending Machine Attendant	22.35
99841 - Vending Machine Repairer	26.96
99842 - Vending Machine Repairer Helper	22.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4951
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Dodge Fillmore Olmsted Wabasha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.52
01012 - Accounting Clerk II		18.55
01013 - Accounting Clerk III		20.75
01020 - Administrative Assistant		23.72
01035 - Court Reporter		18.05
01041 - Customer Service Representative I		13.29
01042 - Customer Service Representative II		14.94
01043 - Customer Service Representative III		16.30
01051 - Data Entry Operator I		17.67
01052 - Data Entry Operator II		19.28
01060 - Dispatcher Motor Vehicle		22.43
01070 - Document Preparation Clerk		17.37
01090 - Duplicating Machine Operator		17.37
01111 - General Clerk I		13.91
01112 - General Clerk II		15.17

01113 - General Clerk III 17.03
01120 - Housing Referral Assistant 20.11
01141 - Messenger Courier 13.19
01191 - Order Clerk I 16.26
01192 - Order Clerk II 17.74
01261 - Personnel Assistant (Employment) I 17.07
01262 - Personnel Assistant (Employment) II 19.09
01263 - Personnel Assistant (Employment) III 21.29
01270 - Production Control Clerk 21.64
01290 - Rental Clerk 13.15
01300 - Scheduler Maintenance 16.13
01311 - Secretary I 16.13
01312 - Secretary II 18.05
01313 - Secretary III 20.11
01320 - Service Order Dispatcher 20.05
01410 - Supply Technician 23.72
01420 - Survey Worker 17.44
01460 - Switchboard Operator/Receptionist 12.66
01531 - Travel Clerk I 14.49
01532 - Travel Clerk II 15.67
01533 - Travel Clerk III 16.80
01611 - Word Processor I 14.37
01612 - Word Processor II 16.13
01613 - Word Processor III 18.05
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.60
05010 - Automotive Electrician 18.30
05040 - Automotive Glass Installer 17.37
05070 - Automotive Worker 17.37
05110 - Mobile Equipment Servicer 15.97
05130 - Motor Equipment Metal Mechanic 19.16
05160 - Motor Equipment Metal Worker 17.37
05190 - Motor Vehicle Mechanic 19.65
05220 - Motor Vehicle Mechanic Helper 15.22
05250 - Motor Vehicle Upholstery Worker 16.72
05280 - Motor Vehicle Wrecker 17.37
05310 - Painter Automotive 18.30
05340 - Radiator Repair Specialist 17.37
05370 - Tire Repairer 15.24
05400 - Transmission Repair Specialist 19.16
07000 - Food Preparation And Service Occupations
07010 - Baker 13.35
07041 - Cook I 15.57
07042 - Cook II 17.56
07070 - Dishwasher 11.37
07130 - Food Service Worker 11.89
07210 - Meat Cutter 20.20
07260 - Waiter/Waitress 11.08
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.01

09040 - Furniture Handler 12.31
09080 - Furniture Refinisher 18.01
09090 - Furniture Refinisher Helper 14.18
09110 - Furniture Repairer Minor 16.15
09130 - Upholsterer 18.01
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.80
11060 - Elevator Operator 14.77
11090 - Gardener 19.68
11122 - Housekeeping Aide 14.77
11150 - Janitor 14.77
11210 - Laborer Grounds Maintenance 15.86
11240 - Maid or Houseman 12.05
11260 - Pruner 14.63
11270 - Tractor Operator 18.39
11330 - Trail Maintenance Worker 15.86
11360 - Window Cleaner 16.02
12000 - Health Occupations
12010 - Ambulance Driver 19.27
12011 - Breath Alcohol Technician 21.23
12012 - Certified Occupational Therapist Assistant 29.13
12015 - Certified Physical Therapist Assistant 25.07
12020 - Dental Assistant 26.30
12025 - Dental Hygienist 36.22
12030 - EKG Technician 32.17
12035 - Electroneurodiagnostic Technologist 32.17
12040 - Emergency Medical Technician 19.27
12071 - Licensed Practical Nurse I 18.97
12072 - Licensed Practical Nurse II 21.23
12073 - Licensed Practical Nurse III 23.67
12100 - Medical Assistant 21.96
12130 - Medical Laboratory Technician 25.11
12160 - Medical Record Clerk 20.59
12190 - Medical Record Technician 23.04
12195 - Medical Transcriptionist 18.97
12210 - Nuclear Medicine Technologist 46.65
12221 - Nursing Assistant I 12.40
12222 - Nursing Assistant II 13.94
12223 - Nursing Assistant III 15.21
12224 - Nursing Assistant IV 17.07
12235 - Optical Dispenser 17.67
12236 - Optical Technician 18.77
12250 - Pharmacy Technician 17.84
12280 - Phlebotomist 18.97
12305 - Radiologic Technologist 36.49
12311 - Registered Nurse I 24.62
12312 - Registered Nurse II 30.12
12313 - Registered Nurse II Specialist 30.12
12314 - Registered Nurse III 36.44
12315 - Registered Nurse III Anesthetist 36.44

12316 - Registered Nurse IV		43.68
12317 - Scheduler (Drug and Alcohol Testing)		26.30
12320 - Substance Abuse Treatment Counselor		24.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.55
13012 - Exhibits Specialist II		27.92
13013 - Exhibits Specialist III		34.16
13041 - Illustrator I		22.55
13042 - Illustrator II		27.92
13043 - Illustrator III		34.16
13047 - Librarian		30.93
13050 - Library Aide/Clerk		14.39
13054 - Library Information Technology Systems Administrator		27.92
13058 - Library Technician		24.57
13061 - Media Specialist I		20.15
13062 - Media Specialist II		22.55
13063 - Media Specialist III		25.13
13071 - Photographer I		20.15
13072 - Photographer II		22.55
13073 - Photographer III		27.92
13074 - Photographer IV		34.16
13075 - Photographer V		40.25
13090 - Technical Order Library Clerk		18.07
13110 - Video Teleconference Technician		20.15
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.91
14042 - Computer Operator II		18.91
14043 - Computer Operator III		21.09
14044 - Computer Operator IV		23.43
14045 - Computer Operator V		25.94
14071 - Computer Programmer I	(see 1)	20.92
14072 - Computer Programmer II	(see 1)	25.93
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.91
14160 - Personal Computer Support Technician		23.43
14170 - System Support Specialist		31.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.12
15020 - Aircrew Training Devices Instructor (Rated)		35.22
15030 - Air Crew Training Devices Instructor (Pilot)		41.02
15050 - Computer Based Training Specialist / Instructor		29.12
15060 - Educational Technologist		34.22
15070 - Flight Instructor (Pilot)		41.02
15080 - Graphic Artist		22.45
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.02

15086 - Maintenance Test Pilot Rotary Wing 41.02
15088 - Non-Maintenance Test/Co-Pilot 41.02
15090 - Technical Instructor 26.33
15095 - Technical Instructor/Course Developer 32.21
15110 - Test Proctor 21.25
15120 - Tutor 21.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.12
19040 - Tool And Die Maker 28.46
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.03
21030 - Material Coordinator 21.64
21040 - Material Expediter 21.64
21050 - Material Handling Laborer 16.48
21071 - Order Filler 13.67
21080 - Production Line Worker (Food Processing) 21.03
21110 - Shipping Packer 18.63
21130 - Shipping/Receiving Clerk 18.63
21140 - Store Worker I 16.23
21150 - Stock Clerk 20.82
21210 - Tools And Parts Attendant 21.03
21410 - Warehouse Specialist 21.03
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.79
23019 - Aircraft Logs and Records Technician 22.90
23021 - Aircraft Mechanic I 26.70
23022 - Aircraft Mechanic II 27.79
23023 - Aircraft Mechanic III 28.95
23040 - Aircraft Mechanic Helper 20.30
23050 - Aircraft Painter 25.12
23060 - Aircraft Servicer 22.90
23070 - Aircraft Survival Flight Equipment Technician 25.12
23080 - Aircraft Worker 23.88
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.88
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.70
23110 - Appliance Mechanic 24.77

23120 - Bicycle Repairer	20.28
23125 - Cable Splicer	34.21
23130 - Carpenter Maintenance	25.31
23140 - Carpet Layer	24.31
23160 - Electrician Maintenance	32.43
23181 - Electronics Technician Maintenance I	24.31
23182 - Electronics Technician Maintenance II	25.59
23183 - Electronics Technician Maintenance III	26.70
23260 - Fabric Worker	23.13
23290 - Fire Alarm System Mechanic	26.70
23310 - Fire Extinguisher Repairer	21.72
23311 - Fuel Distribution System Mechanic	26.18
23312 - Fuel Distribution System Operator	21.13
23370 - General Maintenance Worker	19.41
23380 - Ground Support Equipment Mechanic	26.70
23381 - Ground Support Equipment Servicer	22.90
23382 - Ground Support Equipment Worker	23.88
23391 - Gunsmith I	21.72
23392 - Gunsmith II	24.31
23393 - Gunsmith III	26.70
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.23
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.31
23430 - Heavy Equipment Mechanic	26.37
23440 - Heavy Equipment Operator	28.81
23460 - Instrument Mechanic	26.70
23465 - Laboratory/Shelter Mechanic	25.59
23470 - Laborer	15.88
23510 - Locksmith	25.30
23530 - Machinery Maintenance Mechanic	25.48
23550 - Machinist Maintenance	23.52
23580 - Maintenance Trades Helper	15.68
23591 - Metrology Technician I	26.70
23592 - Metrology Technician II	27.79
23593 - Metrology Technician III	28.95
23640 - Millwright	26.70
23710 - Office Appliance Repairer	24.77
23760 - Painter Maintenance	22.41
23790 - Pipefitter Maintenance	34.66
23810 - Plumber Maintenance	32.89
23820 - Pneudraulic Systems Mechanic	26.70
23850 - Rigger	26.70
23870 - Scale Mechanic	24.31
23890 - Sheet-Metal Worker Maintenance	27.80
23910 - Small Engine Mechanic	24.23
23931 - Telecommunications Mechanic I	30.97
23932 - Telecommunications Mechanic II	33.73
23950 - Telephone Lineman	25.84
23960 - Welder Combination Maintenance	20.13

23965 - Well Driller		29.37
23970 - Woodcraft Worker		26.70
23980 - Woodworker		21.72
24000 - Personal Needs Occupations		
24550 - Case Manager		16.90
24570 - Child Care Attendant		11.71
24580 - Child Care Center Clerk		14.61
24610 - Chore Aide		13.40
24620 - Family Readiness And Support Services Coordinator		16.90
24630 - Homemaker		16.90
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.86
25040 - Sewage Plant Operator		28.18
25070 - Stationary Engineer		30.86
25190 - Ventilation Equipment Tender		23.20
25210 - Water Treatment Plant Operator		28.18
27000 - Protective Service Occupations		
27004 - Alarm Monitor		29.18
27007 - Baggage Inspector		15.17
27008 - Corrections Officer		25.19
27010 - Court Security Officer		22.85
27030 - Detection Dog Handler		16.97
27040 - Detention Officer		25.19
27070 - Firefighter		21.74
27101 - Guard I		15.17
27102 - Guard II		16.97
27131 - Police Officer I		28.99
27132 - Police Officer II		32.21
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.34
28042 - Carnival Equipment Repairer		15.33
28043 - Carnival Worker		11.40
28210 - Gate Attendant/Gate Tender		17.25
28310 - Lifeguard		14.84
28350 - Park Attendant (Aide)		19.31
28510 - Recreation Aide/Health Facility Attendant		14.09
28515 - Recreation Specialist		23.60
28630 - Sports Official		15.37
28690 - Swimming Pool Operator		18.04
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.31
29020 - Hatch Tender		24.31
29030 - Line Handler		24.31
29041 - Stevedore I		23.13
29042 - Stevedore II		25.59
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.45
30022 - Archeological Technician II		20.64
30023 - Archeological Technician III		25.58
30030 - Cartographic Technician		25.58
30040 - Civil Engineering Technician		31.32
30051 - Cryogenic Technician I		23.91
30052 - Cryogenic Technician II		26.41
30061 - Drafter/CAD Operator I		18.45
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		28.32
30081 - Engineering Technician I		16.21
30082 - Engineering Technician II		18.21
30083 - Engineering Technician III		20.37
30084 - Engineering Technician IV		25.22
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		37.34
30090 - Environmental Technician		25.58
30095 - Evidence Control Specialist		21.58
30210 - Laboratory Technician		23.02
30221 - Latent Fingerprint Technician I		23.91
30222 - Latent Fingerprint Technician II		26.41
30240 - Mathematical Technician		25.58
30361 - Paralegal/Legal Assistant I		19.01
30362 - Paralegal/Legal Assistant II		23.55
30363 - Paralegal/Legal Assistant III		28.80
30364 - Paralegal/Legal Assistant IV		34.85
30375 - Petroleum Supply Specialist		26.41
30390 - Photo-Optics Technician		25.58
30395 - Radiation Control Technician		26.41
30461 - Technical Writer I		25.58
30462 - Technical Writer II		31.29
30463 - Technical Writer III		37.85
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.32
30502 - Weather Forecaster II		34.45
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer Senior	(see 2)	25.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.05
31030 - Bus Driver		20.11
31043 - Driver Courier		15.34
31260 - Parking and Lot Attendant		13.58
31290 - Shuttle Bus Driver		16.41

31310 - Taxi Driver	13.89
31361 - Truckdriver Light	16.41
31362 - Truckdriver Medium	17.47
31363 - Truckdriver Heavy	22.04
31364 - Truckdriver Tractor-Trailer	22.04
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.11
99050 - Desk Clerk	13.14
99095 - Embalmer	25.36
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.53
99252 - Laboratory Animal Caretaker II	17.71
99260 - Marketing Analyst	25.78
99310 - Mortician	25.36
99410 - Pest Controller	25.46
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.77
99711 - Recycling Specialist	21.77
99730 - Refuse Collector	17.31
99810 - Sales Clerk	12.34
99820 - School Crossing Guard	17.77
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	13.23
99832 - Surveying Technician	17.27
99840 - Vending Machine Attendant	22.35
99841 - Vending Machine Repairer	26.96
99842 - Vending Machine Repairer Helper	22.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4952
Revision No.: 12
Date Of Last Revision: 06/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Dodge Fillmore Olmsted Wabasha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.52
01012 - Accounting Clerk II		18.55
01013 - Accounting Clerk III		20.75
01020 - Administrative Assistant		23.72
01035 - Court Reporter		18.05
01041 - Customer Service Representative I		13.29
01042 - Customer Service Representative II		14.94
01043 - Customer Service Representative III		16.30
01051 - Data Entry Operator I		17.67
01052 - Data Entry Operator II		19.28
01060 - Dispatcher Motor Vehicle		22.43
01070 - Document Preparation Clerk		17.37

01090 - Duplicating Machine Operator 17.37
01111 - General Clerk I 13.91
01112 - General Clerk II 15.17
01113 - General Clerk III 17.03
01120 - Housing Referral Assistant 20.11
01141 - Messenger Courier 13.19
01191 - Order Clerk I 16.26
01192 - Order Clerk II 17.74
01261 - Personnel Assistant (Employment) I 17.07
01262 - Personnel Assistant (Employment) II 19.09
01263 - Personnel Assistant (Employment) III 21.29
01270 - Production Control Clerk 21.64
01290 - Rental Clerk 13.15
01300 - Scheduler Maintenance 16.13
01311 - Secretary I 16.13
01312 - Secretary II 18.05
01313 - Secretary III 20.11
01320 - Service Order Dispatcher 20.05
01410 - Supply Technician 23.72
01420 - Survey Worker 17.44
01460 - Switchboard Operator/Receptionist 12.66
01531 - Travel Clerk I 14.49
01532 - Travel Clerk II 15.67
01533 - Travel Clerk III 16.80
01611 - Word Processor I 14.37
01612 - Word Processor II 16.13
01613 - Word Processor III 18.05
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.60
05010 - Automotive Electrician 18.30
05040 - Automotive Glass Installer 17.37
05070 - Automotive Worker 17.37
05110 - Mobile Equipment Servicer 15.97
05130 - Motor Equipment Metal Mechanic 19.16
05160 - Motor Equipment Metal Worker 17.37
05190 - Motor Vehicle Mechanic 19.65
05220 - Motor Vehicle Mechanic Helper 15.22
05250 - Motor Vehicle Upholstery Worker 16.72
05280 - Motor Vehicle Wrecker 17.37
05310 - Painter Automotive 18.30
05340 - Radiator Repair Specialist 17.37
05370 - Tire Repairer 15.24
05400 - Transmission Repair Specialist 19.16
07000 - Food Preparation And Service Occupations
07010 - Baker 13.35
07041 - Cook I 15.57
07042 - Cook II 17.56
07070 - Dishwasher 11.37
07130 - Food Service Worker 11.89
07210 - Meat Cutter 20.20

07260 - Waiter/Waitress	11.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.01
09040 - Furniture Handler	12.31
09080 - Furniture Refinisher	18.01
09090 - Furniture Refinisher Helper	14.18
09110 - Furniture Repairer Minor	16.15
09130 - Upholsterer	18.01
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.80
11060 - Elevator Operator	14.77
11090 - Gardener	19.68
11122 - Housekeeping Aide	14.77
11150 - Janitor	14.77
11210 - Laborer Grounds Maintenance	15.86
11240 - Maid or Houseman	12.05
11260 - Pruner	14.63
11270 - Tractor Operator	18.39
11330 - Trail Maintenance Worker	15.86
11360 - Window Cleaner	16.02
12000 - Health Occupations	
12010 - Ambulance Driver	19.27
12011 - Breath Alcohol Technician	21.23
12012 - Certified Occupational Therapist Assistant	29.13
12015 - Certified Physical Therapist Assistant	25.07
12020 - Dental Assistant	26.30
12025 - Dental Hygienist	36.22
12030 - EKG Technician	32.17
12035 - Electroneurodiagnostic Technologist	32.17
12040 - Emergency Medical Technician	19.27
12071 - Licensed Practical Nurse I	18.97
12072 - Licensed Practical Nurse II	21.23
12073 - Licensed Practical Nurse III	23.67
12100 - Medical Assistant	21.96
12130 - Medical Laboratory Technician	25.11
12160 - Medical Record Clerk	20.59
12190 - Medical Record Technician	23.04
12195 - Medical Transcriptionist	18.97
12210 - Nuclear Medicine Technologist	46.65
12221 - Nursing Assistant I	12.40
12222 - Nursing Assistant II	13.94
12223 - Nursing Assistant III	15.21
12224 - Nursing Assistant IV	17.07
12235 - Optical Dispenser	17.67
12236 - Optical Technician	18.77
12250 - Pharmacy Technician	17.84
12280 - Phlebotomist	18.97
12305 - Radiologic Technologist	36.49
12311 - Registered Nurse I	24.62
12312 - Registered Nurse II	30.12

12313 - Registered Nurse II Specialist		30.12
12314 - Registered Nurse III		36.44
12315 - Registered Nurse III Anesthetist		36.44
12316 - Registered Nurse IV		43.68
12317 - Scheduler (Drug and Alcohol Testing)		26.30
12320 - Substance Abuse Treatment Counselor		24.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.55
13012 - Exhibits Specialist II		27.92
13013 - Exhibits Specialist III		34.16
13041 - Illustrator I		22.55
13042 - Illustrator II		27.92
13043 - Illustrator III		34.16
13047 - Librarian		30.93
13050 - Library Aide/Clerk		14.39
13054 - Library Information Technology Systems Administrator		27.92
13058 - Library Technician		24.57
13061 - Media Specialist I		20.15
13062 - Media Specialist II		22.55
13063 - Media Specialist III		25.13
13071 - Photographer I		20.15
13072 - Photographer II		22.55
13073 - Photographer III		27.92
13074 - Photographer IV		34.16
13075 - Photographer V		40.25
13090 - Technical Order Library Clerk		18.07
13110 - Video Teleconference Technician		20.15
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.91
14042 - Computer Operator II		18.91
14043 - Computer Operator III		21.09
14044 - Computer Operator IV		23.43
14045 - Computer Operator V		25.94
14071 - Computer Programmer I	(see 1)	20.92
14072 - Computer Programmer II	(see 1)	25.93
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.91
14160 - Personal Computer Support Technician		23.43
14170 - System Support Specialist		31.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.12
15020 - Aircrew Training Devices Instructor (Rated)		35.22
15030 - Air Crew Training Devices Instructor (Pilot)		41.02
15050 - Computer Based Training Specialist / Instructor		29.12
15060 - Educational Technologist		34.22

15070 - Flight Instructor (Pilot) 41.02
15080 - Graphic Artist 22.45
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.02
15086 - Maintenance Test Pilot Rotary Wing 41.02
15088 - Non-Maintenance Test/Co-Pilot 41.02
15090 - Technical Instructor 26.33
15095 - Technical Instructor/Course Developer 32.21
15110 - Test Proctor 21.25
15120 - Tutor 21.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.12
19040 - Tool And Die Maker 28.46
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.03
21030 - Material Coordinator 21.64
21040 - Material Expediter 21.64
21050 - Material Handling Laborer 16.48
21071 - Order Filler 13.67
21080 - Production Line Worker (Food Processing) 21.03
21110 - Shipping Packer 18.63
21130 - Shipping/Receiving Clerk 18.63
21140 - Store Worker I 16.23
21150 - Stock Clerk 20.82
21210 - Tools And Parts Attendant 21.03
21410 - Warehouse Specialist 21.03
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.79
23019 - Aircraft Logs and Records Technician 22.90
23021 - Aircraft Mechanic I 26.70
23022 - Aircraft Mechanic II 27.79
23023 - Aircraft Mechanic III 28.95
23040 - Aircraft Mechanic Helper 20.30
23050 - Aircraft Painter 25.12
23060 - Aircraft Servicer 22.90
23070 - Aircraft Survival Flight Equipment Technician 25.12
23080 - Aircraft Worker 23.88
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.88

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.70
23110 - Appliance Mechanic 24.77
23120 - Bicycle Repairer 20.28
23125 - Cable Splicer 34.21
23130 - Carpenter Maintenance 25.31
23140 - Carpet Layer 24.31
23160 - Electrician Maintenance 32.43
23181 - Electronics Technician Maintenance I 24.31
23182 - Electronics Technician Maintenance II 25.59
23183 - Electronics Technician Maintenance III 26.70
23260 - Fabric Worker 23.13
23290 - Fire Alarm System Mechanic 26.70
23310 - Fire Extinguisher Repairer 21.72
23311 - Fuel Distribution System Mechanic 26.18
23312 - Fuel Distribution System Operator 21.13
23370 - General Maintenance Worker 19.41
23380 - Ground Support Equipment Mechanic 26.70
23381 - Ground Support Equipment Servicer 22.90
23382 - Ground Support Equipment Worker 23.88
23391 - Gunsmith I 21.72
23392 - Gunsmith II 24.31
23393 - Gunsmith III 26.70
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.23
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.31
23430 - Heavy Equipment Mechanic 26.37
23440 - Heavy Equipment Operator 28.81
23460 - Instrument Mechanic 26.70
23465 - Laboratory/Shelter Mechanic 25.59
23470 - Laborer 15.88
23510 - Locksmith 25.30
23530 - Machinery Maintenance Mechanic 25.48
23550 - Machinist Maintenance 23.52
23580 - Maintenance Trades Helper 15.68
23591 - Metrology Technician I 26.70
23592 - Metrology Technician II 27.79
23593 - Metrology Technician III 28.95
23640 - Millwright 26.70
23710 - Office Appliance Repairer 24.77
23760 - Painter Maintenance 22.41
23790 - Pipefitter Maintenance 34.66
23810 - Plumber Maintenance 32.89
23820 - Pneudraulic Systems Mechanic 26.70
23850 - Rigger 26.70
23870 - Scale Mechanic 24.31
23890 - Sheet-Metal Worker Maintenance 27.80
23910 - Small Engine Mechanic 24.23
23931 - Telecommunications Mechanic I 30.97

23932 - Telecommunications Mechanic II 33.73
23950 - Telephone Lineman 25.84
23960 - Welder Combination Maintenance 20.13
23965 - Well Driller 29.37
23970 - Woodcraft Worker 26.70
23980 - Woodworker 21.72
24000 - Personal Needs Occupations
24550 - Case Manager 16.90
24570 - Child Care Attendant 11.71
24580 - Child Care Center Clerk 14.61
24610 - Chore Aide 13.40
24620 - Family Readiness And Support Services Coordinator 16.90
24630 - Homemaker 16.90
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.86
25040 - Sewage Plant Operator 28.18
25070 - Stationary Engineer 30.86
25190 - Ventilation Equipment Tender 23.20
25210 - Water Treatment Plant Operator 28.18
27000 - Protective Service Occupations
27004 - Alarm Monitor 29.18
27007 - Baggage Inspector 15.17
27008 - Corrections Officer 25.19
27010 - Court Security Officer 22.85
27030 - Detection Dog Handler 16.97
27040 - Detention Officer 25.19
27070 - Firefighter 21.74
27101 - Guard I 15.17
27102 - Guard II 16.97
27131 - Police Officer I 28.99
27132 - Police Officer II 32.21
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.34
28042 - Carnival Equipment Repairer 15.33
28043 - Carnival Worker 11.40
28210 - Gate Attendant/Gate Tender 17.25
28310 - Lifeguard 14.84
28350 - Park Attendant (Aide) 19.31
28510 - Recreation Aide/Health Facility Attendant 14.09
28515 - Recreation Specialist 23.60
28630 - Sports Official 15.37
28690 - Swimming Pool Operator 18.04
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.31
29020 - Hatch Tender 24.31
29030 - Line Handler 24.31
29041 - Stevedore I 23.13
29042 - Stevedore II 25.59
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.45
30022 - Archeological Technician II 20.64
30023 - Archeological Technician III 25.58
30030 - Cartographic Technician 25.58
30040 - Civil Engineering Technician 31.32
30051 - Cryogenic Technician I 23.91
30052 - Cryogenic Technician II 26.41
30061 - Drafter/CAD Operator I 18.45
30062 - Drafter/CAD Operator II 20.64
30063 - Drafter/CAD Operator III 23.02
30064 - Drafter/CAD Operator IV 28.32
30081 - Engineering Technician I 16.21
30082 - Engineering Technician II 18.21
30083 - Engineering Technician III 20.37
30084 - Engineering Technician IV 25.22
30085 - Engineering Technician V 29.98
30086 - Engineering Technician VI 37.34
30090 - Environmental Technician 25.58
30095 - Evidence Control Specialist 21.58
30210 - Laboratory Technician 23.02
30221 - Latent Fingerprint Technician I 23.91
30222 - Latent Fingerprint Technician II 26.41
30240 - Mathematical Technician 25.58
30361 - Paralegal/Legal Assistant I 19.01
30362 - Paralegal/Legal Assistant II 23.55
30363 - Paralegal/Legal Assistant III 28.80
30364 - Paralegal/Legal Assistant IV 34.85
30375 - Petroleum Supply Specialist 26.41
30390 - Photo-Optics Technician 25.58
30395 - Radiation Control Technician 26.41
30461 - Technical Writer I 25.58
30462 - Technical Writer II 31.29
30463 - Technical Writer III 37.85
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.32
30502 - Weather Forecaster II 34.45
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.02
30621 - Weather Observer Senior (see 2) 25.58
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.05
31030 - Bus Driver 20.11

31043 - Driver Courier	15.34
31260 - Parking and Lot Attendant	13.58
31290 - Shuttle Bus Driver	16.41
31310 - Taxi Driver	13.89
31361 - Truckdriver Light	16.41
31362 - Truckdriver Medium	17.47
31363 - Truckdriver Heavy	22.04
31364 - Truckdriver Tractor-Trailer	22.04
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.11
99050 - Desk Clerk	13.14
99095 - Embalmer	25.36
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.53
99252 - Laboratory Animal Caretaker II	17.71
99260 - Marketing Analyst	25.78
99310 - Mortician	25.36
99410 - Pest Controller	25.46
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.77
99711 - Recycling Specialist	21.77
99730 - Refuse Collector	17.31
99810 - Sales Clerk	12.34
99820 - School Crossing Guard	17.77
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	13.23
99832 - Surveying Technician	17.27
99840 - Vending Machine Attendant	22.35
99841 - Vending Machine Repairer	26.96
99842 - Vending Machine Repairer Helper	22.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4953
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Benton Stearns

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.33
01012 - Accounting Clerk II		18.34
01013 - Accounting Clerk III		20.52
01020 - Administrative Assistant		25.37
01035 - Court Reporter		19.79
01041 - Customer Service Representative I		13.47
01042 - Customer Service Representative II		15.16
01043 - Customer Service Representative III		16.53
01051 - Data Entry Operator I		13.36
01052 - Data Entry Operator II		14.57
01060 - Dispatcher Motor Vehicle		22.59
01070 - Document Preparation Clerk		15.98
01090 - Duplicating Machine Operator		15.98
01111 - General Clerk I		14.46
01112 - General Clerk II		15.77

01113 - General Clerk III 17.71
01120 - Housing Referral Assistant 22.06
01141 - Messenger Courier 15.66
01191 - Order Clerk I 16.17
01192 - Order Clerk II 17.65
01261 - Personnel Assistant (Employment) I 17.23
01262 - Personnel Assistant (Employment) II 19.28
01263 - Personnel Assistant (Employment) III 21.49
01270 - Production Control Clerk 22.57
01290 - Rental Clerk 11.55
01300 - Scheduler Maintenance 17.69
01311 - Secretary I 17.69
01312 - Secretary II 19.79
01313 - Secretary III 22.06
01320 - Service Order Dispatcher 20.11
01410 - Supply Technician 25.37
01420 - Survey Worker 19.04
01460 - Switchboard Operator/Receptionist 14.57
01531 - Travel Clerk I 14.55
01532 - Travel Clerk II 15.72
01533 - Travel Clerk III 16.87
01611 - Word Processor I 15.75
01612 - Word Processor II 17.69
01613 - Word Processor III 19.79
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.08
05010 - Automotive Electrician 19.14
05040 - Automotive Glass Installer 18.33
05070 - Automotive Worker 18.33
05110 - Mobile Equipment Servicer 16.52
05130 - Motor Equipment Metal Mechanic 19.93
05160 - Motor Equipment Metal Worker 18.33
05190 - Motor Vehicle Mechanic 19.93
05220 - Motor Vehicle Mechanic Helper 15.41
05250 - Motor Vehicle Upholstery Worker 17.58
05280 - Motor Vehicle Wrecker 18.33
05310 - Painter Automotive 19.14
05340 - Radiator Repair Specialist 18.33
05370 - Tire Repairer 15.59
05400 - Transmission Repair Specialist 19.93
07000 - Food Preparation And Service Occupations
07010 - Baker 14.11
07041 - Cook I 15.61
07042 - Cook II 17.32
07070 - Dishwasher 10.96
07130 - Food Service Worker 11.94
07210 - Meat Cutter 16.15
07260 - Waiter/Waitress 11.14
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.81

09040 - Furniture Handler 14.90
09080 - Furniture Refinisher 21.50
09090 - Furniture Refinisher Helper 17.32
09110 - Furniture Repairer Minor 19.75
09130 - Upholsterer 20.16
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.49
11060 - Elevator Operator 12.49
11090 - Gardener 18.53
11122 - Housekeeping Aide 14.87
11150 - Janitor 14.87
11210 - Laborer Grounds Maintenance 14.88
11240 - Maid or Houseman 14.42
11260 - Pruner 13.69
11270 - Tractor Operator 17.29
11330 - Trail Maintenance Worker 14.88
11360 - Window Cleaner 16.17
12000 - Health Occupations
12010 - Ambulance Driver 21.11
12011 - Breath Alcohol Technician 20.19
12012 - Certified Occupational Therapist Assistant 27.70
12015 - Certified Physical Therapist Assistant 24.32
12020 - Dental Assistant 23.52
12025 - Dental Hygienist 35.80
12030 - EKG Technician 30.58
12035 - Electroneurodiagnostic Technologist 30.58
12040 - Emergency Medical Technician 21.11
12071 - Licensed Practical Nurse I 18.04
12072 - Licensed Practical Nurse II 20.19
12073 - Licensed Practical Nurse III 22.50
12100 - Medical Assistant 18.32
12130 - Medical Laboratory Technician 24.04
12160 - Medical Record Clerk 20.98
12190 - Medical Record Technician 23.47
12195 - Medical Transcriptionist 18.96
12210 - Nuclear Medicine Technologist 44.35
12221 - Nursing Assistant I 12.45
12222 - Nursing Assistant II 14.01
12223 - Nursing Assistant III 15.28
12224 - Nursing Assistant IV 17.16
12235 - Optical Dispenser 18.37
12236 - Optical Technician 14.89
12250 - Pharmacy Technician 18.50
12280 - Phlebotomist 18.04
12305 - Radiologic Technologist 31.54
12311 - Registered Nurse I 25.87
12312 - Registered Nurse II 31.64
12313 - Registered Nurse II Specialist 31.64
12314 - Registered Nurse III 38.28
12315 - Registered Nurse III Anesthetist 38.28

12316 - Registered Nurse IV		45.88
12317 - Scheduler (Drug and Alcohol Testing)		25.00
12320 - Substance Abuse Treatment Counselor		25.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.26
13012 - Exhibits Specialist II		26.33
13013 - Exhibits Specialist III		32.21
13041 - Illustrator I		21.26
13042 - Illustrator II		26.33
13043 - Illustrator III		32.21
13047 - Librarian		29.17
13050 - Library Aide/Clerk		16.79
13054 - Library Information Technology Systems Administrator		26.33
13058 - Library Technician		21.09
13061 - Media Specialist I		19.01
13062 - Media Specialist II		21.26
13063 - Media Specialist III		23.70
13071 - Photographer I		19.01
13072 - Photographer II		21.26
13073 - Photographer III		26.33
13074 - Photographer IV		32.21
13075 - Photographer V		38.97
13090 - Technical Order Library Clerk		21.09
13110 - Video Teleconference Technician		22.66
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.91
14042 - Computer Operator II		18.91
14043 - Computer Operator III		21.09
14044 - Computer Operator IV		23.43
14045 - Computer Operator V		25.94
14071 - Computer Programmer I	(see 1)	20.75
14072 - Computer Programmer II	(see 1)	25.70
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.91
14160 - Personal Computer Support Technician		23.43
14170 - System Support Specialist		28.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.64
15020 - Aircrew Training Devices Instructor (Rated)		37.07
15030 - Air Crew Training Devices Instructor (Pilot)		44.43
15050 - Computer Based Training Specialist / Instructor		30.64
15060 - Educational Technologist		25.94
15070 - Flight Instructor (Pilot)		44.43
15080 - Graphic Artist		22.81
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.43

15086 - Maintenance Test Pilot Rotary Wing 44.43
15088 - Non-Maintenance Test/Co-Pilot 44.43
15090 - Technical Instructor 23.35
15095 - Technical Instructor/Course Developer 28.57
15110 - Test Proctor 18.85
15120 - Tutor 18.85
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.56
16030 - Counter Attendant 12.56
16040 - Dry Cleaner 15.81
16070 - Finisher Flatwork Machine 12.56
16090 - Presser Hand 12.56
16110 - Presser Machine Drycleaning 12.56
16130 - Presser Machine Shirts 12.56
16160 - Presser Machine Wearing Apparel Laundry 12.56
16190 - Sewing Machine Operator 16.73
16220 - Tailor 17.70
16250 - Washer Machine 13.91
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.40
19040 - Tool And Die Maker 29.64
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.62
21030 - Material Coordinator 22.57
21040 - Material Expediter 22.57
21050 - Material Handling Laborer 15.30
21071 - Order Filler 12.60
21080 - Production Line Worker (Food Processing) 18.62
21110 - Shipping Packer 16.75
21130 - Shipping/Receiving Clerk 16.75
21140 - Store Worker I 16.81
21150 - Stock Clerk 21.69
21210 - Tools And Parts Attendant 18.62
21410 - Warehouse Specialist 18.62
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.57
23019 - Aircraft Logs and Records Technician 23.33
23021 - Aircraft Mechanic I 26.45
23022 - Aircraft Mechanic II 27.57
23023 - Aircraft Mechanic III 28.63
23040 - Aircraft Mechanic Helper 20.46
23050 - Aircraft Painter 25.40
23060 - Aircraft Servicer 23.33
23070 - Aircraft Survival Flight Equipment Technician 25.40
23080 - Aircraft Worker 24.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.33
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.45
23110 - Appliance Mechanic 25.40

23120 - Bicycle Repairer 20.28
23125 - Cable Splicer 31.16
23130 - Carpenter Maintenance 24.56
23140 - Carpet Layer 24.33
23160 - Electrician Maintenance 29.72
23181 - Electronics Technician Maintenance I 28.59
23182 - Electronics Technician Maintenance II 29.85
23183 - Electronics Technician Maintenance III 31.09
23260 - Fabric Worker 23.33
23290 - Fire Alarm System Mechanic 25.88
23310 - Fire Extinguisher Repairer 21.92
23311 - Fuel Distribution System Mechanic 28.27
23312 - Fuel Distribution System Operator 23.60
23370 - General Maintenance Worker 20.97
23380 - Ground Support Equipment Mechanic 26.45
23381 - Ground Support Equipment Servicer 23.33
23382 - Ground Support Equipment Worker 24.33
23391 - Gunsmith I 21.92
23392 - Gunsmith II 24.33
23393 - Gunsmith III 26.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.91
23430 - Heavy Equipment Mechanic 26.88
23440 - Heavy Equipment Operator 29.15
23460 - Instrument Mechanic 26.45
23465 - Laboratory/Shelter Mechanic 25.40
23470 - Laborer 15.30
23510 - Locksmith 24.63
23530 - Machinery Maintenance Mechanic 25.00
23550 - Machinist Maintenance 24.54
23580 - Maintenance Trades Helper 14.25
23591 - Metrology Technician I 26.45
23592 - Metrology Technician II 27.57
23593 - Metrology Technician III 28.63
23640 - Millwright 26.45
23710 - Office Appliance Repairer 21.82
23760 - Painter Maintenance 26.38
23790 - Pipefitter Maintenance 31.77
23810 - Plumber Maintenance 30.51
23820 - Pneudraulic Systems Mechanic 26.45
23850 - Rigger 26.45
23870 - Scale Mechanic 24.33
23890 - Sheet-Metal Worker Maintenance 26.15
23910 - Small Engine Mechanic 21.44
23931 - Telecommunications Mechanic I 30.97
23932 - Telecommunications Mechanic II 32.45
23950 - Telephone Lineman 20.04
23960 - Welder Combination Maintenance 23.25

23965 - Well Driller	24.94
23970 - Woodcraft Worker	26.45
23980 - Woodworker	21.92
24000 - Personal Needs Occupations	
24550 - Case Manager	16.25
24570 - Child Care Attendant	11.12
24580 - Child Care Center Clerk	13.87
24610 - Chore Aide	15.02
24620 - Family Readiness And Support Services Coordinator	16.25
24630 - Homemaker	16.25
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.48
25040 - Sewage Plant Operator	27.27
25070 - Stationary Engineer	28.48
25190 - Ventilation Equipment Tender	22.04
25210 - Water Treatment Plant Operator	27.27
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.94
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	26.72
27010 - Court Security Officer	20.75
27030 - Detection Dog Handler	19.31
27040 - Detention Officer	26.72
27070 - Firefighter	20.32
27101 - Guard I	17.26
27102 - Guard II	19.31
27131 - Police Officer I	30.00
27132 - Police Officer II	33.33
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.74
28042 - Carnival Equipment Repairer	15.80
28043 - Carnival Worker	11.67
28210 - Gate Attendant/Gate Tender	15.72
28310 - Lifeguard	14.00
28350 - Park Attendant (Aide)	17.59
28510 - Recreation Aide/Health Facility Attendant	12.84
28515 - Recreation Specialist	21.60
28630 - Sports Official	14.00
28690 - Swimming Pool Operator	17.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.33
29020 - Hatch Tender	24.33
29030 - Line Handler	24.33
29041 - Stevedore I	23.33
29042 - Stevedore II	25.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.88
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.57
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.56

30021 - Archeological Technician I		18.92
30022 - Archeological Technician II		21.16
30023 - Archeological Technician III		26.21
30030 - Cartographic Technician		26.21
30040 - Civil Engineering Technician		31.31
30051 - Cryogenic Technician I		29.03
30052 - Cryogenic Technician II		32.06
30061 - Drafter/CAD Operator I		18.92
30062 - Drafter/CAD Operator II		21.16
30063 - Drafter/CAD Operator III		23.59
30064 - Drafter/CAD Operator IV		29.03
30081 - Engineering Technician I		16.21
30082 - Engineering Technician II		18.21
30083 - Engineering Technician III		20.37
30084 - Engineering Technician IV		25.22
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		37.34
30090 - Environmental Technician		26.21
30095 - Evidence Control Specialist		26.21
30210 - Laboratory Technician		23.59
30221 - Latent Fingerprint Technician I		29.03
30222 - Latent Fingerprint Technician II		32.06
30240 - Mathematical Technician		26.21
30361 - Paralegal/Legal Assistant I		20.35
30362 - Paralegal/Legal Assistant II		25.20
30363 - Paralegal/Legal Assistant III		30.84
30364 - Paralegal/Legal Assistant IV		37.31
30375 - Petroleum Supply Specialist		32.06
30390 - Photo-Optics Technician		25.58
30395 - Radiation Control Technician		32.06
30461 - Technical Writer I		26.21
30462 - Technical Writer II		32.06
30463 - Technical Writer III		38.79
30491 - Unexploded Ordnance (UXO) Technician I		27.25
30492 - Unexploded Ordnance (UXO) Technician II		32.97
30493 - Unexploded Ordnance (UXO) Technician III		39.52
30494 - Unexploded (UXO) Safety Escort		27.25
30495 - Unexploded (UXO) Sweep Personnel		27.25
30501 - Weather Forecaster I		29.03
30502 - Weather Forecaster II		35.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.59
30621 - Weather Observer Senior	(see 2)	26.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.97
31020 - Bus Aide		13.64
31030 - Bus Driver		18.08
31043 - Driver Courier		16.26
31260 - Parking and Lot Attendant		12.73
31290 - Shuttle Bus Driver		17.43

31310 - Taxi Driver	12.82
31361 - Truckdriver Light	17.43
31362 - Truckdriver Medium	18.55
31363 - Truckdriver Heavy	22.08
31364 - Truckdriver Tractor-Trailer	22.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.08
99030 - Cashier	12.01
99050 - Desk Clerk	12.05
99095 - Embalmer	27.25
99130 - Flight Follower	27.25
99251 - Laboratory Animal Caretaker I	15.03
99252 - Laboratory Animal Caretaker II	16.10
99260 - Marketing Analyst	24.59
99310 - Mortician	27.25
99410 - Pest Controller	26.59
99510 - Photofinishing Worker	14.32
99710 - Recycling Laborer	20.06
99711 - Recycling Specialist	23.31
99730 - Refuse Collector	18.45
99810 - Sales Clerk	12.34
99820 - School Crossing Guard	18.45
99830 - Survey Party Chief	23.56
99831 - Surveying Aide	13.78
99832 - Surveying Technician	17.99
99840 - Vending Machine Attendant	23.31
99841 - Vending Machine Repairer	27.72
99842 - Vending Machine Repairer Helper	23.31

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4954
Revision No.: 12
Date Of Last Revision: 06/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Benton Stearns

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.33
01012 - Accounting Clerk II		18.34
01013 - Accounting Clerk III		20.52
01020 - Administrative Assistant		25.37
01035 - Court Reporter		19.79
01041 - Customer Service Representative I		13.47
01042 - Customer Service Representative II		15.16
01043 - Customer Service Representative III		16.53
01051 - Data Entry Operator I		13.36
01052 - Data Entry Operator II		14.57
01060 - Dispatcher Motor Vehicle		22.59
01070 - Document Preparation Clerk		15.98

01090 - Duplicating Machine Operator 15.98
01111 - General Clerk I 14.46
01112 - General Clerk II 15.77
01113 - General Clerk III 17.71
01120 - Housing Referral Assistant 22.06
01141 - Messenger Courier 15.66
01191 - Order Clerk I 16.17
01192 - Order Clerk II 17.65
01261 - Personnel Assistant (Employment) I 17.23
01262 - Personnel Assistant (Employment) II 19.28
01263 - Personnel Assistant (Employment) III 21.49
01270 - Production Control Clerk 22.57
01290 - Rental Clerk 11.55
01300 - Scheduler Maintenance 17.69
01311 - Secretary I 17.69
01312 - Secretary II 19.79
01313 - Secretary III 22.06
01320 - Service Order Dispatcher 20.11
01410 - Supply Technician 25.37
01420 - Survey Worker 19.04
01460 - Switchboard Operator/Receptionist 14.57
01531 - Travel Clerk I 14.55
01532 - Travel Clerk II 15.72
01533 - Travel Clerk III 16.87
01611 - Word Processor I 15.75
01612 - Word Processor II 17.69
01613 - Word Processor III 19.79
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.08
05010 - Automotive Electrician 19.14
05040 - Automotive Glass Installer 18.33
05070 - Automotive Worker 18.33
05110 - Mobile Equipment Servicer 16.52
05130 - Motor Equipment Metal Mechanic 19.93
05160 - Motor Equipment Metal Worker 18.33
05190 - Motor Vehicle Mechanic 19.93
05220 - Motor Vehicle Mechanic Helper 15.41
05250 - Motor Vehicle Upholstery Worker 17.58
05280 - Motor Vehicle Wrecker 18.33
05310 - Painter Automotive 19.14
05340 - Radiator Repair Specialist 18.33
05370 - Tire Repairer 15.59
05400 - Transmission Repair Specialist 19.93
07000 - Food Preparation And Service Occupations
07010 - Baker 14.11
07041 - Cook I 15.61
07042 - Cook II 17.32
07070 - Dishwasher 10.96
07130 - Food Service Worker 11.94
07210 - Meat Cutter 16.15

07260 - Waiter/Waitress	11.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.81
09040 - Furniture Handler	14.90
09080 - Furniture Refinisher	21.50
09090 - Furniture Refinisher Helper	17.32
09110 - Furniture Repairer Minor	19.75
09130 - Upholsterer	20.16
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.49
11060 - Elevator Operator	12.49
11090 - Gardener	18.53
11122 - Housekeeping Aide	14.87
11150 - Janitor	14.87
11210 - Laborer Grounds Maintenance	14.88
11240 - Maid or Houseman	14.42
11260 - Pruner	13.69
11270 - Tractor Operator	17.29
11330 - Trail Maintenance Worker	14.88
11360 - Window Cleaner	16.17
12000 - Health Occupations	
12010 - Ambulance Driver	21.11
12011 - Breath Alcohol Technician	20.19
12012 - Certified Occupational Therapist Assistant	27.70
12015 - Certified Physical Therapist Assistant	24.32
12020 - Dental Assistant	23.52
12025 - Dental Hygienist	35.80
12030 - EKG Technician	30.58
12035 - Electroneurodiagnostic Technologist	30.58
12040 - Emergency Medical Technician	21.11
12071 - Licensed Practical Nurse I	18.04
12072 - Licensed Practical Nurse II	20.19
12073 - Licensed Practical Nurse III	22.50
12100 - Medical Assistant	18.32
12130 - Medical Laboratory Technician	24.04
12160 - Medical Record Clerk	20.98
12190 - Medical Record Technician	23.47
12195 - Medical Transcriptionist	18.96
12210 - Nuclear Medicine Technologist	44.35
12221 - Nursing Assistant I	12.45
12222 - Nursing Assistant II	14.01
12223 - Nursing Assistant III	15.28
12224 - Nursing Assistant IV	17.16
12235 - Optical Dispenser	18.37
12236 - Optical Technician	14.89
12250 - Pharmacy Technician	18.50
12280 - Phlebotomist	18.04
12305 - Radiologic Technologist	31.54
12311 - Registered Nurse I	25.87
12312 - Registered Nurse II	31.64

12313 - Registered Nurse II Specialist		31.64
12314 - Registered Nurse III		38.28
12315 - Registered Nurse III Anesthetist		38.28
12316 - Registered Nurse IV		45.88
12317 - Scheduler (Drug and Alcohol Testing)		25.00
12320 - Substance Abuse Treatment Counselor		25.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.26
13012 - Exhibits Specialist II		26.33
13013 - Exhibits Specialist III		32.21
13041 - Illustrator I		21.26
13042 - Illustrator II		26.33
13043 - Illustrator III		32.21
13047 - Librarian		29.17
13050 - Library Aide/Clerk		16.79
13054 - Library Information Technology Systems Administrator		26.33
13058 - Library Technician		21.09
13061 - Media Specialist I		19.01
13062 - Media Specialist II		21.26
13063 - Media Specialist III		23.70
13071 - Photographer I		19.01
13072 - Photographer II		21.26
13073 - Photographer III		26.33
13074 - Photographer IV		32.21
13075 - Photographer V		38.97
13090 - Technical Order Library Clerk		21.09
13110 - Video Teleconference Technician		22.66
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.91
14042 - Computer Operator II		18.91
14043 - Computer Operator III		21.09
14044 - Computer Operator IV		23.43
14045 - Computer Operator V		25.94
14071 - Computer Programmer I	(see 1)	20.75
14072 - Computer Programmer II	(see 1)	25.70
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.91
14160 - Personal Computer Support Technician		23.43
14170 - System Support Specialist		28.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.64
15020 - Aircrew Training Devices Instructor (Rated)		37.07
15030 - Air Crew Training Devices Instructor (Pilot)		44.43
15050 - Computer Based Training Specialist / Instructor		30.64
15060 - Educational Technologist		25.94

15070 - Flight Instructor (Pilot) 44.43
15080 - Graphic Artist 22.81
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.43
15086 - Maintenance Test Pilot Rotary Wing 44.43
15088 - Non-Maintenance Test/Co-Pilot 44.43
15090 - Technical Instructor 23.35
15095 - Technical Instructor/Course Developer 28.57
15110 - Test Proctor 18.85
15120 - Tutor 18.85
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.56
16030 - Counter Attendant 12.56
16040 - Dry Cleaner 15.81
16070 - Finisher Flatwork Machine 12.56
16090 - Presser Hand 12.56
16110 - Presser Machine Drycleaning 12.56
16130 - Presser Machine Shirts 12.56
16160 - Presser Machine Wearing Apparel Laundry 12.56
16190 - Sewing Machine Operator 16.73
16220 - Tailor 17.70
16250 - Washer Machine 13.91
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.40
19040 - Tool And Die Maker 29.64
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.62
21030 - Material Coordinator 22.57
21040 - Material Expediter 22.57
21050 - Material Handling Laborer 15.30
21071 - Order Filler 12.60
21080 - Production Line Worker (Food Processing) 18.62
21110 - Shipping Packer 16.75
21130 - Shipping/Receiving Clerk 16.75
21140 - Store Worker I 16.81
21150 - Stock Clerk 21.69
21210 - Tools And Parts Attendant 18.62
21410 - Warehouse Specialist 18.62
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.57
23019 - Aircraft Logs and Records Technician 23.33
23021 - Aircraft Mechanic I 26.45
23022 - Aircraft Mechanic II 27.57
23023 - Aircraft Mechanic III 28.63
23040 - Aircraft Mechanic Helper 20.46
23050 - Aircraft Painter 25.40
23060 - Aircraft Servicer 23.33
23070 - Aircraft Survival Flight Equipment Technician 25.40
23080 - Aircraft Worker 24.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.33

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.45
23110 - Appliance Mechanic 25.40
23120 - Bicycle Repairer 20.28
23125 - Cable Splicer 31.16
23130 - Carpenter Maintenance 24.56
23140 - Carpet Layer 24.33
23160 - Electrician Maintenance 29.72
23181 - Electronics Technician Maintenance I 28.59
23182 - Electronics Technician Maintenance II 29.85
23183 - Electronics Technician Maintenance III 31.09
23260 - Fabric Worker 23.33
23290 - Fire Alarm System Mechanic 25.88
23310 - Fire Extinguisher Repairer 21.92
23311 - Fuel Distribution System Mechanic 28.27
23312 - Fuel Distribution System Operator 23.60
23370 - General Maintenance Worker 20.97
23380 - Ground Support Equipment Mechanic 26.45
23381 - Ground Support Equipment Servicer 23.33
23382 - Ground Support Equipment Worker 24.33
23391 - Gunsmith I 21.92
23392 - Gunsmith II 24.33
23393 - Gunsmith III 26.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.91
23430 - Heavy Equipment Mechanic 26.88
23440 - Heavy Equipment Operator 29.15
23460 - Instrument Mechanic 26.45
23465 - Laboratory/Shelter Mechanic 25.40
23470 - Laborer 15.30
23510 - Locksmith 24.63
23530 - Machinery Maintenance Mechanic 25.00
23550 - Machinist Maintenance 24.54
23580 - Maintenance Trades Helper 14.25
23591 - Metrology Technician I 26.45
23592 - Metrology Technician II 27.57
23593 - Metrology Technician III 28.63
23640 - Millwright 26.45
23710 - Office Appliance Repairer 21.82
23760 - Painter Maintenance 26.38
23790 - Pipefitter Maintenance 31.77
23810 - Plumber Maintenance 30.51
23820 - Pneudraulic Systems Mechanic 26.45
23850 - Rigger 26.45
23870 - Scale Mechanic 24.33
23890 - Sheet-Metal Worker Maintenance 26.15
23910 - Small Engine Mechanic 21.44
23931 - Telecommunications Mechanic I 30.97

23932 - Telecommunications Mechanic II 32.45
23950 - Telephone Lineman 20.04
23960 - Welder Combination Maintenance 23.25
23965 - Well Driller 24.94
23970 - Woodcraft Worker 26.45
23980 - Woodworker 21.92
24000 - Personal Needs Occupations
24550 - Case Manager 16.25
24570 - Child Care Attendant 11.12
24580 - Child Care Center Clerk 13.87
24610 - Chore Aide 15.02
24620 - Family Readiness And Support Services Coordinator 16.25
24630 - Homemaker 16.25
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.48
25040 - Sewage Plant Operator 27.27
25070 - Stationary Engineer 28.48
25190 - Ventilation Equipment Tender 22.04
25210 - Water Treatment Plant Operator 27.27
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.94
27007 - Baggage Inspector 17.26
27008 - Corrections Officer 26.72
27010 - Court Security Officer 20.75
27030 - Detection Dog Handler 19.31
27040 - Detention Officer 26.72
27070 - Firefighter 20.32
27101 - Guard I 17.26
27102 - Guard II 19.31
27131 - Police Officer I 30.00
27132 - Police Officer II 33.33
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.74
28042 - Carnival Equipment Repairer 15.80
28043 - Carnival Worker 11.67
28210 - Gate Attendant/Gate Tender 15.72
28310 - Lifeguard 14.00
28350 - Park Attendant (Aide) 17.59
28510 - Recreation Aide/Health Facility Attendant 12.84
28515 - Recreation Specialist 21.60
28630 - Sports Official 14.00
28690 - Swimming Pool Operator 17.53
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.33
29020 - Hatch Tender 24.33
29030 - Line Handler 24.33
29041 - Stevedore I 23.33
29042 - Stevedore II 25.40
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.88
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.57
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.56
30021 - Archeological Technician I 18.92
30022 - Archeological Technician II 21.16
30023 - Archeological Technician III 26.21
30030 - Cartographic Technician 26.21
30040 - Civil Engineering Technician 31.31
30051 - Cryogenic Technician I 29.03
30052 - Cryogenic Technician II 32.06
30061 - Drafter/CAD Operator I 18.92
30062 - Drafter/CAD Operator II 21.16
30063 - Drafter/CAD Operator III 23.59
30064 - Drafter/CAD Operator IV 29.03
30081 - Engineering Technician I 16.21
30082 - Engineering Technician II 18.21
30083 - Engineering Technician III 20.37
30084 - Engineering Technician IV 25.22
30085 - Engineering Technician V 29.98
30086 - Engineering Technician VI 37.34
30090 - Environmental Technician 26.21
30095 - Evidence Control Specialist 26.21
30210 - Laboratory Technician 23.59
30221 - Latent Fingerprint Technician I 29.03
30222 - Latent Fingerprint Technician II 32.06
30240 - Mathematical Technician 26.21
30361 - Paralegal/Legal Assistant I 20.35
30362 - Paralegal/Legal Assistant II 25.20
30363 - Paralegal/Legal Assistant III 30.84
30364 - Paralegal/Legal Assistant IV 37.31
30375 - Petroleum Supply Specialist 32.06
30390 - Photo-Optics Technician 25.58
30395 - Radiation Control Technician 32.06
30461 - Technical Writer I 26.21
30462 - Technical Writer II 32.06
30463 - Technical Writer III 38.79
30491 - Unexploded Ordnance (UXO) Technician I 27.25
30492 - Unexploded Ordnance (UXO) Technician II 32.97
30493 - Unexploded Ordnance (UXO) Technician III 39.52
30494 - Unexploded (UXO) Safety Escort 27.25
30495 - Unexploded (UXO) Sweep Personnel 27.25
30501 - Weather Forecaster I 29.03
30502 - Weather Forecaster II 35.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.59
30621 - Weather Observer Senior (see 2) 26.21
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.97
31020 - Bus Aide 13.64
31030 - Bus Driver 18.08

31043 - Driver Courier	16.26
31260 - Parking and Lot Attendant	12.73
31290 - Shuttle Bus Driver	17.43
31310 - Taxi Driver	12.82
31361 - Truckdriver Light	17.43
31362 - Truckdriver Medium	18.55
31363 - Truckdriver Heavy	22.08
31364 - Truckdriver Tractor-Trailer	22.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.08
99030 - Cashier	12.01
99050 - Desk Clerk	12.05
99095 - Embalmer	27.25
99130 - Flight Follower	27.25
99251 - Laboratory Animal Caretaker I	15.03
99252 - Laboratory Animal Caretaker II	16.10
99260 - Marketing Analyst	24.59
99310 - Mortician	27.25
99410 - Pest Controller	26.59
99510 - Photofinishing Worker	14.32
99710 - Recycling Laborer	20.06
99711 - Recycling Specialist	23.31
99730 - Refuse Collector	18.45
99810 - Sales Clerk	12.34
99820 - School Crossing Guard	18.45
99830 - Survey Party Chief	23.56
99831 - Surveying Aide	13.78
99832 - Surveying Technician	17.99
99840 - Vending Machine Attendant	23.31
99841 - Vending Machine Repairer	27.72
99842 - Vending Machine Repairer Helper	23.31

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4955
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Becker Beltrami Cass Clearwater Crow Wing Hubbard Kittson Lake of The Woo Mahnomen Marshall Norman Otter Tail Pennington Red Lake Roseau Wadena Wilkin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.79
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		18.56
01020 - Administrative Assistant		23.60
01035 - Court Reporter		22.02
01041 - Customer Service Representative I		14.02
01042 - Customer Service Representative II		15.76
01043 - Customer Service Representative III		17.19
01051 - Data Entry Operator I		15.17
01052 - Data Entry Operator II		16.56
01060 - Dispatcher Motor Vehicle		23.00
01070 - Document Preparation Clerk		17.81
01090 - Duplicating Machine Operator		17.81

01111 - General Clerk I	13.70
01112 - General Clerk II	14.95
01113 - General Clerk III	16.78
01120 - Housing Referral Assistant	20.44
01141 - Messenger Courier	14.42
01191 - Order Clerk I	16.88
01192 - Order Clerk II	18.42
01261 - Personnel Assistant (Employment) I	16.05
01262 - Personnel Assistant (Employment) II	17.95
01263 - Personnel Assistant (Employment) III	20.02
01270 - Production Control Clerk	22.43
01290 - Rental Clerk	12.40
01300 - Scheduler Maintenance	16.39
01311 - Secretary I	16.39
01312 - Secretary II	18.34
01313 - Secretary III	20.44
01320 - Service Order Dispatcher	19.34
01410 - Supply Technician	23.60
01420 - Survey Worker	15.45
01460 - Switchboard Operator/Receptionist	14.31
01531 - Travel Clerk I	16.59
01532 - Travel Clerk II	17.91
01533 - Travel Clerk III	19.26
01611 - Word Processor I	14.60
01612 - Word Processor II	16.39
01613 - Word Processor III	18.34
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.21
05010 - Automotive Electrician	19.43
05040 - Automotive Glass Installer	18.41
05070 - Automotive Worker	18.41
05110 - Mobile Equipment Servicer	16.28
05130 - Motor Equipment Metal Mechanic	20.34
05160 - Motor Equipment Metal Worker	18.41
05190 - Motor Vehicle Mechanic	20.34
05220 - Motor Vehicle Mechanic Helper	15.87
05250 - Motor Vehicle Upholstery Worker	17.36
05280 - Motor Vehicle Wrecker	18.41
05310 - Painter Automotive	19.43
05340 - Radiator Repair Specialist	18.41
05370 - Tire Repairer	16.43
05400 - Transmission Repair Specialist	20.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.83
07041 - Cook I	14.30
07042 - Cook II	16.10
07070 - Dishwasher	11.30
07130 - Food Service Worker	13.49
07210 - Meat Cutter	17.76
07260 - Waiter/Waitress	11.23

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.13
09040 - Furniture Handler	12.26
09080 - Furniture Refinisher	17.84
09090 - Furniture Refinisher Helper	14.60
09110 - Furniture Repairer Minor	15.77
09130 - Upholsterer	17.84
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.97
11060 - Elevator Operator	14.36
11090 - Gardener	18.38
11122 - Housekeeping Aide	14.36
11150 - Janitor	14.36
11210 - Laborer Grounds Maintenance	16.58
11240 - Maid or Houseman	13.79
11260 - Pruner	14.05
11270 - Tractor Operator	17.13
11330 - Trail Maintenance Worker	16.58
11360 - Window Cleaner	15.67
12000 - Health Occupations	
12010 - Ambulance Driver	18.68
12011 - Breath Alcohol Technician	19.14
12012 - Certified Occupational Therapist Assistant	22.36
12015 - Certified Physical Therapist Assistant	26.36
12020 - Dental Assistant	20.60
12025 - Dental Hygienist	38.87
12030 - EKG Technician	29.01
12035 - Electroneurodiagnostic Technologist	29.01
12040 - Emergency Medical Technician	18.68
12071 - Licensed Practical Nurse I	17.11
12072 - Licensed Practical Nurse II	19.14
12073 - Licensed Practical Nurse III	21.34
12100 - Medical Assistant	18.92
12130 - Medical Laboratory Technician	26.27
12160 - Medical Record Clerk	19.41
12190 - Medical Record Technician	21.72
12195 - Medical Transcriptionist	21.74
12210 - Nuclear Medicine Technologist	42.06
12221 - Nursing Assistant I	10.95
12222 - Nursing Assistant II	12.31
12223 - Nursing Assistant III	13.43
12224 - Nursing Assistant IV	15.08
12235 - Optical Dispenser	19.03
12236 - Optical Technician	17.11
12250 - Pharmacy Technician	17.06
12280 - Phlebotomist	14.69
12305 - Radiologic Technologist	29.88
12311 - Registered Nurse I	25.14
12312 - Registered Nurse II	29.52
12313 - Registered Nurse II Specialist	29.52

12314 - Registered Nurse III		35.72
12315 - Registered Nurse III Anesthetist		35.72
12316 - Registered Nurse IV		42.81
12317 - Scheduler (Drug and Alcohol Testing)		23.71
12320 - Substance Abuse Treatment Counselor		23.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.11
13012 - Exhibits Specialist II		24.91
13013 - Exhibits Specialist III		30.47
13041 - Illustrator I		20.11
13042 - Illustrator II		24.91
13043 - Illustrator III		30.47
13047 - Librarian		27.59
13050 - Library Aide/Clerk		12.64
13054 - Library Information Technology Systems Administrator		24.91
13058 - Library Technician		20.30
13061 - Media Specialist I		18.25
13062 - Media Specialist II		20.11
13063 - Media Specialist III		22.41
13071 - Photographer I		17.09
13072 - Photographer II		20.01
13073 - Photographer III		24.79
13074 - Photographer IV		30.33
13075 - Photographer V		36.70
13090 - Technical Order Library Clerk		15.65
13110 - Video Teleconference Technician		17.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.98
14042 - Computer Operator II		17.87
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.73
14071 - Computer Programmer I	(see 1)	20.36
14072 - Computer Programmer II	(see 1)	25.23
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.98
14160 - Personal Computer Support Technician		25.73
14170 - System Support Specialist		27.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.96
15020 - Aircrew Training Devices Instructor (Rated)		35.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.96
15060 - Educational Technologist		29.11
15070 - Flight Instructor (Pilot)		40.44

15080 - Graphic Artist 19.99
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.87
15086 - Maintenance Test Pilot Rotary Wing 39.87
15088 - Non-Maintenance Test/Co-Pilot 39.87
15090 - Technical Instructor 21.75
15095 - Technical Instructor/Course Developer 26.61
15110 - Test Proctor 17.56
15120 - Tutor 17.56
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.31
19040 - Tool And Die Maker 27.28
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.44
21030 - Material Coordinator 22.43
21040 - Material Expediter 22.43
21050 - Material Handling Laborer 15.74
21071 - Order Filler 13.39
21080 - Production Line Worker (Food Processing) 18.44
21110 - Shipping Packer 19.03
21130 - Shipping/Receiving Clerk 19.03
21140 - Store Worker I 15.63
21150 - Stock Clerk 19.58
21210 - Tools And Parts Attendant 18.44
21410 - Warehouse Specialist 18.44
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.80
23019 - Aircraft Logs and Records Technician 22.96
23021 - Aircraft Mechanic I 26.76
23022 - Aircraft Mechanic II 27.80
23023 - Aircraft Mechanic III 28.86
23040 - Aircraft Mechanic Helper 20.70
23050 - Aircraft Painter 25.62
23060 - Aircraft Servicer 22.96
23070 - Aircraft Survival Flight Equipment Technician 25.62
23080 - Aircraft Worker 24.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 26.76

II
23110 - Appliance Mechanic 25.94
23120 - Bicycle Repairer 21.32
23125 - Cable Splicer 38.15
23130 - Carpenter Maintenance 21.48
23140 - Carpet Layer 24.20
23160 - Electrician Maintenance 28.31
23181 - Electronics Technician Maintenance I 27.47
23182 - Electronics Technician Maintenance II 28.99
23183 - Electronics Technician Maintenance III 30.34
23260 - Fabric Worker 22.82
23290 - Fire Alarm System Mechanic 26.74
23310 - Fire Extinguisher Repairer 21.41
23311 - Fuel Distribution System Mechanic 35.22
23312 - Fuel Distribution System Operator 28.31
23370 - General Maintenance Worker 19.51
23380 - Ground Support Equipment Mechanic 26.76
23381 - Ground Support Equipment Servicer 22.96
23382 - Ground Support Equipment Worker 24.31
23391 - Gunsmith I 21.41
23392 - Gunsmith II 24.20
23393 - Gunsmith III 26.74
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.62
23430 - Heavy Equipment Mechanic 29.34
23440 - Heavy Equipment Operator 23.94
23460 - Instrument Mechanic 26.74
23465 - Laboratory/Shelter Mechanic 25.55
23470 - Laborer 15.74
23510 - Locksmith 25.55
23530 - Machinery Maintenance Mechanic 22.84
23550 - Machinist Maintenance 19.81
23580 - Maintenance Trades Helper 16.62
23591 - Metrology Technician I 26.74
23592 - Metrology Technician II 27.78
23593 - Metrology Technician III 28.83
23640 - Millwright 27.39
23710 - Office Appliance Repairer 25.55
23760 - Painter Maintenance 22.23
23790 - Pipefitter Maintenance 29.07
23810 - Plumber Maintenance 26.98
23820 - Pneudraulic Systems Mechanic 26.74
23850 - Rigger 24.90
23870 - Scale Mechanic 24.20
23890 - Sheet-Metal Worker Maintenance 32.89
23910 - Small Engine Mechanic 19.67
23931 - Telecommunications Mechanic I 27.74
23932 - Telecommunications Mechanic II 28.82

23950 - Telephone Lineman	25.78
23960 - Welder Combination Maintenance	20.72
23965 - Well Driller	24.33
23970 - Woodcraft Worker	26.74
23980 - Woodworker	21.41
24000 - Personal Needs Occupations	
24550 - Case Manager	17.88
24570 - Child Care Attendant	12.32
24580 - Child Care Center Clerk	15.35
24610 - Chore Aide	11.80
24620 - Family Readiness And Support Services Coordinator	17.88
24630 - Homemaker	17.88
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.26
25040 - Sewage Plant Operator	24.98
25070 - Stationary Engineer	27.26
25190 - Ventilation Equipment Tender	20.35
25210 - Water Treatment Plant Operator	24.98
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.00
27007 - Baggage Inspector	15.31
27008 - Corrections Officer	22.10
27010 - Court Security Officer	20.66
27030 - Detection Dog Handler	17.13
27040 - Detention Officer	22.10
27070 - Firefighter	18.96
27101 - Guard I	15.31
27102 - Guard II	17.13
27131 - Police Officer I	25.38
27132 - Police Officer II	28.20
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.39
28042 - Carnival Equipment Repairer	15.44
28043 - Carnival Worker	11.28
28210 - Gate Attendant/Gate Tender	15.18
28310 - Lifeguard	11.36
28350 - Park Attendant (Aide)	16.97
28510 - Recreation Aide/Health Facility Attendant	12.40
28515 - Recreation Specialist	20.23
28630 - Sports Official	13.53
28690 - Swimming Pool Operator	17.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.20
29020 - Hatch Tender	24.20
29030 - Line Handler	24.20
29041 - Stevedore I	22.82
29042 - Stevedore II	25.55
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.85
30022 - Archeological Technician II 18.85
30023 - Archeological Technician III 23.35
30030 - Cartographic Technician 23.35
30040 - Civil Engineering Technician 30.33
30051 - Cryogenic Technician I 25.86
30052 - Cryogenic Technician II 28.56
30061 - Drafter/CAD Operator I 16.85
30062 - Drafter/CAD Operator II 18.85
30063 - Drafter/CAD Operator III 21.01
30064 - Drafter/CAD Operator IV 25.86
30081 - Engineering Technician I 14.97
30082 - Engineering Technician II 16.80
30083 - Engineering Technician III 18.79
30084 - Engineering Technician IV 25.61
30085 - Engineering Technician V 28.48
30086 - Engineering Technician VI 34.46
30090 - Environmental Technician 23.54
30095 - Evidence Control Specialist 23.35
30210 - Laboratory Technician 21.32
30221 - Latent Fingerprint Technician I 25.86
30222 - Latent Fingerprint Technician II 28.56
30240 - Mathematical Technician 23.35
30361 - Paralegal/Legal Assistant I 18.62
30362 - Paralegal/Legal Assistant II 22.41
30363 - Paralegal/Legal Assistant III 27.42
30364 - Paralegal/Legal Assistant IV 33.17
30375 - Petroleum Supply Specialist 28.56
30390 - Photo-Optics Technician 23.35
30395 - Radiation Control Technician 28.56
30461 - Technical Writer I 23.45
30462 - Technical Writer II 28.69
30463 - Technical Writer III 34.71
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.86
30502 - Weather Forecaster II 31.46
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.01
30621 - Weather Observer Senior (see 2) 23.35
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.67
31030 - Bus Driver 18.62
31043 - Driver Courier 16.58

31260 - Parking and Lot Attendant	14.04
31290 - Shuttle Bus Driver	17.78
31310 - Taxi Driver	16.64
31361 - Truckdriver Light	17.78
31362 - Truckdriver Medium	18.96
31363 - Truckdriver Heavy	21.72
31364 - Truckdriver Tractor-Trailer	21.72
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.53
99050 - Desk Clerk	12.69
99095 - Embalmer	34.99
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.88
99252 - Laboratory Animal Caretaker II	14.72
99260 - Marketing Analyst	26.73
99310 - Mortician	34.99
99410 - Pest Controller	23.87
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.65
99711 - Recycling Specialist	24.14
99730 - Refuse Collector	18.92
99810 - Sales Clerk	13.10
99820 - School Crossing Guard	17.31
99830 - Survey Party Chief	33.13
99831 - Surveying Aide	22.26
99832 - Surveying Technician	29.11
99840 - Vending Machine Attendant	21.12
99841 - Vending Machine Repairer	25.61
99842 - Vending Machine Repairer Helper	21.12

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor

prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4956
Revision No.: 14
Date Of Last Revision: 05/12/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Becker Beltrami Cass Clearwater Crow Wing Hubbard Kittson Lake of The Woo Mahnomen Marshall Norman Otter Tail Pennington Red Lake Roseau Wadena Wilkin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.79
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		18.56
01020 - Administrative Assistant		23.60
01035 - Court Reporter		22.02
01041 - Customer Service Representative I		14.02
01042 - Customer Service Representative II		15.76
01043 - Customer Service Representative III		17.19
01051 - Data Entry Operator I		15.17
01052 - Data Entry Operator II		16.56

01060 - Dispatcher Motor Vehicle 23.00
01070 - Document Preparation Clerk 17.81
01090 - Duplicating Machine Operator 17.81
01111 - General Clerk I 13.70
01112 - General Clerk II 14.95
01113 - General Clerk III 16.78
01120 - Housing Referral Assistant 20.44
01141 - Messenger Courier 14.42
01191 - Order Clerk I 16.88
01192 - Order Clerk II 18.42
01261 - Personnel Assistant (Employment) I 16.05
01262 - Personnel Assistant (Employment) II 17.95
01263 - Personnel Assistant (Employment) III 20.02
01270 - Production Control Clerk 22.43
01290 - Rental Clerk 12.40
01300 - Scheduler Maintenance 16.39
01311 - Secretary I 16.39
01312 - Secretary II 18.34
01313 - Secretary III 20.44
01320 - Service Order Dispatcher 19.34
01410 - Supply Technician 23.60
01420 - Survey Worker 15.45
01460 - Switchboard Operator/Receptionist 14.31
01531 - Travel Clerk I 16.59
01532 - Travel Clerk II 17.91
01533 - Travel Clerk III 19.26
01611 - Word Processor I 14.60
01612 - Word Processor II 16.39
01613 - Word Processor III 18.34
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.21
05010 - Automotive Electrician 19.43
05040 - Automotive Glass Installer 18.41
05070 - Automotive Worker 18.41
05110 - Mobile Equipment Servicer 16.28
05130 - Motor Equipment Metal Mechanic 20.34
05160 - Motor Equipment Metal Worker 18.41
05190 - Motor Vehicle Mechanic 20.34
05220 - Motor Vehicle Mechanic Helper 15.87
05250 - Motor Vehicle Upholstery Worker 17.36
05280 - Motor Vehicle Wrecker 18.41
05310 - Painter Automotive 19.43
05340 - Radiator Repair Specialist 18.41
05370 - Tire Repairer 16.43
05400 - Transmission Repair Specialist 20.34
07000 - Food Preparation And Service Occupations
07010 - Baker 13.83
07041 - Cook I 14.30
07042 - Cook II 16.10
07070 - Dishwasher 11.30

07130 - Food Service Worker	13.49
07210 - Meat Cutter	17.76
07260 - Waiter/Waitress	11.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.13
09040 - Furniture Handler	12.26
09080 - Furniture Refinisher	17.84
09090 - Furniture Refinisher Helper	14.60
09110 - Furniture Repairer Minor	15.77
09130 - Upholsterer	17.84
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.97
11060 - Elevator Operator	14.36
11090 - Gardener	18.38
11122 - Housekeeping Aide	14.36
11150 - Janitor	14.36
11210 - Laborer Grounds Maintenance	16.58
11240 - Maid or Houseman	13.79
11260 - Pruner	14.05
11270 - Tractor Operator	17.13
11330 - Trail Maintenance Worker	16.58
11360 - Window Cleaner	15.67
12000 - Health Occupations	
12010 - Ambulance Driver	18.68
12011 - Breath Alcohol Technician	19.14
12012 - Certified Occupational Therapist Assistant	22.36
12015 - Certified Physical Therapist Assistant	26.36
12020 - Dental Assistant	20.60
12025 - Dental Hygienist	38.87
12030 - EKG Technician	29.01
12035 - Electroneurodiagnostic Technologist	29.01
12040 - Emergency Medical Technician	18.68
12071 - Licensed Practical Nurse I	17.11
12072 - Licensed Practical Nurse II	19.14
12073 - Licensed Practical Nurse III	21.34
12100 - Medical Assistant	18.92
12130 - Medical Laboratory Technician	26.27
12160 - Medical Record Clerk	19.41
12190 - Medical Record Technician	21.72
12195 - Medical Transcriptionist	21.74
12210 - Nuclear Medicine Technologist	42.06
12221 - Nursing Assistant I	10.95
12222 - Nursing Assistant II	12.31
12223 - Nursing Assistant III	13.43
12224 - Nursing Assistant IV	15.08
12235 - Optical Dispenser	19.03
12236 - Optical Technician	17.11
12250 - Pharmacy Technician	17.06
12280 - Phlebotomist	14.69
12305 - Radiologic Technologist	29.88

12311 - Registered Nurse I		25.14
12312 - Registered Nurse II		29.52
12313 - Registered Nurse II Specialist		29.52
12314 - Registered Nurse III		35.72
12315 - Registered Nurse III Anesthetist		35.72
12316 - Registered Nurse IV		42.81
12317 - Scheduler (Drug and Alcohol Testing)		23.71
12320 - Substance Abuse Treatment Counselor		23.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.11
13012 - Exhibits Specialist II		24.91
13013 - Exhibits Specialist III		30.47
13041 - Illustrator I		20.11
13042 - Illustrator II		24.91
13043 - Illustrator III		30.47
13047 - Librarian		27.59
13050 - Library Aide/Clerk		12.64
13054 - Library Information Technology Systems Administrator		24.91
13058 - Library Technician		20.30
13061 - Media Specialist I		18.25
13062 - Media Specialist II		20.11
13063 - Media Specialist III		22.41
13071 - Photographer I		17.09
13072 - Photographer II		20.01
13073 - Photographer III		24.79
13074 - Photographer IV		30.33
13075 - Photographer V		36.70
13090 - Technical Order Library Clerk		15.65
13110 - Video Teleconference Technician		17.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.98
14042 - Computer Operator II		17.87
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.73
14071 - Computer Programmer I	(see 1)	20.36
14072 - Computer Programmer II	(see 1)	25.23
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.98
14160 - Personal Computer Support Technician		25.73
14170 - System Support Specialist		27.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.96
15020 - Aircrew Training Devices Instructor (Rated)		35.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.44

15050 - Computer Based Training Specialist / Instructor 28.96
15060 - Educational Technologist 29.11
15070 - Flight Instructor (Pilot) 40.44
15080 - Graphic Artist 19.99
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.87
15086 - Maintenance Test Pilot Rotary Wing 39.87
15088 - Non-Maintenance Test/Co-Pilot 39.87
15090 - Technical Instructor 21.75
15095 - Technical Instructor/Course Developer 26.61
15110 - Test Proctor 17.56
15120 - Tutor 17.56
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.31
19040 - Tool And Die Maker 27.28
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.44
21030 - Material Coordinator 22.43
21040 - Material Expediter 22.43
21050 - Material Handling Laborer 15.74
21071 - Order Filler 13.39
21080 - Production Line Worker (Food Processing) 18.44
21110 - Shipping Packer 19.03
21130 - Shipping/Receiving Clerk 19.03
21140 - Store Worker I 15.63
21150 - Stock Clerk 19.58
21210 - Tools And Parts Attendant 18.44
21410 - Warehouse Specialist 18.44
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.80
23019 - Aircraft Logs and Records Technician 22.96
23021 - Aircraft Mechanic I 26.76
23022 - Aircraft Mechanic II 27.80
23023 - Aircraft Mechanic III 28.86
23040 - Aircraft Mechanic Helper 20.70
23050 - Aircraft Painter 25.62
23060 - Aircraft Servicer 22.96
23070 - Aircraft Survival Flight Equipment Technician 25.62
23080 - Aircraft Worker 24.31

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.76
23110 - Appliance Mechanic 25.94
23120 - Bicycle Repairer 21.32
23125 - Cable Splicer 38.15
23130 - Carpenter Maintenance 21.48
23140 - Carpet Layer 24.20
23160 - Electrician Maintenance 28.31
23181 - Electronics Technician Maintenance I 27.47
23182 - Electronics Technician Maintenance II 28.99
23183 - Electronics Technician Maintenance III 30.34
23260 - Fabric Worker 22.82
23290 - Fire Alarm System Mechanic 26.74
23310 - Fire Extinguisher Repairer 21.41
23311 - Fuel Distribution System Mechanic 35.22
23312 - Fuel Distribution System Operator 28.31
23370 - General Maintenance Worker 19.51
23380 - Ground Support Equipment Mechanic 26.76
23381 - Ground Support Equipment Servicer 22.96
23382 - Ground Support Equipment Worker 24.31
23391 - Gunsmith I 21.41
23392 - Gunsmith II 24.20
23393 - Gunsmith III 26.74
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.62
23430 - Heavy Equipment Mechanic 29.34
23440 - Heavy Equipment Operator 23.94
23460 - Instrument Mechanic 26.74
23465 - Laboratory/Shelter Mechanic 25.55
23470 - Laborer 15.74
23510 - Locksmith 25.55
23530 - Machinery Maintenance Mechanic 22.84
23550 - Machinist Maintenance 19.81
23580 - Maintenance Trades Helper 16.62
23591 - Metrology Technician I 26.74
23592 - Metrology Technician II 27.78
23593 - Metrology Technician III 28.83
23640 - Millwright 27.39
23710 - Office Appliance Repairer 25.55
23760 - Painter Maintenance 22.23
23790 - Pipefitter Maintenance 29.07
23810 - Plumber Maintenance 26.98
23820 - Pneudraulic Systems Mechanic 26.74
23850 - Rigger 24.90
23870 - Scale Mechanic 24.20
23890 - Sheet-Metal Worker Maintenance 32.89

23910 - Small Engine Mechanic 19.67
23931 - Telecommunications Mechanic I 27.74
23932 - Telecommunications Mechanic II 28.82
23950 - Telephone Lineman 25.78
23960 - Welder Combination Maintenance 20.72
23965 - Well Driller 24.33
23970 - Woodcraft Worker 26.74
23980 - Woodworker 21.41
24000 - Personal Needs Occupations
24550 - Case Manager 17.88
24570 - Child Care Attendant 12.32
24580 - Child Care Center Clerk 15.35
24610 - Chore Aide 11.80
24620 - Family Readiness And Support Services Coordinator 17.88
24630 - Homemaker 17.88
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.26
25040 - Sewage Plant Operator 24.98
25070 - Stationary Engineer 27.26
25190 - Ventilation Equipment Tender 20.35
25210 - Water Treatment Plant Operator 24.98
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.00
27007 - Baggage Inspector 15.31
27008 - Corrections Officer 22.10
27010 - Court Security Officer 20.66
27030 - Detection Dog Handler 17.13
27040 - Detention Officer 22.10
27070 - Firefighter 18.96
27101 - Guard I 15.31
27102 - Guard II 17.13
27131 - Police Officer I 25.38
27132 - Police Officer II 28.20
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.39
28042 - Carnival Equipment Repairer 15.44
28043 - Carnival Worker 11.28
28210 - Gate Attendant/Gate Tender 15.18
28310 - Lifeguard 11.36
28350 - Park Attendant (Aide) 16.97
28510 - Recreation Aide/Health Facility Attendant 12.40
28515 - Recreation Specialist 20.23
28630 - Sports Official 13.53
28690 - Swimming Pool Operator 17.46
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.20
29020 - Hatch Tender 24.20
29030 - Line Handler 24.20
29041 - Stevedore I 22.82

29042 - Stevedore II		25.55
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		16.85
30022 - Archeological Technician II		18.85
30023 - Archeological Technician III		23.35
30030 - Cartographic Technician		23.35
30040 - Civil Engineering Technician		30.33
30051 - Cryogenic Technician I		25.86
30052 - Cryogenic Technician II		28.56
30061 - Drafter/CAD Operator I		16.85
30062 - Drafter/CAD Operator II		18.85
30063 - Drafter/CAD Operator III		21.01
30064 - Drafter/CAD Operator IV		25.86
30081 - Engineering Technician I		14.97
30082 - Engineering Technician II		16.80
30083 - Engineering Technician III		18.79
30084 - Engineering Technician IV		25.61
30085 - Engineering Technician V		28.48
30086 - Engineering Technician VI		34.46
30090 - Environmental Technician		23.54
30095 - Evidence Control Specialist		23.35
30210 - Laboratory Technician		21.32
30221 - Latent Fingerprint Technician I		25.86
30222 - Latent Fingerprint Technician II		28.56
30240 - Mathematical Technician		23.35
30361 - Paralegal/Legal Assistant I		18.62
30362 - Paralegal/Legal Assistant II		22.41
30363 - Paralegal/Legal Assistant III		27.42
30364 - Paralegal/Legal Assistant IV		33.17
30375 - Petroleum Supply Specialist		28.56
30390 - Photo-Optics Technician		23.35
30395 - Radiation Control Technician		28.56
30461 - Technical Writer I		23.45
30462 - Technical Writer II		28.69
30463 - Technical Writer III		34.71
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.86
30502 - Weather Forecaster II		31.46
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.01
30621 - Weather Observer Senior	(see 2)	23.35
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67

31020 - Bus Aide	14.67
31030 - Bus Driver	18.62
31043 - Driver Courier	16.58
31260 - Parking and Lot Attendant	14.04
31290 - Shuttle Bus Driver	17.78
31310 - Taxi Driver	16.64
31361 - Truckdriver Light	17.78
31362 - Truckdriver Medium	18.96
31363 - Truckdriver Heavy	21.72
31364 - Truckdriver Tractor-Trailer	21.72
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.53
99050 - Desk Clerk	12.69
99095 - Embalmer	34.99
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.88
99252 - Laboratory Animal Caretaker II	14.72
99260 - Marketing Analyst	26.73
99310 - Mortician	34.99
99410 - Pest Controller	23.87
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.65
99711 - Recycling Specialist	24.14
99730 - Refuse Collector	18.92
99810 - Sales Clerk	13.10
99820 - School Crossing Guard	17.31
99830 - Survey Party Chief	33.13
99831 - Surveying Aide	22.26
99832 - Surveying Technician	29.11
99840 - Vending Machine Attendant	21.12
99841 - Vending Machine Repairer	25.61
99842 - Vending Machine Repairer Helper	21.12

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to

be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4957
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Douglas Grant Morrison Pope Stevens Todd Traverse

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.01
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.84
01020 - Administrative Assistant		23.60
01035 - Court Reporter		21.25
01041 - Customer Service Representative I		14.02
01042 - Customer Service Representative II		15.76
01043 - Customer Service Representative III		17.19
01051 - Data Entry Operator I		15.17
01052 - Data Entry Operator II		16.56
01060 - Dispatcher Motor Vehicle		22.59
01070 - Document Preparation Clerk		17.58
01090 - Duplicating Machine Operator		17.58
01111 - General Clerk I		13.70

01112 - General Clerk II	14.95
01113 - General Clerk III	16.78
01120 - Housing Referral Assistant	20.44
01141 - Messenger Courier	14.51
01191 - Order Clerk I	16.88
01192 - Order Clerk II	18.42
01261 - Personnel Assistant (Employment) I	15.31
01262 - Personnel Assistant (Employment) II	17.13
01263 - Personnel Assistant (Employment) III	19.10
01270 - Production Control Clerk	22.43
01290 - Rental Clerk	12.40
01300 - Scheduler Maintenance	16.39
01311 - Secretary I	16.39
01312 - Secretary II	18.34
01313 - Secretary III	20.44
01320 - Service Order Dispatcher	20.11
01410 - Supply Technician	23.60
01420 - Survey Worker	17.44
01460 - Switchboard Operator/Receptionist	14.31
01531 - Travel Clerk I	16.59
01532 - Travel Clerk II	17.91
01533 - Travel Clerk III	19.26
01611 - Word Processor I	14.60
01612 - Word Processor II	16.39
01613 - Word Processor III	18.34
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.21
05010 - Automotive Electrician	19.43
05040 - Automotive Glass Installer	18.41
05070 - Automotive Worker	18.41
05110 - Mobile Equipment Servicer	16.28
05130 - Motor Equipment Metal Mechanic	20.34
05160 - Motor Equipment Metal Worker	18.41
05190 - Motor Vehicle Mechanic	20.34
05220 - Motor Vehicle Mechanic Helper	15.18
05250 - Motor Vehicle Upholstery Worker	17.36
05280 - Motor Vehicle Wrecker	18.41
05310 - Painter Automotive	19.43
05340 - Radiator Repair Specialist	18.41
05370 - Tire Repairer	16.43
05400 - Transmission Repair Specialist	20.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.83
07041 - Cook I	14.30
07042 - Cook II	16.14
07070 - Dishwasher	11.30
07130 - Food Service Worker	13.49
07210 - Meat Cutter	16.88
07260 - Waiter/Waitress	11.23
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 18.13
09040 - Furniture Handler 12.31
09080 - Furniture Refinisher 16.47
09090 - Furniture Refinisher Helper 13.66
09110 - Furniture Repairer Minor 15.13
09130 - Upholsterer 17.13
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.93
11060 - Elevator Operator 14.36
11090 - Gardener 19.65
11122 - Housekeeping Aide 14.36
11150 - Janitor 14.36
11210 - Laborer Grounds Maintenance 16.07
11240 - Maid or Houseman 13.79
11260 - Pruner 15.47
11270 - Tractor Operator 18.59
11330 - Trail Maintenance Worker 16.07
11360 - Window Cleaner 15.67
12000 - Health Occupations
12010 - Ambulance Driver 18.68
12011 - Breath Alcohol Technician 19.14
12012 - Certified Occupational Therapist Assistant 22.36
12015 - Certified Physical Therapist Assistant 26.36
12020 - Dental Assistant 20.60
12025 - Dental Hygienist 38.87
12030 - EKG Technician 29.01
12035 - Electroneurodiagnostic Technologist 29.01
12040 - Emergency Medical Technician 18.68
12071 - Licensed Practical Nurse I 17.11
12072 - Licensed Practical Nurse II 19.14
12073 - Licensed Practical Nurse III 21.34
12100 - Medical Assistant 18.92
12130 - Medical Laboratory Technician 26.27
12160 - Medical Record Clerk 19.41
12190 - Medical Record Technician 21.72
12195 - Medical Transcriptionist 21.74
12210 - Nuclear Medicine Technologist 42.06
12221 - Nursing Assistant I 10.95
12222 - Nursing Assistant II 12.31
12223 - Nursing Assistant III 13.43
12224 - Nursing Assistant IV 15.08
12235 - Optical Dispenser 19.03
12236 - Optical Technician 17.11
12250 - Pharmacy Technician 17.06
12280 - Phlebotomist 14.84
12305 - Radiologic Technologist 29.88
12311 - Registered Nurse I 23.48
12312 - Registered Nurse II 28.73
12313 - Registered Nurse II Specialist 28.73
12314 - Registered Nurse III 34.75

12315 - Registered Nurse III Anesthetist		34.75
12316 - Registered Nurse IV		41.65
12317 - Scheduler (Drug and Alcohol Testing)		23.71
12320 - Substance Abuse Treatment Counselor		23.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.47
13012 - Exhibits Specialist II		25.37
13013 - Exhibits Specialist III		31.05
13041 - Illustrator I		20.47
13042 - Illustrator II		25.37
13043 - Illustrator III		31.05
13047 - Librarian		28.13
13050 - Library Aide/Clerk		13.64
13054 - Library Information Technology Systems Administrator		25.37
13058 - Library Technician		20.30
13061 - Media Specialist I		18.32
13062 - Media Specialist II		20.47
13063 - Media Specialist III		22.84
13071 - Photographer I		17.97
13072 - Photographer II		20.11
13073 - Photographer III		24.91
13074 - Photographer IV		30.47
13075 - Photographer V		36.59
13090 - Technical Order Library Clerk		15.65
13110 - Video Teleconference Technician		17.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.60
14042 - Computer Operator II		17.45
14043 - Computer Operator III		19.45
14044 - Computer Operator IV		21.61
14045 - Computer Operator V		23.94
14071 - Computer Programmer I	(see 1)	20.36
14072 - Computer Programmer II	(see 1)	25.23
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.60
14160 - Personal Computer Support Technician		21.61
14170 - System Support Specialist		27.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.12
15020 - Aircrew Training Devices Instructor (Rated)		35.22
15030 - Air Crew Training Devices Instructor (Pilot)		41.01
15050 - Computer Based Training Specialist / Instructor		29.12
15060 - Educational Technologist		27.62
15070 - Flight Instructor (Pilot)		41.01
15080 - Graphic Artist		20.49

15085 - Maintenance Test Pilot Fixed Jet/Prop 39.87
15086 - Maintenance Test Pilot Rotary Wing 39.87
15088 - Non-Maintenance Test/Co-Pilot 39.87
15090 - Technical Instructor 21.76
15095 - Technical Instructor/Course Developer 26.62
15110 - Test Proctor 17.56
15120 - Tutor 17.56
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.31
19040 - Tool And Die Maker 27.28
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.44
21030 - Material Coordinator 22.43
21040 - Material Expediter 22.43
21050 - Material Handling Laborer 15.74
21071 - Order Filler 13.50
21080 - Production Line Worker (Food Processing) 18.44
21110 - Shipping Packer 19.03
21130 - Shipping/Receiving Clerk 19.03
21140 - Store Worker I 15.24
21150 - Stock Clerk 19.58
21210 - Tools And Parts Attendant 18.44
21410 - Warehouse Specialist 18.44
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.80
23019 - Aircraft Logs and Records Technician 22.96
23021 - Aircraft Mechanic I 26.76
23022 - Aircraft Mechanic II 27.80
23023 - Aircraft Mechanic III 28.86
23040 - Aircraft Mechanic Helper 20.07
23050 - Aircraft Painter 25.62
23060 - Aircraft Servicer 22.96
23070 - Aircraft Survival Flight Equipment Technician 25.62
23080 - Aircraft Worker 24.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.76

23110 - Appliance Mechanic 25.55
23120 - Bicycle Repairer 20.28
23125 - Cable Splicer 38.15
23130 - Carpenter Maintenance 19.31
23140 - Carpet Layer 24.20
23160 - Electrician Maintenance 27.74
23181 - Electronics Technician Maintenance I 27.47
23182 - Electronics Technician Maintenance II 28.99
23183 - Electronics Technician Maintenance III 30.34
23260 - Fabric Worker 22.82
23290 - Fire Alarm System Mechanic 26.74
23310 - Fire Extinguisher Repairer 21.41
23311 - Fuel Distribution System Mechanic 34.49
23312 - Fuel Distribution System Operator 28.31
23370 - General Maintenance Worker 19.51
23380 - Ground Support Equipment Mechanic 26.76
23381 - Ground Support Equipment Servicer 22.96
23382 - Ground Support Equipment Worker 24.31
23391 - Gunsmith I 21.41
23392 - Gunsmith II 24.20
23393 - Gunsmith III 26.74
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.62
23430 - Heavy Equipment Mechanic 29.34
23440 - Heavy Equipment Operator 23.94
23460 - Instrument Mechanic 26.74
23465 - Laboratory/Shelter Mechanic 25.55
23470 - Laborer 15.74
23510 - Locksmith 25.55
23530 - Machinery Maintenance Mechanic 22.76
23550 - Machinist Maintenance 20.00
23580 - Maintenance Trades Helper 14.25
23591 - Metrology Technician I 26.74
23592 - Metrology Technician II 27.78
23593 - Metrology Technician III 28.83
23640 - Millwright 27.39
23710 - Office Appliance Repairer 25.55
23760 - Painter Maintenance 18.07
23790 - Pipefitter Maintenance 29.66
23810 - Plumber Maintenance 27.18
23820 - Pneudraulic Systems Mechanic 26.74
23850 - Rigger 24.90
23870 - Scale Mechanic 24.20
23890 - Sheet-Metal Worker Maintenance 32.89
23910 - Small Engine Mechanic 22.03
23931 - Telecommunications Mechanic I 27.30
23932 - Telecommunications Mechanic II 28.36
23950 - Telephone Lineman 25.78

23960 - Welder Combination Maintenance		20.72
23965 - Well Driller		24.70
23970 - Woodcraft Worker		26.74
23980 - Woodworker		21.41
24000 - Personal Needs Occupations		
24550 - Case Manager		17.88
24570 - Child Care Attendant		11.59
24580 - Child Care Center Clerk		14.46
24610 - Chore Aide		12.41
24620 - Family Readiness And Support Services Coordinator		17.88
24630 - Homemaker		17.88
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.26
25040 - Sewage Plant Operator		24.98
25070 - Stationary Engineer		27.26
25190 - Ventilation Equipment Tender		20.35
25210 - Water Treatment Plant Operator		24.98
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.00
27007 - Baggage Inspector		15.31
27008 - Corrections Officer		22.10
27010 - Court Security Officer		20.66
27030 - Detection Dog Handler		17.13
27040 - Detention Officer		22.10
27070 - Firefighter		19.76
27101 - Guard I		15.31
27102 - Guard II		17.13
27131 - Police Officer I		25.38
27132 - Police Officer II		28.20
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.39
28042 - Carnival Equipment Repairer		15.44
28043 - Carnival Worker		11.28
28210 - Gate Attendant/Gate Tender		16.46
28310 - Lifeguard		13.72
28350 - Park Attendant (Aide)		18.93
28510 - Recreation Aide/Health Facility Attendant		13.19
28515 - Recreation Specialist		20.23
28630 - Sports Official		15.07
28690 - Swimming Pool Operator		17.46
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.20
29020 - Hatch Tender		24.20
29030 - Line Handler		24.20
29041 - Stevedore I		22.82
29042 - Stevedore II		25.55
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.45
30022 - Archeological Technician II 20.64
30023 - Archeological Technician III 25.58
30030 - Cartographic Technician 25.58
30040 - Civil Engineering Technician 30.33
30051 - Cryogenic Technician I 25.86
30052 - Cryogenic Technician II 28.56
30061 - Drafter/CAD Operator I 18.45
30062 - Drafter/CAD Operator II 20.64
30063 - Drafter/CAD Operator III 23.02
30064 - Drafter/CAD Operator IV 28.32
30081 - Engineering Technician I 16.21
30082 - Engineering Technician II 18.21
30083 - Engineering Technician III 20.37
30084 - Engineering Technician IV 25.22
30085 - Engineering Technician V 29.98
30086 - Engineering Technician VI 37.34
30090 - Environmental Technician 25.58
30095 - Evidence Control Specialist 23.35
30210 - Laboratory Technician 23.02
30221 - Latent Fingerprint Technician I 25.86
30222 - Latent Fingerprint Technician II 28.56
30240 - Mathematical Technician 25.58
30361 - Paralegal/Legal Assistant I 18.85
30362 - Paralegal/Legal Assistant II 23.34
30363 - Paralegal/Legal Assistant III 28.56
30364 - Paralegal/Legal Assistant IV 34.55
30375 - Petroleum Supply Specialist 28.56
30390 - Photo-Optics Technician 25.58
30395 - Radiation Control Technician 28.56
30461 - Technical Writer I 25.58
30462 - Technical Writer II 31.29
30463 - Technical Writer III 37.85
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.86
30502 - Weather Forecaster II 31.46
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.02
30621 - Weather Observer Senior (see 2) 25.58
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.77
31030 - Bus Driver 18.45
31043 - Driver Courier 16.58
31260 - Parking and Lot Attendant 14.04

31290 - Shuttle Bus Driver	17.78
31310 - Taxi Driver	14.20
31361 - Truckdriver Light	17.78
31362 - Truckdriver Medium	18.96
31363 - Truckdriver Heavy	21.72
31364 - Truckdriver Tractor-Trailer	21.72
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.53
99050 - Desk Clerk	12.69
99095 - Embalmer	27.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.66
99252 - Laboratory Animal Caretaker II	14.64
99260 - Marketing Analyst	26.73
99310 - Mortician	27.90
99410 - Pest Controller	24.15
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.65
99711 - Recycling Specialist	24.14
99730 - Refuse Collector	18.92
99810 - Sales Clerk	13.10
99820 - School Crossing Guard	17.31
99830 - Survey Party Chief	36.43
99831 - Surveying Aide	21.31
99832 - Surveying Technician	27.82
99840 - Vending Machine Attendant	21.12
99841 - Vending Machine Repairer	25.61
99842 - Vending Machine Repairer Helper	21.12

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4958
Revision No.: 14
Date Of Last Revision: 05/12/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Douglas Grant Morrison Pope Stevens Todd Traverse

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.01
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.84
01020 - Administrative Assistant		23.60
01035 - Court Reporter		21.25
01041 - Customer Service Representative I		14.02
01042 - Customer Service Representative II		15.76
01043 - Customer Service Representative III		17.19
01051 - Data Entry Operator I		15.17
01052 - Data Entry Operator II		16.56
01060 - Dispatcher Motor Vehicle		22.59

01070 - Document Preparation Clerk 17.58
01090 - Duplicating Machine Operator 17.58
01111 - General Clerk I 13.70
01112 - General Clerk II 14.95
01113 - General Clerk III 16.78
01120 - Housing Referral Assistant 20.44
01141 - Messenger Courier 14.51
01191 - Order Clerk I 16.88
01192 - Order Clerk II 18.42
01261 - Personnel Assistant (Employment) I 15.31
01262 - Personnel Assistant (Employment) II 17.13
01263 - Personnel Assistant (Employment) III 19.10
01270 - Production Control Clerk 22.43
01290 - Rental Clerk 12.40
01300 - Scheduler Maintenance 16.39
01311 - Secretary I 16.39
01312 - Secretary II 18.34
01313 - Secretary III 20.44
01320 - Service Order Dispatcher 20.11
01410 - Supply Technician 23.60
01420 - Survey Worker 17.44
01460 - Switchboard Operator/Receptionist 14.31
01531 - Travel Clerk I 16.59
01532 - Travel Clerk II 17.91
01533 - Travel Clerk III 19.26
01611 - Word Processor I 14.60
01612 - Word Processor II 16.39
01613 - Word Processor III 18.34
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.21
05010 - Automotive Electrician 19.43
05040 - Automotive Glass Installer 18.41
05070 - Automotive Worker 18.41
05110 - Mobile Equipment Servicer 16.28
05130 - Motor Equipment Metal Mechanic 20.34
05160 - Motor Equipment Metal Worker 18.41
05190 - Motor Vehicle Mechanic 20.34
05220 - Motor Vehicle Mechanic Helper 15.18
05250 - Motor Vehicle Upholstery Worker 17.36
05280 - Motor Vehicle Wrecker 18.41
05310 - Painter Automotive 19.43
05340 - Radiator Repair Specialist 18.41
05370 - Tire Repairer 16.43
05400 - Transmission Repair Specialist 20.34
07000 - Food Preparation And Service Occupations
07010 - Baker 13.83
07041 - Cook I 14.30
07042 - Cook II 16.14
07070 - Dishwasher 11.30
07130 - Food Service Worker 13.49

07210 - Meat Cutter	16.88
07260 - Waiter/Waitress	11.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.13
09040 - Furniture Handler	12.31
09080 - Furniture Refinisher	16.47
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer Minor	15.13
09130 - Upholsterer	17.13
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.93
11060 - Elevator Operator	14.36
11090 - Gardener	19.65
11122 - Housekeeping Aide	14.36
11150 - Janitor	14.36
11210 - Laborer Grounds Maintenance	16.07
11240 - Maid or Houseman	13.79
11260 - Pruner	15.47
11270 - Tractor Operator	18.59
11330 - Trail Maintenance Worker	16.07
11360 - Window Cleaner	15.67
12000 - Health Occupations	
12010 - Ambulance Driver	18.68
12011 - Breath Alcohol Technician	19.14
12012 - Certified Occupational Therapist Assistant	22.36
12015 - Certified Physical Therapist Assistant	26.36
12020 - Dental Assistant	20.60
12025 - Dental Hygienist	38.87
12030 - EKG Technician	29.01
12035 - Electroneurodiagnostic Technologist	29.01
12040 - Emergency Medical Technician	18.68
12071 - Licensed Practical Nurse I	17.11
12072 - Licensed Practical Nurse II	19.14
12073 - Licensed Practical Nurse III	21.34
12100 - Medical Assistant	18.92
12130 - Medical Laboratory Technician	26.27
12160 - Medical Record Clerk	19.41
12190 - Medical Record Technician	21.72
12195 - Medical Transcriptionist	21.74
12210 - Nuclear Medicine Technologist	42.06
12221 - Nursing Assistant I	10.95
12222 - Nursing Assistant II	12.31
12223 - Nursing Assistant III	13.43
12224 - Nursing Assistant IV	15.08
12235 - Optical Dispenser	19.03
12236 - Optical Technician	17.11
12250 - Pharmacy Technician	17.06
12280 - Phlebotomist	14.84
12305 - Radiologic Technologist	29.88
12311 - Registered Nurse I	23.48

12312 - Registered Nurse II		28.73
12313 - Registered Nurse II Specialist		28.73
12314 - Registered Nurse III		34.75
12315 - Registered Nurse III Anesthetist		34.75
12316 - Registered Nurse IV		41.65
12317 - Scheduler (Drug and Alcohol Testing)		23.71
12320 - Substance Abuse Treatment Counselor		23.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.47
13012 - Exhibits Specialist II		25.37
13013 - Exhibits Specialist III		31.05
13041 - Illustrator I		20.47
13042 - Illustrator II		25.37
13043 - Illustrator III		31.05
13047 - Librarian		28.13
13050 - Library Aide/Clerk		13.64
13054 - Library Information Technology Systems Administrator		25.37
13058 - Library Technician		20.30
13061 - Media Specialist I		18.32
13062 - Media Specialist II		20.47
13063 - Media Specialist III		22.84
13071 - Photographer I		17.97
13072 - Photographer II		20.11
13073 - Photographer III		24.91
13074 - Photographer IV		30.47
13075 - Photographer V		36.59
13090 - Technical Order Library Clerk		15.65
13110 - Video Teleconference Technician		17.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.60
14042 - Computer Operator II		17.45
14043 - Computer Operator III		19.45
14044 - Computer Operator IV		21.61
14045 - Computer Operator V		23.94
14071 - Computer Programmer I	(see 1)	20.36
14072 - Computer Programmer II	(see 1)	25.23
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.60
14160 - Personal Computer Support Technician		21.61
14170 - System Support Specialist		27.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.12
15020 - Aircrew Training Devices Instructor (Rated)		35.22
15030 - Air Crew Training Devices Instructor (Pilot)		41.01
15050 - Computer Based Training Specialist / Instructor		29.12

15060 - Educational Technologist 27.62
15070 - Flight Instructor (Pilot) 41.01
15080 - Graphic Artist 20.49
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.87
15086 - Maintenance Test Pilot Rotary Wing 39.87
15088 - Non-Maintenance Test/Co-Pilot 39.87
15090 - Technical Instructor 21.76
15095 - Technical Instructor/Course Developer 26.62
15110 - Test Proctor 17.56
15120 - Tutor 17.56
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.31
19040 - Tool And Die Maker 27.28
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.44
21030 - Material Coordinator 22.43
21040 - Material Expediter 22.43
21050 - Material Handling Laborer 15.74
21071 - Order Filler 13.50
21080 - Production Line Worker (Food Processing) 18.44
21110 - Shipping Packer 19.03
21130 - Shipping/Receiving Clerk 19.03
21140 - Store Worker I 15.24
21150 - Stock Clerk 19.58
21210 - Tools And Parts Attendant 18.44
21410 - Warehouse Specialist 18.44
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.80
23019 - Aircraft Logs and Records Technician 22.96
23021 - Aircraft Mechanic I 26.76
23022 - Aircraft Mechanic II 27.80
23023 - Aircraft Mechanic III 28.86
23040 - Aircraft Mechanic Helper 20.07
23050 - Aircraft Painter 25.62
23060 - Aircraft Servicer 22.96
23070 - Aircraft Survival Flight Equipment Technician 25.62
23080 - Aircraft Worker 24.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 24.31

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 26.76
II
23110 - Appliance Mechanic 25.55
23120 - Bicycle Repairer 20.28
23125 - Cable Splicer 38.15
23130 - Carpenter Maintenance 19.31
23140 - Carpet Layer 24.20
23160 - Electrician Maintenance 27.74
23181 - Electronics Technician Maintenance I 27.47
23182 - Electronics Technician Maintenance II 28.99
23183 - Electronics Technician Maintenance III 30.34
23260 - Fabric Worker 22.82
23290 - Fire Alarm System Mechanic 26.74
23310 - Fire Extinguisher Repairer 21.41
23311 - Fuel Distribution System Mechanic 34.49
23312 - Fuel Distribution System Operator 28.31
23370 - General Maintenance Worker 19.51
23380 - Ground Support Equipment Mechanic 26.76
23381 - Ground Support Equipment Servicer 22.96
23382 - Ground Support Equipment Worker 24.31
23391 - Gunsmith I 21.41
23392 - Gunsmith II 24.20
23393 - Gunsmith III 26.74
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.62
23430 - Heavy Equipment Mechanic 29.34
23440 - Heavy Equipment Operator 23.94
23460 - Instrument Mechanic 26.74
23465 - Laboratory/Shelter Mechanic 25.55
23470 - Laborer 15.74
23510 - Locksmith 25.55
23530 - Machinery Maintenance Mechanic 22.76
23550 - Machinist Maintenance 20.00
23580 - Maintenance Trades Helper 14.25
23591 - Metrology Technician I 26.74
23592 - Metrology Technician II 27.78
23593 - Metrology Technician III 28.83
23640 - Millwright 27.39
23710 - Office Appliance Repairer 25.55
23760 - Painter Maintenance 18.07
23790 - Pipefitter Maintenance 29.66
23810 - Plumber Maintenance 27.18
23820 - Pneudraulic Systems Mechanic 26.74
23850 - Rigger 24.90
23870 - Scale Mechanic 24.20
23890 - Sheet-Metal Worker Maintenance 32.89
23910 - Small Engine Mechanic 22.03

23931 - Telecommunications Mechanic I	27.30
23932 - Telecommunications Mechanic II	28.36
23950 - Telephone Lineman	25.78
23960 - Welder Combination Maintenance	20.72
23965 - Well Driller	24.70
23970 - Woodcraft Worker	26.74
23980 - Woodworker	21.41
24000 - Personal Needs Occupations	
24550 - Case Manager	17.88
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.46
24610 - Chore Aide	12.41
24620 - Family Readiness And Support Services Coordinator	17.88
24630 - Homemaker	17.88
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.26
25040 - Sewage Plant Operator	24.98
25070 - Stationary Engineer	27.26
25190 - Ventilation Equipment Tender	20.35
25210 - Water Treatment Plant Operator	24.98
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.00
27007 - Baggage Inspector	15.31
27008 - Corrections Officer	22.10
27010 - Court Security Officer	20.66
27030 - Detection Dog Handler	17.13
27040 - Detention Officer	22.10
27070 - Firefighter	19.76
27101 - Guard I	15.31
27102 - Guard II	17.13
27131 - Police Officer I	25.38
27132 - Police Officer II	28.20
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.39
28042 - Carnival Equipment Repairer	15.44
28043 - Carnival Worker	11.28
28210 - Gate Attendant/Gate Tender	16.46
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	18.93
28510 - Recreation Aide/Health Facility Attendant	13.19
28515 - Recreation Specialist	20.23
28630 - Sports Official	15.07
28690 - Swimming Pool Operator	17.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.20
29020 - Hatch Tender	24.20
29030 - Line Handler	24.20
29041 - Stevedore I	22.82
29042 - Stevedore II	25.55

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.45
30022 - Archeological Technician II		20.64
30023 - Archeological Technician III		25.58
30030 - Cartographic Technician		25.58
30040 - Civil Engineering Technician		30.33
30051 - Cryogenic Technician I		25.86
30052 - Cryogenic Technician II		28.56
30061 - Drafter/CAD Operator I		18.45
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		28.32
30081 - Engineering Technician I		16.21
30082 - Engineering Technician II		18.21
30083 - Engineering Technician III		20.37
30084 - Engineering Technician IV		25.22
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		37.34
30090 - Environmental Technician		25.58
30095 - Evidence Control Specialist		23.35
30210 - Laboratory Technician		23.02
30221 - Latent Fingerprint Technician I		25.86
30222 - Latent Fingerprint Technician II		28.56
30240 - Mathematical Technician		25.58
30361 - Paralegal/Legal Assistant I		18.85
30362 - Paralegal/Legal Assistant II		23.34
30363 - Paralegal/Legal Assistant III		28.56
30364 - Paralegal/Legal Assistant IV		34.55
30375 - Petroleum Supply Specialist		28.56
30390 - Photo-Optics Technician		25.58
30395 - Radiation Control Technician		28.56
30461 - Technical Writer I		25.58
30462 - Technical Writer II		31.29
30463 - Technical Writer III		37.85
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.86
30502 - Weather Forecaster II		31.46
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer Senior	(see 2)	25.58

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.77

31030 - Bus Driver	18.45
31043 - Driver Courier	16.58
31260 - Parking and Lot Attendant	14.04
31290 - Shuttle Bus Driver	17.78
31310 - Taxi Driver	14.20
31361 - Truckdriver Light	17.78
31362 - Truckdriver Medium	18.96
31363 - Truckdriver Heavy	21.72
31364 - Truckdriver Tractor-Trailer	21.72
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.53
99050 - Desk Clerk	12.69
99095 - Embalmer	27.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.66
99252 - Laboratory Animal Caretaker II	14.64
99260 - Marketing Analyst	26.73
99310 - Mortician	27.90
99410 - Pest Controller	24.15
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.65
99711 - Recycling Specialist	24.14
99730 - Refuse Collector	18.92
99810 - Sales Clerk	13.10
99820 - School Crossing Guard	17.31
99830 - Survey Party Chief	36.43
99831 - Surveying Aide	21.31
99832 - Surveying Technician	27.82
99840 - Vending Machine Attendant	21.12
99841 - Vending Machine Repairer	25.61
99842 - Vending Machine Repairer Helper	21.12

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4959
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Aitkin Cook Itasca Kanabec Koochiching Lake Pine

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.79
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		18.56
01020 - Administrative Assistant		25.18
01035 - Court Reporter		18.20
01041 - Customer Service Representative I		11.64
01042 - Customer Service Representative II		13.09
01043 - Customer Service Representative III		14.28
01051 - Data Entry Operator I		12.34
01052 - Data Entry Operator II		13.46
01060 - Dispatcher Motor Vehicle		19.01
01070 - Document Preparation Clerk		14.78
01090 - Duplicating Machine Operator		14.78
01111 - General Clerk I		13.37

01112 - General Clerk II	14.59
01113 - General Clerk III	16.38
01120 - Housing Referral Assistant	20.30
01141 - Messenger Courier	12.25
01191 - Order Clerk I	14.05
01192 - Order Clerk II	15.19
01261 - Personnel Assistant (Employment) I	16.81
01262 - Personnel Assistant (Employment) II	18.81
01263 - Personnel Assistant (Employment) III	20.97
01270 - Production Control Clerk	28.11
01290 - Rental Clerk	11.21
01300 - Scheduler Maintenance	16.27
01311 - Secretary I	16.27
01312 - Secretary II	18.20
01313 - Secretary III	20.30
01320 - Service Order Dispatcher	15.96
01410 - Supply Technician	25.18
01420 - Survey Worker	17.60
01460 - Switchboard Operator/Receptionist	15.14
01531 - Travel Clerk I	14.49
01532 - Travel Clerk II	15.67
01533 - Travel Clerk III	16.80
01611 - Word Processor I	14.86
01612 - Word Processor II	16.69
01613 - Word Processor III	16.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.72
05010 - Automotive Electrician	21.14
05040 - Automotive Glass Installer	20.29
05070 - Automotive Worker	20.29
05110 - Mobile Equipment Servicer	18.43
05130 - Motor Equipment Metal Mechanic	21.87
05160 - Motor Equipment Metal Worker	20.29
05190 - Motor Vehicle Mechanic	21.87
05220 - Motor Vehicle Mechanic Helper	17.45
05250 - Motor Vehicle Upholstery Worker	19.40
05280 - Motor Vehicle Wrecker	20.29
05310 - Painter Automotive	21.14
05340 - Radiator Repair Specialist	20.29
05370 - Tire Repairer	18.43
05400 - Transmission Repair Specialist	21.87
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.57
07041 - Cook I	16.28
07042 - Cook II	17.92
07070 - Dishwasher	10.66
07130 - Food Service Worker	13.52
07210 - Meat Cutter	22.96
07260 - Waiter/Waitress	11.14
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 23.74
09040 - Furniture Handler 17.95
09080 - Furniture Refinisher 23.74
09090 - Furniture Refinisher Helper 21.38
09110 - Furniture Repairer Minor 23.10
09130 - Upholsterer 23.74
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.30
11060 - Elevator Operator 13.28
11090 - Gardener 17.48
11122 - Housekeeping Aide 13.28
11150 - Janitor 13.28
11210 - Laborer Grounds Maintenance 14.71
11240 - Maid or Houseman 13.63
11260 - Pruner 13.71
11270 - Tractor Operator 16.54
11330 - Trail Maintenance Worker 14.71
11360 - Window Cleaner 14.24
12000 - Health Occupations
12010 - Ambulance Driver 18.56
12011 - Breath Alcohol Technician 17.69
12012 - Certified Occupational Therapist Assistant 24.27
12015 - Certified Physical Therapist Assistant 24.27
12020 - Dental Assistant 22.40
12025 - Dental Hygienist 33.71
12030 - EKG Technician 26.80
12035 - Electroneurodiagnostic Technologist 26.80
12040 - Emergency Medical Technician 18.56
12071 - Licensed Practical Nurse I 15.81
12072 - Licensed Practical Nurse II 17.69
12073 - Licensed Practical Nurse III 19.72
12100 - Medical Assistant 20.19
12130 - Medical Laboratory Technician 25.94
12160 - Medical Record Clerk 20.08
12190 - Medical Record Technician 22.47
12195 - Medical Transcriptionist 16.58
12210 - Nuclear Medicine Technologist 38.87
12221 - Nursing Assistant I 11.80
12222 - Nursing Assistant II 13.26
12223 - Nursing Assistant III 14.47
12224 - Nursing Assistant IV 16.25
12235 - Optical Dispenser 19.11
12236 - Optical Technician 15.81
12250 - Pharmacy Technician 16.94
12280 - Phlebotomist 15.81
12305 - Radiologic Technologist 30.02
12311 - Registered Nurse I 25.14
12312 - Registered Nurse II 29.70
12313 - Registered Nurse II Specialist 29.70
12314 - Registered Nurse III 35.93

12315 - Registered Nurse III Anesthetist		35.93
12316 - Registered Nurse IV		43.06
12317 - Scheduler (Drug and Alcohol Testing)		22.99
12320 - Substance Abuse Treatment Counselor		24.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.50
13012 - Exhibits Specialist II		24.17
13013 - Exhibits Specialist III		29.56
13041 - Illustrator I		19.50
13042 - Illustrator II		24.17
13043 - Illustrator III		29.56
13047 - Librarian		26.75
13050 - Library Aide/Clerk		15.68
13054 - Library Information Technology Systems Administrator		24.15
13058 - Library Technician		17.82
13061 - Media Specialist I		17.48
13062 - Media Specialist II		19.56
13063 - Media Specialist III		21.80
13071 - Photographer I		16.50
13072 - Photographer II		19.56
13073 - Photographer III		24.22
13074 - Photographer IV		29.64
13075 - Photographer V		35.86
13090 - Technical Order Library Clerk		19.92
13110 - Video Teleconference Technician		17.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.58
14042 - Computer Operator II		19.66
14043 - Computer Operator III		22.20
14044 - Computer Operator IV		24.66
14045 - Computer Operator V		27.31
14071 - Computer Programmer I	(see 1)	19.66
14072 - Computer Programmer II	(see 1)	24.35
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.58
14160 - Personal Computer Support Technician		25.73
14170 - System Support Specialist		27.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.96
15020 - Aircrew Training Devices Instructor (Rated)		35.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.96
15060 - Educational Technologist		34.80
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		23.55

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.44
15086 - Maintenance Test Pilot Rotary Wing 40.44
15088 - Non-Maintenance Test/Co-Pilot 40.44
15090 - Technical Instructor 19.74
15095 - Technical Instructor/Course Developer 24.15
15110 - Test Proctor 15.93
15120 - Tutor 15.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.04
19040 - Tool And Die Maker 31.93
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.23
21030 - Material Coordinator 28.11
21040 - Material Expediter 28.11
21050 - Material Handling Laborer 13.63
21071 - Order Filler 12.14
21080 - Production Line Worker (Food Processing) 18.23
21110 - Shipping Packer 15.63
21130 - Shipping/Receiving Clerk 14.23
21140 - Store Worker I 17.50
21150 - Stock Clerk 21.32
21210 - Tools And Parts Attendant 18.23
21410 - Warehouse Specialist 18.23
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.83
23019 - Aircraft Logs and Records Technician 25.72
23021 - Aircraft Mechanic I 28.91
23022 - Aircraft Mechanic II 29.83
23023 - Aircraft Mechanic III 30.84
23040 - Aircraft Mechanic Helper 23.14
23050 - Aircraft Painter 28.04
23060 - Aircraft Servicer 25.72
23070 - Aircraft Survival Flight Equipment Technician 28.04
23080 - Aircraft Worker 26.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.91

23110 - Appliance Mechanic 28.04
23120 - Bicycle Repairer 21.32
23125 - Cable Splicer 43.60
23130 - Carpenter Maintenance 27.44
23140 - Carpet Layer 26.92
23160 - Electrician Maintenance 34.00
23181 - Electronics Technician Maintenance I 26.92
23182 - Electronics Technician Maintenance II 28.04
23183 - Electronics Technician Maintenance III 28.91
23260 - Fabric Worker 25.72
23290 - Fire Alarm System Mechanic 28.91
23310 - Fire Extinguisher Repairer 24.45
23311 - Fuel Distribution System Mechanic 28.91
23312 - Fuel Distribution System Operator 24.45
23370 - General Maintenance Worker 20.21
23380 - Ground Support Equipment Mechanic 28.91
23381 - Ground Support Equipment Servicer 25.72
23382 - Ground Support Equipment Worker 26.92
23391 - Gunsmith I 24.45
23392 - Gunsmith II 26.92
23393 - Gunsmith III 28.91
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.56
23430 - Heavy Equipment Mechanic 25.52
23440 - Heavy Equipment Operator 26.85
23460 - Instrument Mechanic 28.91
23465 - Laboratory/Shelter Mechanic 28.04
23470 - Laborer 13.63
23510 - Locksmith 28.04
23530 - Machinery Maintenance Mechanic 26.50
23550 - Machinist Maintenance 24.08
23580 - Maintenance Trades Helper 22.12
23591 - Metrology Technician I 28.91
23592 - Metrology Technician II 29.83
23593 - Metrology Technician III 30.84
23640 - Millwright 34.69
23710 - Office Appliance Repairer 28.04
23760 - Painter Maintenance 28.04
23790 - Pipefitter Maintenance 34.97
23810 - Plumber Maintenance 33.01
23820 - Pneudraulic Systems Mechanic 28.91
23850 - Rigger 28.91
23870 - Scale Mechanic 26.92
23890 - Sheet-Metal Worker Maintenance 28.91
23910 - Small Engine Mechanic 26.18
23931 - Telecommunications Mechanic I 28.91
23932 - Telecommunications Mechanic II 29.83
23950 - Telephone Lineman 23.44

23960 - Welder Combination Maintenance		21.95
23965 - Well Driller		28.70
23970 - Woodcraft Worker		28.91
23980 - Woodworker		24.45
24000 - Personal Needs Occupations		
24550 - Case Manager		16.61
24570 - Child Care Attendant		11.73
24580 - Child Care Center Clerk		14.63
24610 - Chore Aide		12.69
24620 - Family Readiness And Support Services Coordinator		16.61
24630 - Homemaker		17.83
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.91
25040 - Sewage Plant Operator		23.93
25070 - Stationary Engineer		28.91
25190 - Ventilation Equipment Tender		23.14
25210 - Water Treatment Plant Operator		23.93
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.28
27007 - Baggage Inspector		14.55
27008 - Corrections Officer		24.96
27010 - Court Security Officer		21.85
27030 - Detection Dog Handler		16.28
27040 - Detention Officer		24.96
27070 - Firefighter		17.90
27101 - Guard I		14.55
27102 - Guard II		16.28
27131 - Police Officer I		27.73
27132 - Police Officer II		30.81
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.89
28042 - Carnival Equipment Repairer		14.68
28043 - Carnival Worker		11.52
28210 - Gate Attendant/Gate Tender		16.73
28310 - Lifeguard		14.90
28350 - Park Attendant (Aide)		18.72
28510 - Recreation Aide/Health Facility Attendant		13.66
28515 - Recreation Specialist		23.18
28630 - Sports Official		14.90
28690 - Swimming Pool Operator		16.16
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.92
29020 - Hatch Tender		26.92
29030 - Line Handler		26.92
29041 - Stevedore I		25.72
29042 - Stevedore II		28.04
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.09
30022 - Archeological Technician II 19.12
30023 - Archeological Technician III 23.68
30030 - Cartographic Technician 23.68
30040 - Civil Engineering Technician 25.25
30051 - Cryogenic Technician I 26.23
30052 - Cryogenic Technician II 28.96
30061 - Drafter/CAD Operator I 17.09
30062 - Drafter/CAD Operator II 19.12
30063 - Drafter/CAD Operator III 21.30
30064 - Drafter/CAD Operator IV 26.23
30081 - Engineering Technician I 15.22
30082 - Engineering Technician II 17.09
30083 - Engineering Technician III 19.12
30084 - Engineering Technician IV 23.68
30085 - Engineering Technician V 28.96
30086 - Engineering Technician VI 35.04
30090 - Environmental Technician 23.68
30095 - Evidence Control Specialist 23.68
30210 - Laboratory Technician 21.32
30221 - Latent Fingerprint Technician I 26.23
30222 - Latent Fingerprint Technician II 28.96
30240 - Mathematical Technician 23.68
30361 - Paralegal/Legal Assistant I 18.62
30362 - Paralegal/Legal Assistant II 22.90
30363 - Paralegal/Legal Assistant III 28.02
30364 - Paralegal/Legal Assistant IV 33.90
30375 - Petroleum Supply Specialist 28.96
30390 - Photo-Optics Technician 23.68
30395 - Radiation Control Technician 28.96
30461 - Technical Writer I 23.68
30462 - Technical Writer II 28.96
30463 - Technical Writer III 35.04
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.23
30502 - Weather Forecaster II 31.89
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.30
30621 - Weather Observer Senior (see 2) 23.68
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.43
31030 - Bus Driver 20.54
31043 - Driver Courier 15.30
31260 - Parking and Lot Attendant 15.32

31290 - Shuttle Bus Driver	16.17
31310 - Taxi Driver	16.85
31361 - Truckdriver Light	16.17
31362 - Truckdriver Medium	17.01
31363 - Truckdriver Heavy	21.49
31364 - Truckdriver Tractor-Trailer	21.49
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.34
99050 - Desk Clerk	11.37
99095 - Embalmer	31.81
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.84
99252 - Laboratory Animal Caretaker II	16.73
99260 - Marketing Analyst	24.26
99310 - Mortician	31.81
99410 - Pest Controller	23.87
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	21.77
99711 - Recycling Specialist	24.48
99730 - Refuse Collector	20.30
99810 - Sales Clerk	11.78
99820 - School Crossing Guard	18.73
99830 - Survey Party Chief	22.95
99831 - Surveying Aide	15.42
99832 - Surveying Technician	20.16
99840 - Vending Machine Attendant	22.59
99841 - Vending Machine Repairer	26.28
99842 - Vending Machine Repairer Helper	22.59

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4960
Revision No.: 12
Date Of Last Revision: 06/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Aitkin Cook Itasca Kanabec Koochiching Lake Pine

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.79
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		18.56
01020 - Administrative Assistant		25.18
01035 - Court Reporter		18.20
01041 - Customer Service Representative I		11.64
01042 - Customer Service Representative II		13.09
01043 - Customer Service Representative III		14.28
01051 - Data Entry Operator I		12.34
01052 - Data Entry Operator II		13.46
01060 - Dispatcher Motor Vehicle		19.01

01070 - Document Preparation Clerk 14.78
01090 - Duplicating Machine Operator 14.78
01111 - General Clerk I 13.37
01112 - General Clerk II 14.59
01113 - General Clerk III 16.38
01120 - Housing Referral Assistant 20.30
01141 - Messenger Courier 12.25
01191 - Order Clerk I 14.05
01192 - Order Clerk II 15.19
01261 - Personnel Assistant (Employment) I 16.81
01262 - Personnel Assistant (Employment) II 18.81
01263 - Personnel Assistant (Employment) III 20.97
01270 - Production Control Clerk 28.11
01290 - Rental Clerk 11.21
01300 - Scheduler Maintenance 16.27
01311 - Secretary I 16.27
01312 - Secretary II 18.20
01313 - Secretary III 20.30
01320 - Service Order Dispatcher 15.96
01410 - Supply Technician 25.18
01420 - Survey Worker 17.60
01460 - Switchboard Operator/Receptionist 15.14
01531 - Travel Clerk I 14.49
01532 - Travel Clerk II 15.67
01533 - Travel Clerk III 16.80
01611 - Word Processor I 14.86
01612 - Word Processor II 16.69
01613 - Word Processor III 16.96
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.72
05010 - Automotive Electrician 21.14
05040 - Automotive Glass Installer 20.29
05070 - Automotive Worker 20.29
05110 - Mobile Equipment Servicer 18.43
05130 - Motor Equipment Metal Mechanic 21.87
05160 - Motor Equipment Metal Worker 20.29
05190 - Motor Vehicle Mechanic 21.87
05220 - Motor Vehicle Mechanic Helper 17.45
05250 - Motor Vehicle Upholstery Worker 19.40
05280 - Motor Vehicle Wrecker 20.29
05310 - Painter Automotive 21.14
05340 - Radiator Repair Specialist 20.29
05370 - Tire Repairer 18.43
05400 - Transmission Repair Specialist 21.87
07000 - Food Preparation And Service Occupations
07010 - Baker 13.57
07041 - Cook I 16.28
07042 - Cook II 17.92
07070 - Dishwasher 10.66
07130 - Food Service Worker 13.52

07210 - Meat Cutter 22.96
07260 - Waiter/Waitress 11.14
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.74
09040 - Furniture Handler 17.95
09080 - Furniture Refinisher 23.74
09090 - Furniture Refinisher Helper 21.38
09110 - Furniture Repairer Minor 23.10
09130 - Upholsterer 23.74
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.30
11060 - Elevator Operator 13.28
11090 - Gardener 17.48
11122 - Housekeeping Aide 13.28
11150 - Janitor 13.28
11210 - Laborer Grounds Maintenance 14.71
11240 - Maid or Houseman 13.63
11260 - Pruner 13.71
11270 - Tractor Operator 16.54
11330 - Trail Maintenance Worker 14.71
11360 - Window Cleaner 14.24
12000 - Health Occupations
12010 - Ambulance Driver 18.56
12011 - Breath Alcohol Technician 17.69
12012 - Certified Occupational Therapist Assistant 24.27
12015 - Certified Physical Therapist Assistant 24.27
12020 - Dental Assistant 22.40
12025 - Dental Hygienist 33.71
12030 - EKG Technician 26.80
12035 - Electroneurodiagnostic Technologist 26.80
12040 - Emergency Medical Technician 18.56
12071 - Licensed Practical Nurse I 15.81
12072 - Licensed Practical Nurse II 17.69
12073 - Licensed Practical Nurse III 19.72
12100 - Medical Assistant 20.19
12130 - Medical Laboratory Technician 25.94
12160 - Medical Record Clerk 20.08
12190 - Medical Record Technician 22.47
12195 - Medical Transcriptionist 16.58
12210 - Nuclear Medicine Technologist 38.87
12221 - Nursing Assistant I 11.80
12222 - Nursing Assistant II 13.26
12223 - Nursing Assistant III 14.47
12224 - Nursing Assistant IV 16.25
12235 - Optical Dispenser 19.11
12236 - Optical Technician 15.81
12250 - Pharmacy Technician 16.94
12280 - Phlebotomist 15.81
12305 - Radiologic Technologist 30.02
12311 - Registered Nurse I 25.14

12312 - Registered Nurse II		29.70
12313 - Registered Nurse II Specialist		29.70
12314 - Registered Nurse III		35.93
12315 - Registered Nurse III Anesthetist		35.93
12316 - Registered Nurse IV		43.06
12317 - Scheduler (Drug and Alcohol Testing)		22.99
12320 - Substance Abuse Treatment Counselor		24.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.50
13012 - Exhibits Specialist II		24.17
13013 - Exhibits Specialist III		29.56
13041 - Illustrator I		19.50
13042 - Illustrator II		24.17
13043 - Illustrator III		29.56
13047 - Librarian		26.75
13050 - Library Aide/Clerk		15.68
13054 - Library Information Technology Systems Administrator		24.15
13058 - Library Technician		17.82
13061 - Media Specialist I		17.48
13062 - Media Specialist II		19.56
13063 - Media Specialist III		21.80
13071 - Photographer I		16.50
13072 - Photographer II		19.56
13073 - Photographer III		24.22
13074 - Photographer IV		29.64
13075 - Photographer V		35.86
13090 - Technical Order Library Clerk		19.92
13110 - Video Teleconference Technician		17.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.58
14042 - Computer Operator II		19.66
14043 - Computer Operator III		22.20
14044 - Computer Operator IV		24.66
14045 - Computer Operator V		27.31
14071 - Computer Programmer I	(see 1)	19.66
14072 - Computer Programmer II	(see 1)	24.35
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.58
14160 - Personal Computer Support Technician		25.73
14170 - System Support Specialist		27.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.96
15020 - Aircrew Training Devices Instructor (Rated)		35.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.96

15060 - Educational Technologist 34.80
15070 - Flight Instructor (Pilot) 40.44
15080 - Graphic Artist 23.55
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.44
15086 - Maintenance Test Pilot Rotary Wing 40.44
15088 - Non-Maintenance Test/Co-Pilot 40.44
15090 - Technical Instructor 19.74
15095 - Technical Instructor/Course Developer 24.15
15110 - Test Proctor 15.93
15120 - Tutor 15.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.04
19040 - Tool And Die Maker 31.93
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.23
21030 - Material Coordinator 28.11
21040 - Material Expediter 28.11
21050 - Material Handling Laborer 13.63
21071 - Order Filler 12.14
21080 - Production Line Worker (Food Processing) 18.23
21110 - Shipping Packer 15.63
21130 - Shipping/Receiving Clerk 14.23
21140 - Store Worker I 17.50
21150 - Stock Clerk 21.32
21210 - Tools And Parts Attendant 18.23
21410 - Warehouse Specialist 18.23
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.83
23019 - Aircraft Logs and Records Technician 25.72
23021 - Aircraft Mechanic I 28.91
23022 - Aircraft Mechanic II 29.83
23023 - Aircraft Mechanic III 30.84
23040 - Aircraft Mechanic Helper 23.14
23050 - Aircraft Painter 28.04
23060 - Aircraft Servicer 25.72
23070 - Aircraft Survival Flight Equipment Technician 28.04
23080 - Aircraft Worker 26.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 26.92

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 28.91
II
23110 - Appliance Mechanic 28.04
23120 - Bicycle Repairer 21.32
23125 - Cable Splicer 43.60
23130 - Carpenter Maintenance 27.44
23140 - Carpet Layer 26.92
23160 - Electrician Maintenance 34.00
23181 - Electronics Technician Maintenance I 26.92
23182 - Electronics Technician Maintenance II 28.04
23183 - Electronics Technician Maintenance III 28.91
23260 - Fabric Worker 25.72
23290 - Fire Alarm System Mechanic 28.91
23310 - Fire Extinguisher Repairer 24.45
23311 - Fuel Distribution System Mechanic 28.91
23312 - Fuel Distribution System Operator 24.45
23370 - General Maintenance Worker 20.21
23380 - Ground Support Equipment Mechanic 28.91
23381 - Ground Support Equipment Servicer 25.72
23382 - Ground Support Equipment Worker 26.92
23391 - Gunsmith I 24.45
23392 - Gunsmith II 26.92
23393 - Gunsmith III 28.91
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.56
23430 - Heavy Equipment Mechanic 25.52
23440 - Heavy Equipment Operator 26.85
23460 - Instrument Mechanic 28.91
23465 - Laboratory/Shelter Mechanic 28.04
23470 - Laborer 13.63
23510 - Locksmith 28.04
23530 - Machinery Maintenance Mechanic 26.50
23550 - Machinist Maintenance 24.08
23580 - Maintenance Trades Helper 22.12
23591 - Metrology Technician I 28.91
23592 - Metrology Technician II 29.83
23593 - Metrology Technician III 30.84
23640 - Millwright 34.69
23710 - Office Appliance Repairer 28.04
23760 - Painter Maintenance 28.04
23790 - Pipefitter Maintenance 34.97
23810 - Plumber Maintenance 33.01
23820 - Pneudraulic Systems Mechanic 28.91
23850 - Rigger 28.91
23870 - Scale Mechanic 26.92
23890 - Sheet-Metal Worker Maintenance 28.91
23910 - Small Engine Mechanic 26.18

23931 - Telecommunications Mechanic I	28.91
23932 - Telecommunications Mechanic II	29.83
23950 - Telephone Lineman	23.44
23960 - Welder Combination Maintenance	21.95
23965 - Well Driller	28.70
23970 - Woodcraft Worker	28.91
23980 - Woodworker	24.45
24000 - Personal Needs Occupations	
24550 - Case Manager	16.61
24570 - Child Care Attendant	11.73
24580 - Child Care Center Clerk	14.63
24610 - Chore Aide	12.69
24620 - Family Readiness And Support Services Coordinator	16.61
24630 - Homemaker	17.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.91
25040 - Sewage Plant Operator	23.93
25070 - Stationary Engineer	28.91
25190 - Ventilation Equipment Tender	23.14
25210 - Water Treatment Plant Operator	23.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.28
27007 - Baggage Inspector	14.55
27008 - Corrections Officer	24.96
27010 - Court Security Officer	21.85
27030 - Detection Dog Handler	16.28
27040 - Detention Officer	24.96
27070 - Firefighter	17.90
27101 - Guard I	14.55
27102 - Guard II	16.28
27131 - Police Officer I	27.73
27132 - Police Officer II	30.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.89
28042 - Carnival Equipment Repairer	14.68
28043 - Carnival Worker	11.52
28210 - Gate Attendant/Gate Tender	16.73
28310 - Lifeguard	14.90
28350 - Park Attendant (Aide)	18.72
28510 - Recreation Aide/Health Facility Attendant	13.66
28515 - Recreation Specialist	23.18
28630 - Sports Official	14.90
28690 - Swimming Pool Operator	16.16
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.92
29020 - Hatch Tender	26.92
29030 - Line Handler	26.92
29041 - Stevedore I	25.72
29042 - Stevedore II	28.04

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.09
30022 - Archeological Technician II		19.12
30023 - Archeological Technician III		23.68
30030 - Cartographic Technician		23.68
30040 - Civil Engineering Technician		25.25
30051 - Cryogenic Technician I		26.23
30052 - Cryogenic Technician II		28.96
30061 - Drafter/CAD Operator I		17.09
30062 - Drafter/CAD Operator II		19.12
30063 - Drafter/CAD Operator III		21.30
30064 - Drafter/CAD Operator IV		26.23
30081 - Engineering Technician I		15.22
30082 - Engineering Technician II		17.09
30083 - Engineering Technician III		19.12
30084 - Engineering Technician IV		23.68
30085 - Engineering Technician V		28.96
30086 - Engineering Technician VI		35.04
30090 - Environmental Technician		23.68
30095 - Evidence Control Specialist		23.68
30210 - Laboratory Technician		21.32
30221 - Latent Fingerprint Technician I		26.23
30222 - Latent Fingerprint Technician II		28.96
30240 - Mathematical Technician		23.68
30361 - Paralegal/Legal Assistant I		18.62
30362 - Paralegal/Legal Assistant II		22.90
30363 - Paralegal/Legal Assistant III		28.02
30364 - Paralegal/Legal Assistant IV		33.90
30375 - Petroleum Supply Specialist		28.96
30390 - Photo-Optics Technician		23.68
30395 - Radiation Control Technician		28.96
30461 - Technical Writer I		23.68
30462 - Technical Writer II		28.96
30463 - Technical Writer III		35.04
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.23
30502 - Weather Forecaster II		31.89
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.30
30621 - Weather Observer Senior	(see 2)	23.68

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		16.43

31030 - Bus Driver	20.54
31043 - Driver Courier	15.30
31260 - Parking and Lot Attendant	15.32
31290 - Shuttle Bus Driver	16.17
31310 - Taxi Driver	16.85
31361 - Truckdriver Light	16.17
31362 - Truckdriver Medium	17.01
31363 - Truckdriver Heavy	21.49
31364 - Truckdriver Tractor-Trailer	21.49
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.34
99050 - Desk Clerk	11.37
99095 - Embalmer	31.81
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.84
99252 - Laboratory Animal Caretaker II	16.73
99260 - Marketing Analyst	24.26
99310 - Mortician	31.81
99410 - Pest Controller	23.87
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	21.77
99711 - Recycling Specialist	24.48
99730 - Refuse Collector	20.30
99810 - Sales Clerk	11.78
99820 - School Crossing Guard	18.73
99830 - Survey Party Chief	22.95
99831 - Surveying Aide	15.42
99832 - Surveying Technician	20.16
99840 - Vending Machine Attendant	22.59
99841 - Vending Machine Repairer	26.28
99842 - Vending Machine Repairer Helper	22.59

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4963
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Big Stone Chippewa Cottonwood Jackson Kandiyohi Lac Qui Parle Lincoln Lyon McLeod Meeker Murray Nobles Pipestone Redwood Renville Rock Swift Yellow Medicine

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.78
01013 - Accounting Clerk III		19.89
01020 - Administrative Assistant		24.74
01035 - Court Reporter		19.29
01041 - Customer Service Representative I		13.45
01042 - Customer Service Representative II		15.13
01043 - Customer Service Representative III		16.50
01051 - Data Entry Operator I		13.53
01052 - Data Entry Operator II		14.76
01060 - Dispatcher Motor Vehicle		19.68
01070 - Document Preparation Clerk		16.89
01090 - Duplicating Machine Operator		16.89

01111 - General Clerk I 13.72
01112 - General Clerk II 14.97
01113 - General Clerk III 16.81
01120 - Housing Referral Assistant 21.50
01141 - Messenger Courier 16.74
01191 - Order Clerk I 16.62
01192 - Order Clerk II 18.14
01261 - Personnel Assistant (Employment) I 16.68
01262 - Personnel Assistant (Employment) II 18.66
01263 - Personnel Assistant (Employment) III 20.80
01270 - Production Control Clerk 23.09
01290 - Rental Clerk 14.96
01300 - Scheduler Maintenance 17.24
01311 - Secretary I 17.24
01312 - Secretary II 19.29
01313 - Secretary III 21.50
01320 - Service Order Dispatcher 17.59
01410 - Supply Technician 24.74
01420 - Survey Worker 18.13
01460 - Switchboard Operator/Receptionist 14.80
01531 - Travel Clerk I 14.55
01532 - Travel Clerk II 15.72
01533 - Travel Clerk III 16.87
01611 - Word Processor I 15.35
01612 - Word Processor II 17.24
01613 - Word Processor III 19.29
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.27
05010 - Automotive Electrician 17.11
05040 - Automotive Glass Installer 16.27
05070 - Automotive Worker 16.27
05110 - Mobile Equipment Servicer 14.52
05130 - Motor Equipment Metal Mechanic 17.91
05160 - Motor Equipment Metal Worker 16.27
05190 - Motor Vehicle Mechanic 17.91
05220 - Motor Vehicle Mechanic Helper 13.84
05250 - Motor Vehicle Upholstery Worker 15.44
05280 - Motor Vehicle Wrecker 16.27
05310 - Painter Automotive 17.11
05340 - Radiator Repair Specialist 16.27
05370 - Tire Repairer 17.84
05400 - Transmission Repair Specialist 17.91
07000 - Food Preparation And Service Occupations
07010 - Baker 12.77
07041 - Cook I 13.84
07042 - Cook II 15.55
07070 - Dishwasher 11.28
07130 - Food Service Worker 11.94
07210 - Meat Cutter 15.17
07260 - Waiter/Waitress 10.62

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.79
09040 - Furniture Handler	13.54
09080 - Furniture Refinisher	18.17
09090 - Furniture Refinisher Helper	14.48
09110 - Furniture Repairer Minor	16.52
09130 - Upholsterer	21.43
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.15
11060 - Elevator Operator	13.15
11090 - Gardener	17.86
11122 - Housekeeping Aide	14.40
11150 - Janitor	14.40
11210 - Laborer Grounds Maintenance	14.53
11240 - Maid or Houseman	12.03
11260 - Pruner	13.32
11270 - Tractor Operator	16.90
11330 - Trail Maintenance Worker	14.53
11360 - Window Cleaner	15.71
12000 - Health Occupations	
12010 - Ambulance Driver	17.17
12011 - Breath Alcohol Technician	19.17
12012 - Certified Occupational Therapist Assistant	26.46
12015 - Certified Physical Therapist Assistant	24.79
12020 - Dental Assistant	22.28
12025 - Dental Hygienist	35.10
12030 - EKG Technician	29.04
12035 - Electroneurodiagnostic Technologist	29.04
12040 - Emergency Medical Technician	17.17
12071 - Licensed Practical Nurse I	17.14
12072 - Licensed Practical Nurse II	19.17
12073 - Licensed Practical Nurse III	21.37
12100 - Medical Assistant	17.50
12130 - Medical Laboratory Technician	25.88
12160 - Medical Record Clerk	18.74
12190 - Medical Record Technician	20.96
12195 - Medical Transcriptionist	20.18
12210 - Nuclear Medicine Technologist	42.12
12221 - Nursing Assistant I	12.00
12222 - Nursing Assistant II	13.51
12223 - Nursing Assistant III	14.73
12224 - Nursing Assistant IV	16.54
12235 - Optical Dispenser	16.48
12236 - Optical Technician	17.14
12250 - Pharmacy Technician	16.41
12280 - Phlebotomist	17.14
12305 - Radiologic Technologist	29.20
12311 - Registered Nurse I	26.08
12312 - Registered Nurse II	31.90
12313 - Registered Nurse II Specialist	31.90

12314 - Registered Nurse III		38.59
12315 - Registered Nurse III Anesthetist		38.59
12316 - Registered Nurse IV		46.23
12317 - Scheduler (Drug and Alcohol Testing)		23.75
12320 - Substance Abuse Treatment Counselor		24.80
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.61
13012 - Exhibits Specialist II		23.06
13013 - Exhibits Specialist III		28.23
13041 - Illustrator I		18.61
13042 - Illustrator II		23.06
13043 - Illustrator III		28.23
13047 - Librarian		25.57
13050 - Library Aide/Clerk		14.32
13054 - Library Information Technology Systems Administrator		23.06
13058 - Library Technician		19.38
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.61
13063 - Media Specialist III		20.76
13071 - Photographer I		16.94
13072 - Photographer II		18.94
13073 - Photographer III		23.46
13074 - Photographer IV		28.70
13075 - Photographer V		33.26
13090 - Technical Order Library Clerk		18.61
13110 - Video Teleconference Technician		16.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.91
14042 - Computer Operator II		18.91
14043 - Computer Operator III		21.09
14044 - Computer Operator IV		23.43
14045 - Computer Operator V		25.94
14071 - Computer Programmer I	(see 1)	21.42
14072 - Computer Programmer II	(see 1)	26.52
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.91
14160 - Personal Computer Support Technician		23.43
14170 - System Support Specialist		27.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.36
15020 - Aircrew Training Devices Instructor (Rated)		36.73
15030 - Air Crew Training Devices Instructor (Pilot)		44.03
15050 - Computer Based Training Specialist / Instructor		30.36
15060 - Educational Technologist		30.64
15070 - Flight Instructor (Pilot)		44.03

15080 - Graphic Artist 20.03
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.03
15086 - Maintenance Test Pilot Rotary Wing 44.03
15088 - Non-Maintenance Test/Co-Pilot 44.03
15090 - Technical Instructor 21.46
15095 - Technical Instructor/Course Developer 26.25
15110 - Test Proctor 17.33
15120 - Tutor 17.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.56
16030 - Counter Attendant 12.56
16040 - Dry Cleaner 15.81
16070 - Finisher Flatwork Machine 12.56
16090 - Presser Hand 12.56
16110 - Presser Machine Drycleaning 12.56
16130 - Presser Machine Shirts 12.56
16160 - Presser Machine Wearing Apparel Laundry 12.56
16190 - Sewing Machine Operator 16.73
16220 - Tailor 17.70
16250 - Washer Machine 13.91
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.51
19040 - Tool And Die Maker 31.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.16
21030 - Material Coordinator 23.09
21040 - Material Expediter 23.09
21050 - Material Handling Laborer 16.49
21071 - Order Filler 13.66
21080 - Production Line Worker (Food Processing) 21.16
21110 - Shipping Packer 17.63
21130 - Shipping/Receiving Clerk 17.63
21140 - Store Worker I 15.04
21150 - Stock Clerk 19.55
21210 - Tools And Parts Attendant 21.16
21410 - Warehouse Specialist 21.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.02
23019 - Aircraft Logs and Records Technician 21.43
23021 - Aircraft Mechanic I 24.90
23022 - Aircraft Mechanic II 26.02
23023 - Aircraft Mechanic III 27.13
23040 - Aircraft Mechanic Helper 18.78
23050 - Aircraft Painter 23.79
23060 - Aircraft Servicer 21.43
23070 - Aircraft Survival Flight Equipment Technician 23.79
23080 - Aircraft Worker 22.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 24.90

II
23110 - Appliance Mechanic 23.79
23120 - Bicycle Repairer 19.59
23125 - Cable Splicer 37.03
23130 - Carpenter Maintenance 20.92
23140 - Carpet Layer 22.61
23160 - Electrician Maintenance 27.30
23181 - Electronics Technician Maintenance I 22.61
23182 - Electronics Technician Maintenance II 23.79
23183 - Electronics Technician Maintenance III 24.90
23260 - Fabric Worker 21.43
23290 - Fire Alarm System Mechanic 24.90
23310 - Fire Extinguisher Repairer 20.11
23311 - Fuel Distribution System Mechanic 31.10
23312 - Fuel Distribution System Operator 26.40
23370 - General Maintenance Worker 19.37
23380 - Ground Support Equipment Mechanic 24.90
23381 - Ground Support Equipment Servicer 21.43
23382 - Ground Support Equipment Worker 22.61
23391 - Gunsmith I 20.11
23392 - Gunsmith II 22.61
23393 - Gunsmith III 24.90
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.69
23430 - Heavy Equipment Mechanic 27.34
23440 - Heavy Equipment Operator 25.70
23460 - Instrument Mechanic 24.90
23465 - Laboratory/Shelter Mechanic 23.79
23470 - Laborer 16.49
23510 - Locksmith 23.79
23530 - Machinery Maintenance Mechanic 24.18
23550 - Machinist Maintenance 22.67
23580 - Maintenance Trades Helper 14.38
23591 - Metrology Technician I 24.90
23592 - Metrology Technician II 26.02
23593 - Metrology Technician III 27.13
23640 - Millwright 22.45
23710 - Office Appliance Repairer 20.26
23760 - Painter Maintenance 20.86
23790 - Pipefitter Maintenance 29.66
23810 - Plumber Maintenance 27.18
23820 - Pneudraulic Systems Mechanic 24.90
23850 - Rigger 24.90
23870 - Scale Mechanic 22.61
23890 - Sheet-Metal Worker Maintenance 24.90
23910 - Small Engine Mechanic 22.61
23931 - Telecommunications Mechanic I 23.92
23932 - Telecommunications Mechanic II 25.62

23950 - Telephone Lineman	20.04
23960 - Welder Combination Maintenance	20.95
23965 - Well Driller	24.90
23970 - Woodcraft Worker	24.90
23980 - Woodworker	20.11
24000 - Personal Needs Occupations	
24550 - Case Manager	16.18
24570 - Child Care Attendant	11.85
24580 - Child Care Center Clerk	14.78
24610 - Chore Aide	13.03
24620 - Family Readiness And Support Services Coordinator	16.18
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.30
25040 - Sewage Plant Operator	23.60
25070 - Stationary Engineer	31.30
25190 - Ventilation Equipment Tender	23.57
25210 - Water Treatment Plant Operator	23.60
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.15
27007 - Baggage Inspector	14.74
27008 - Corrections Officer	23.17
27010 - Court Security Officer	20.63
27030 - Detection Dog Handler	17.70
27040 - Detention Officer	23.17
27070 - Firefighter	19.76
27101 - Guard I	14.74
27102 - Guard II	17.70
27131 - Police Officer I	25.07
27132 - Police Officer II	27.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.59
28042 - Carnival Equipment Repairer	15.63
28043 - Carnival Worker	11.49
28210 - Gate Attendant/Gate Tender	16.84
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	18.84
28510 - Recreation Aide/Health Facility Attendant	13.75
28515 - Recreation Specialist	21.45
28630 - Sports Official	15.00
28690 - Swimming Pool Operator	17.56
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.06
29020 - Hatch Tender	27.06
29030 - Line Handler	27.06
29041 - Stevedore I	25.72
29042 - Stevedore II	28.47
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.88

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.57
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.56
30021 - Archeological Technician I 18.45
30022 - Archeological Technician II 20.64
30023 - Archeological Technician III 25.58
30030 - Cartographic Technician 25.58
30040 - Civil Engineering Technician 30.14
30051 - Cryogenic Technician I 27.64
30052 - Cryogenic Technician II 30.52
30061 - Drafter/CAD Operator I 18.45
30062 - Drafter/CAD Operator II 20.64
30063 - Drafter/CAD Operator III 23.02
30064 - Drafter/CAD Operator IV 28.32
30081 - Engineering Technician I 16.36
30082 - Engineering Technician II 18.37
30083 - Engineering Technician III 20.56
30084 - Engineering Technician IV 25.46
30085 - Engineering Technician V 31.16
30086 - Engineering Technician VI 37.69
30090 - Environmental Technician 25.58
30095 - Evidence Control Specialist 24.96
30210 - Laboratory Technician 23.02
30221 - Latent Fingerprint Technician I 27.64
30222 - Latent Fingerprint Technician II 30.52
30240 - Mathematical Technician 25.58
30361 - Paralegal/Legal Assistant I 20.09
30362 - Paralegal/Legal Assistant II 24.88
30363 - Paralegal/Legal Assistant III 30.43
30364 - Paralegal/Legal Assistant IV 36.82
30375 - Petroleum Supply Specialist 30.52
30390 - Photo-Optics Technician 25.58
30395 - Radiation Control Technician 30.52
30461 - Technical Writer I 26.66
30462 - Technical Writer II 32.61
30463 - Technical Writer III 39.45
30491 - Unexploded Ordnance (UXO) Technician I 27.25
30492 - Unexploded Ordnance (UXO) Technician II 32.97
30493 - Unexploded Ordnance (UXO) Technician III 39.52
30494 - Unexploded (UXO) Safety Escort 27.25
30495 - Unexploded (UXO) Sweep Personnel 27.25
30501 - Weather Forecaster I 27.64
30502 - Weather Forecaster II 33.62
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.02
30621 - Weather Observer Senior (see 2) 25.58
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.97
31020 - Bus Aide 12.67
31030 - Bus Driver 16.82
31043 - Driver Courier 14.28

31260 - Parking and Lot Attendant	14.05
31290 - Shuttle Bus Driver	15.29
31310 - Taxi Driver	15.87
31361 - Truckdriver Light	15.29
31362 - Truckdriver Medium	16.29
31363 - Truckdriver Heavy	21.48
31364 - Truckdriver Tractor-Trailer	21.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.08
99030 - Cashier	11.54
99050 - Desk Clerk	11.13
99095 - Embalmer	36.23
99130 - Flight Follower	27.25
99251 - Laboratory Animal Caretaker I	17.77
99252 - Laboratory Animal Caretaker II	19.03
99260 - Marketing Analyst	30.99
99310 - Mortician	36.23
99410 - Pest Controller	23.98
99510 - Photofinishing Worker	14.32
99710 - Recycling Laborer	19.70
99711 - Recycling Specialist	22.90
99730 - Refuse Collector	18.06
99810 - Sales Clerk	12.81
99820 - School Crossing Guard	16.55
99830 - Survey Party Chief	24.88
99831 - Surveying Aide	14.55
99832 - Surveying Technician	19.00
99840 - Vending Machine Attendant	21.02
99841 - Vending Machine Repairer	25.30
99842 - Vending Machine Repairer Helper	21.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive administrative or professional capacity as defined and delineated in 29 CFR Part 541. (See 29 CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4964
Revision No.: 15
Date Of Last Revision: 06/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Big Stone Chippewa Cottonwood Jackson Kandiyohi Lac Qui Parle Lincoln Lyon McLeod Meeker Murray Nobles Pipestone Redwood Renville Rock Swift Yellow Medicine

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.78
01013 - Accounting Clerk III		19.89
01020 - Administrative Assistant		24.74
01035 - Court Reporter		19.29
01041 - Customer Service Representative I		13.45
01042 - Customer Service Representative II		15.13
01043 - Customer Service Representative III		16.50
01051 - Data Entry Operator I		13.53
01052 - Data Entry Operator II		14.76

01060 - Dispatcher Motor Vehicle 19.68
01070 - Document Preparation Clerk 16.89
01090 - Duplicating Machine Operator 16.89
01111 - General Clerk I 13.72
01112 - General Clerk II 14.97
01113 - General Clerk III 16.81
01120 - Housing Referral Assistant 21.50
01141 - Messenger Courier 16.74
01191 - Order Clerk I 16.62
01192 - Order Clerk II 18.14
01261 - Personnel Assistant (Employment) I 16.68
01262 - Personnel Assistant (Employment) II 18.66
01263 - Personnel Assistant (Employment) III 20.80
01270 - Production Control Clerk 23.09
01290 - Rental Clerk 14.96
01300 - Scheduler Maintenance 17.24
01311 - Secretary I 17.24
01312 - Secretary II 19.29
01313 - Secretary III 21.50
01320 - Service Order Dispatcher 17.59
01410 - Supply Technician 24.74
01420 - Survey Worker 18.13
01460 - Switchboard Operator/Receptionist 14.80
01531 - Travel Clerk I 14.55
01532 - Travel Clerk II 15.72
01533 - Travel Clerk III 16.87
01611 - Word Processor I 15.35
01612 - Word Processor II 17.24
01613 - Word Processor III 19.29
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.27
05010 - Automotive Electrician 17.11
05040 - Automotive Glass Installer 16.27
05070 - Automotive Worker 16.27
05110 - Mobile Equipment Servicer 14.52
05130 - Motor Equipment Metal Mechanic 17.91
05160 - Motor Equipment Metal Worker 16.27
05190 - Motor Vehicle Mechanic 17.91
05220 - Motor Vehicle Mechanic Helper 13.84
05250 - Motor Vehicle Upholstery Worker 15.44
05280 - Motor Vehicle Wrecker 16.27
05310 - Painter Automotive 17.11
05340 - Radiator Repair Specialist 16.27
05370 - Tire Repairer 17.84
05400 - Transmission Repair Specialist 17.91
07000 - Food Preparation And Service Occupations
07010 - Baker 12.77
07041 - Cook I 13.84
07042 - Cook II 15.55
07070 - Dishwasher 11.28

07130 - Food Service Worker	11.94
07210 - Meat Cutter	15.17
07260 - Waiter/Waitress	10.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.79
09040 - Furniture Handler	13.54
09080 - Furniture Refinisher	18.17
09090 - Furniture Refinisher Helper	14.48
09110 - Furniture Repairer Minor	16.52
09130 - Upholsterer	21.43
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.15
11060 - Elevator Operator	13.15
11090 - Gardener	17.86
11122 - Housekeeping Aide	14.40
11150 - Janitor	14.40
11210 - Laborer Grounds Maintenance	14.53
11240 - Maid or Houseman	12.03
11260 - Pruner	13.32
11270 - Tractor Operator	16.90
11330 - Trail Maintenance Worker	14.53
11360 - Window Cleaner	15.71
12000 - Health Occupations	
12010 - Ambulance Driver	17.17
12011 - Breath Alcohol Technician	19.17
12012 - Certified Occupational Therapist Assistant	26.46
12015 - Certified Physical Therapist Assistant	24.79
12020 - Dental Assistant	22.28
12025 - Dental Hygienist	35.10
12030 - EKG Technician	29.04
12035 - Electroneurodiagnostic Technologist	29.04
12040 - Emergency Medical Technician	17.17
12071 - Licensed Practical Nurse I	17.14
12072 - Licensed Practical Nurse II	19.17
12073 - Licensed Practical Nurse III	21.37
12100 - Medical Assistant	17.50
12130 - Medical Laboratory Technician	25.88
12160 - Medical Record Clerk	18.74
12190 - Medical Record Technician	20.96
12195 - Medical Transcriptionist	20.18
12210 - Nuclear Medicine Technologist	42.12
12221 - Nursing Assistant I	12.00
12222 - Nursing Assistant II	13.51
12223 - Nursing Assistant III	14.73
12224 - Nursing Assistant IV	16.54
12235 - Optical Dispenser	16.48
12236 - Optical Technician	17.14
12250 - Pharmacy Technician	16.41
12280 - Phlebotomist	17.14
12305 - Radiologic Technologist	29.20

12311 - Registered Nurse I		26.08
12312 - Registered Nurse II		31.90
12313 - Registered Nurse II Specialist		31.90
12314 - Registered Nurse III		38.59
12315 - Registered Nurse III Anesthetist		38.59
12316 - Registered Nurse IV		46.23
12317 - Scheduler (Drug and Alcohol Testing)		23.75
12320 - Substance Abuse Treatment Counselor		24.80
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.61
13012 - Exhibits Specialist II		23.06
13013 - Exhibits Specialist III		28.23
13041 - Illustrator I		18.61
13042 - Illustrator II		23.06
13043 - Illustrator III		28.23
13047 - Librarian		25.57
13050 - Library Aide/Clerk		14.32
13054 - Library Information Technology Systems Administrator		23.06
13058 - Library Technician		19.38
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.61
13063 - Media Specialist III		20.76
13071 - Photographer I		16.94
13072 - Photographer II		18.94
13073 - Photographer III		23.46
13074 - Photographer IV		28.70
13075 - Photographer V		33.26
13090 - Technical Order Library Clerk		18.61
13110 - Video Teleconference Technician		16.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.91
14042 - Computer Operator II		18.91
14043 - Computer Operator III		21.09
14044 - Computer Operator IV		23.43
14045 - Computer Operator V		25.94
14071 - Computer Programmer I	(see 1)	21.42
14072 - Computer Programmer II	(see 1)	26.52
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.91
14160 - Personal Computer Support Technician		23.43
14170 - System Support Specialist		27.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.36
15020 - Aircrew Training Devices Instructor (Rated)		36.73
15030 - Air Crew Training Devices Instructor (Pilot)		44.03

15050 - Computer Based Training Specialist / Instructor	30.36
15060 - Educational Technologist	30.64
15070 - Flight Instructor (Pilot)	44.03
15080 - Graphic Artist	20.03
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.03
15086 - Maintenance Test Pilot Rotary Wing	44.03
15088 - Non-Maintenance Test/Co-Pilot	44.03
15090 - Technical Instructor	21.46
15095 - Technical Instructor/Course Developer	26.25
15110 - Test Proctor	17.33
15120 - Tutor	17.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.56
16030 - Counter Attendant	12.56
16040 - Dry Cleaner	15.81
16070 - Finisher Flatwork Machine	12.56
16090 - Presser Hand	12.56
16110 - Presser Machine Drycleaning	12.56
16130 - Presser Machine Shirts	12.56
16160 - Presser Machine Wearing Apparel Laundry	12.56
16190 - Sewing Machine Operator	16.73
16220 - Tailor	17.70
16250 - Washer Machine	13.91
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.51
19040 - Tool And Die Maker	31.45
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.16
21030 - Material Coordinator	23.09
21040 - Material Expediter	23.09
21050 - Material Handling Laborer	16.49
21071 - Order Filler	13.66
21080 - Production Line Worker (Food Processing)	21.16
21110 - Shipping Packer	17.63
21130 - Shipping/Receiving Clerk	17.63
21140 - Store Worker I	15.04
21150 - Stock Clerk	19.55
21210 - Tools And Parts Attendant	21.16
21410 - Warehouse Specialist	21.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.02
23019 - Aircraft Logs and Records Technician	21.43
23021 - Aircraft Mechanic I	24.90
23022 - Aircraft Mechanic II	26.02
23023 - Aircraft Mechanic III	27.13
23040 - Aircraft Mechanic Helper	18.78
23050 - Aircraft Painter	23.79
23060 - Aircraft Servicer	21.43
23070 - Aircraft Survival Flight Equipment Technician	23.79
23080 - Aircraft Worker	22.61

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.90
23110 - Appliance Mechanic 23.79
23120 - Bicycle Repairer 19.59
23125 - Cable Splicer 37.03
23130 - Carpenter Maintenance 20.92
23140 - Carpet Layer 22.61
23160 - Electrician Maintenance 27.30
23181 - Electronics Technician Maintenance I 22.61
23182 - Electronics Technician Maintenance II 23.79
23183 - Electronics Technician Maintenance III 24.90
23260 - Fabric Worker 21.43
23290 - Fire Alarm System Mechanic 24.90
23310 - Fire Extinguisher Repairer 20.11
23311 - Fuel Distribution System Mechanic 31.10
23312 - Fuel Distribution System Operator 26.40
23370 - General Maintenance Worker 19.37
23380 - Ground Support Equipment Mechanic 24.90
23381 - Ground Support Equipment Servicer 21.43
23382 - Ground Support Equipment Worker 22.61
23391 - Gunsmith I 20.11
23392 - Gunsmith II 22.61
23393 - Gunsmith III 24.90
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.69
23430 - Heavy Equipment Mechanic 27.34
23440 - Heavy Equipment Operator 25.70
23460 - Instrument Mechanic 24.90
23465 - Laboratory/Shelter Mechanic 23.79
23470 - Laborer 16.49
23510 - Locksmith 23.79
23530 - Machinery Maintenance Mechanic 24.18
23550 - Machinist Maintenance 22.67
23580 - Maintenance Trades Helper 14.38
23591 - Metrology Technician I 24.90
23592 - Metrology Technician II 26.02
23593 - Metrology Technician III 27.13
23640 - Millwright 22.45
23710 - Office Appliance Repairer 20.26
23760 - Painter Maintenance 20.86
23790 - Pipefitter Maintenance 29.66
23810 - Plumber Maintenance 27.18
23820 - Pneudraulic Systems Mechanic 24.90
23850 - Rigger 24.90
23870 - Scale Mechanic 22.61
23890 - Sheet-Metal Worker Maintenance 24.90

23910 - Small Engine Mechanic	22.61
23931 - Telecommunications Mechanic I	23.92
23932 - Telecommunications Mechanic II	25.62
23950 - Telephone Lineman	20.04
23960 - Welder Combination Maintenance	20.95
23965 - Well Driller	24.90
23970 - Woodcraft Worker	24.90
23980 - Woodworker	20.11
24000 - Personal Needs Occupations	
24550 - Case Manager	16.18
24570 - Child Care Attendant	11.85
24580 - Child Care Center Clerk	14.78
24610 - Chore Aide	13.03
24620 - Family Readiness And Support Services Coordinator	16.18
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.30
25040 - Sewage Plant Operator	23.60
25070 - Stationary Engineer	31.30
25190 - Ventilation Equipment Tender	23.57
25210 - Water Treatment Plant Operator	23.60
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.15
27007 - Baggage Inspector	14.74
27008 - Corrections Officer	23.17
27010 - Court Security Officer	20.63
27030 - Detection Dog Handler	17.70
27040 - Detention Officer	23.17
27070 - Firefighter	19.76
27101 - Guard I	14.74
27102 - Guard II	17.70
27131 - Police Officer I	25.07
27132 - Police Officer II	27.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.59
28042 - Carnival Equipment Repairer	15.63
28043 - Carnival Worker	11.49
28210 - Gate Attendant/Gate Tender	16.84
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	18.84
28510 - Recreation Aide/Health Facility Attendant	13.75
28515 - Recreation Specialist	21.45
28630 - Sports Official	15.00
28690 - Swimming Pool Operator	17.56
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.06
29020 - Hatch Tender	27.06
29030 - Line Handler	27.06
29041 - Stevedore I	25.72

29042 - Stevedore II		28.47
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	42.88
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	29.57
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	32.56
30021 - Archeological Technician I		18.45
30022 - Archeological Technician II		20.64
30023 - Archeological Technician III		25.58
30030 - Cartographic Technician		25.58
30040 - Civil Engineering Technician		30.14
30051 - Cryogenic Technician I		27.64
30052 - Cryogenic Technician II		30.52
30061 - Drafter/CAD Operator I		18.45
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		28.32
30081 - Engineering Technician I		16.36
30082 - Engineering Technician II		18.37
30083 - Engineering Technician III		20.56
30084 - Engineering Technician IV		25.46
30085 - Engineering Technician V		31.16
30086 - Engineering Technician VI		37.69
30090 - Environmental Technician		25.58
30095 - Evidence Control Specialist		24.96
30210 - Laboratory Technician		23.02
30221 - Latent Fingerprint Technician I		27.64
30222 - Latent Fingerprint Technician II		30.52
30240 - Mathematical Technician		25.58
30361 - Paralegal/Legal Assistant I		20.09
30362 - Paralegal/Legal Assistant II		24.88
30363 - Paralegal/Legal Assistant III		30.43
30364 - Paralegal/Legal Assistant IV		36.82
30375 - Petroleum Supply Specialist		30.52
30390 - Photo-Optics Technician		25.58
30395 - Radiation Control Technician		30.52
30461 - Technical Writer I		26.66
30462 - Technical Writer II		32.61
30463 - Technical Writer III		39.45
30491 - Unexploded Ordnance (UXO) Technician I		27.25
30492 - Unexploded Ordnance (UXO) Technician II		32.97
30493 - Unexploded Ordnance (UXO) Technician III		39.52
30494 - Unexploded (UXO) Safety Escort		27.25
30495 - Unexploded (UXO) Sweep Personnel		27.25
30501 - Weather Forecaster I		27.64
30502 - Weather Forecaster II		33.62
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer Senior	(see 2)	25.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.97

31020 - Bus Aide	12.67
31030 - Bus Driver	16.82
31043 - Driver Courier	14.28
31260 - Parking and Lot Attendant	14.05
31290 - Shuttle Bus Driver	15.29
31310 - Taxi Driver	15.87
31361 - Truckdriver Light	15.29
31362 - Truckdriver Medium	16.29
31363 - Truckdriver Heavy	21.48
31364 - Truckdriver Tractor-Trailer	21.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.08
99030 - Cashier	11.54
99050 - Desk Clerk	11.13
99095 - Embalmer	36.23
99130 - Flight Follower	27.25
99251 - Laboratory Animal Caretaker I	17.77
99252 - Laboratory Animal Caretaker II	19.03
99260 - Marketing Analyst	30.99
99310 - Mortician	36.23
99410 - Pest Controller	23.98
99510 - Photofinishing Worker	14.32
99710 - Recycling Laborer	19.70
99711 - Recycling Specialist	22.90
99730 - Refuse Collector	18.06
99810 - Sales Clerk	12.81
99820 - School Crossing Guard	16.55
99830 - Survey Party Chief	24.88
99831 - Surveying Aide	14.55
99832 - Surveying Technician	19.00
99840 - Vending Machine Attendant	21.02
99841 - Vending Machine Repairer	25.30
99842 - Vending Machine Repairer Helper	21.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4965
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Brown Faribault Freeborn Goodhue Martin Mower Rice Steele Waseca Watonwan Winona

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.69
01012 - Accounting Clerk II		17.62
01013 - Accounting Clerk III		19.71
01020 - Administrative Assistant		24.28
01035 - Court Reporter		19.09
01041 - Customer Service Representative I		13.42
01042 - Customer Service Representative II		15.10
01043 - Customer Service Representative III		16.47
01051 - Data Entry Operator I		13.81
01052 - Data Entry Operator II		15.06
01060 - Dispatcher Motor Vehicle		21.66
01070 - Document Preparation Clerk		18.05
01090 - Duplicating Machine Operator		18.05
01111 - General Clerk I		13.98

01112 - General Clerk II	15.25
01113 - General Clerk III	17.12
01120 - Housing Referral Assistant	21.28
01141 - Messenger Courier	13.19
01191 - Order Clerk I	14.00
01192 - Order Clerk II	15.27
01261 - Personnel Assistant (Employment) I	16.93
01262 - Personnel Assistant (Employment) II	18.94
01263 - Personnel Assistant (Employment) III	21.11
01270 - Production Control Clerk	23.47
01290 - Rental Clerk	12.41
01300 - Scheduler Maintenance	17.06
01311 - Secretary I	17.06
01312 - Secretary II	19.09
01313 - Secretary III	21.28
01320 - Service Order Dispatcher	19.36
01410 - Supply Technician	24.28
01420 - Survey Worker	18.43
01460 - Switchboard Operator/Receptionist	14.23
01531 - Travel Clerk I	14.49
01532 - Travel Clerk II	15.67
01533 - Travel Clerk III	16.80
01611 - Word Processor I	15.20
01612 - Word Processor II	17.06
01613 - Word Processor III	19.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.89
05010 - Automotive Electrician	20.63
05040 - Automotive Glass Installer	19.63
05070 - Automotive Worker	19.63
05110 - Mobile Equipment Servicer	17.56
05130 - Motor Equipment Metal Mechanic	21.54
05160 - Motor Equipment Metal Worker	19.63
05190 - Motor Vehicle Mechanic	21.54
05220 - Motor Vehicle Mechanic Helper	16.43
05250 - Motor Vehicle Upholstery Worker	18.67
05280 - Motor Vehicle Wrecker	19.63
05310 - Painter Automotive	20.63
05340 - Radiator Repair Specialist	19.63
05370 - Tire Repairer	14.25
05400 - Transmission Repair Specialist	21.54
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.61
07041 - Cook I	15.13
07042 - Cook II	16.93
07070 - Dishwasher	11.30
07130 - Food Service Worker	13.04
07210 - Meat Cutter	18.71
07260 - Waiter/Waitress	11.36
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 19.59
09040 - Furniture Handler 13.44
09080 - Furniture Refinisher 19.59
09090 - Furniture Refinisher Helper 15.58
09110 - Furniture Repairer Minor 17.73
09130 - Upholsterer 19.59
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 15.07
11060 - Elevator Operator 14.38
11090 - Gardener 17.18
11122 - Housekeeping Aide 14.38
11150 - Janitor 14.38
11210 - Laborer Grounds Maintenance 13.85
11240 - Maid or Houseman 12.42
11260 - Pruner 12.76
11270 - Tractor Operator 16.06
11330 - Trail Maintenance Worker 13.85
11360 - Window Cleaner 15.61
12000 - Health Occupations
12010 - Ambulance Driver 18.85
12011 - Breath Alcohol Technician 20.27
12012 - Certified Occupational Therapist Assistant 27.81
12015 - Certified Physical Therapist Assistant 27.05
12020 - Dental Assistant 23.51
12025 - Dental Hygienist 36.02
12030 - EKG Technician 30.70
12035 - Electroneurodiagnostic Technologist 30.70
12040 - Emergency Medical Technician 18.85
12071 - Licensed Practical Nurse I 18.12
12072 - Licensed Practical Nurse II 20.27
12073 - Licensed Practical Nurse III 22.59
12100 - Medical Assistant 18.62
12130 - Medical Laboratory Technician 27.90
12160 - Medical Record Clerk 20.32
12190 - Medical Record Technician 22.79
12195 - Medical Transcriptionist 20.16
12210 - Nuclear Medicine Technologist 44.53
12221 - Nursing Assistant I 12.27
12222 - Nursing Assistant II 13.81
12223 - Nursing Assistant III 15.06
12224 - Nursing Assistant IV 16.91
12235 - Optical Dispenser 16.48
12236 - Optical Technician 18.12
12250 - Pharmacy Technician 16.63
12280 - Phlebotomist 18.12
12305 - Radiologic Technologist 31.76
12311 - Registered Nurse I 23.71
12312 - Registered Nurse II 29.00
12313 - Registered Nurse II Specialist 29.00
12314 - Registered Nurse III 35.08

12315 - Registered Nurse III Anesthetist		35.08
12316 - Registered Nurse IV		42.03
12317 - Scheduler (Drug and Alcohol Testing)		25.10
12320 - Substance Abuse Treatment Counselor		22.99
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.27
13012 - Exhibits Specialist II		28.82
13013 - Exhibits Specialist III		35.24
13041 - Illustrator I		23.27
13042 - Illustrator II		28.82
13043 - Illustrator III		35.24
13047 - Librarian		31.92
13050 - Library Aide/Clerk		13.64
13054 - Library Information Technology Systems Administrator		28.82
13058 - Library Technician		22.01
13061 - Media Specialist I		20.80
13062 - Media Specialist II		23.27
13063 - Media Specialist III		25.93
13071 - Photographer I		20.80
13072 - Photographer II		23.27
13073 - Photographer III		28.82
13074 - Photographer IV		35.24
13075 - Photographer V		42.64
13090 - Technical Order Library Clerk		16.87
13110 - Video Teleconference Technician		20.80
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.85
14042 - Computer Operator II		19.97
14043 - Computer Operator III		22.25
14044 - Computer Operator IV		24.73
14045 - Computer Operator V		26.31
14071 - Computer Programmer I	(see 1)	20.79
14072 - Computer Programmer II	(see 1)	25.75
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.85
14160 - Personal Computer Support Technician		24.73
14170 - System Support Specialist		26.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.49
15020 - Aircrew Training Devices Instructor (Rated)		36.89
15030 - Air Crew Training Devices Instructor (Pilot)		44.22
15050 - Computer Based Training Specialist / Instructor		30.49
15060 - Educational Technologist		34.24
15070 - Flight Instructor (Pilot)		44.22
15080 - Graphic Artist		20.39

15085 - Maintenance Test Pilot Fixed Jet/Prop 44.22
15086 - Maintenance Test Pilot Rotary Wing 44.22
15088 - Non-Maintenance Test/Co-Pilot 44.22
15090 - Technical Instructor 22.35
15095 - Technical Instructor/Course Developer 27.35
15110 - Test Proctor 18.05
15120 - Tutor 18.05
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.62
19040 - Tool And Die Maker 26.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.29
21030 - Material Coordinator 23.47
21040 - Material Expediter 23.47
21050 - Material Handling Laborer 15.90
21071 - Order Filler 14.22
21080 - Production Line Worker (Food Processing) 20.29
21110 - Shipping Packer 17.16
21130 - Shipping/Receiving Clerk 17.16
21140 - Store Worker I 15.59
21150 - Stock Clerk 20.03
21210 - Tools And Parts Attendant 20.29
21410 - Warehouse Specialist 20.29
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.11
23019 - Aircraft Logs and Records Technician 21.69
23021 - Aircraft Mechanic I 25.02
23022 - Aircraft Mechanic II 26.11
23023 - Aircraft Mechanic III 27.21
23040 - Aircraft Mechanic Helper 19.08
23050 - Aircraft Painter 23.96
23060 - Aircraft Servicer 21.69
23070 - Aircraft Survival Flight Equipment Technician 23.96
23080 - Aircraft Worker 22.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.02

23110 - Appliance Mechanic 21.55
23120 - Bicycle Repairer 20.28
23125 - Cable Splicer 41.39
23130 - Carpenter Maintenance 23.85
23140 - Carpet Layer 23.84
23160 - Electrician Maintenance 30.89
23181 - Electronics Technician Maintenance I 27.91
23182 - Electronics Technician Maintenance II 29.30
23183 - Electronics Technician Maintenance III 30.62
23260 - Fabric Worker 22.65
23290 - Fire Alarm System Mechanic 26.19
23310 - Fire Extinguisher Repairer 21.30
23311 - Fuel Distribution System Mechanic 27.52
23312 - Fuel Distribution System Operator 22.44
23370 - General Maintenance Worker 21.37
23380 - Ground Support Equipment Mechanic 25.02
23381 - Ground Support Equipment Servicer 21.69
23382 - Ground Support Equipment Worker 22.80
23391 - Gunsmith I 21.30
23392 - Gunsmith II 23.84
23393 - Gunsmith III 26.19
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.69
23430 - Heavy Equipment Mechanic 27.64
23440 - Heavy Equipment Operator 30.29
23460 - Instrument Mechanic 24.70
23465 - Laboratory/Shelter Mechanic 25.03
23470 - Laborer 15.90
23510 - Locksmith 25.03
23530 - Machinery Maintenance Mechanic 24.77
23550 - Machinist Maintenance 20.56
23580 - Maintenance Trades Helper 14.25
23591 - Metrology Technician I 24.70
23592 - Metrology Technician II 25.77
23593 - Metrology Technician III 26.86
23640 - Millwright 23.51
23710 - Office Appliance Repairer 25.03
23760 - Painter Maintenance 21.69
23790 - Pipefitter Maintenance 29.66
23810 - Plumber Maintenance 27.69
23820 - Pneudraulic Systems Mechanic 26.19
23850 - Rigger 26.19
23870 - Scale Mechanic 23.84
23890 - Sheet-Metal Worker Maintenance 27.16
23910 - Small Engine Mechanic 21.09
23931 - Telecommunications Mechanic I 30.97
23932 - Telecommunications Mechanic II 32.35
23950 - Telephone Lineman 23.70

23960 - Welder Combination Maintenance		19.96
23965 - Well Driller		26.19
23970 - Woodcraft Worker		26.19
23980 - Woodworker		21.30
24000 - Personal Needs Occupations		
24550 - Case Manager		16.05
24570 - Child Care Attendant		11.23
24580 - Child Care Center Clerk		14.00
24610 - Chore Aide		13.14
24620 - Family Readiness And Support Services Coordinator		16.05
24630 - Homemaker		16.05
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.54
25040 - Sewage Plant Operator		24.29
25070 - Stationary Engineer		28.54
25190 - Ventilation Equipment Tender		21.70
25210 - Water Treatment Plant Operator		24.29
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.86
27007 - Baggage Inspector		17.02
27008 - Corrections Officer		24.53
27010 - Court Security Officer		21.47
27030 - Detection Dog Handler		19.04
27040 - Detention Officer		24.53
27070 - Firefighter		19.76
27101 - Guard I		17.02
27102 - Guard II		19.04
27131 - Police Officer I		27.22
27132 - Police Officer II		30.25
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.38
28042 - Carnival Equipment Repairer		15.38
28043 - Carnival Worker		11.42
28210 - Gate Attendant/Gate Tender		14.96
28310 - Lifeguard		13.72
28350 - Park Attendant (Aide)		17.23
28510 - Recreation Aide/Health Facility Attendant		11.99
28515 - Recreation Specialist		20.17
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		17.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.84
29020 - Hatch Tender		23.84
29030 - Line Handler		23.84
29041 - Stevedore I		22.65
29042 - Stevedore II		25.03
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	42.88
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	29.57

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.56
30021 - Archeological Technician I 19.17
30022 - Archeological Technician II 21.45
30023 - Archeological Technician III 26.57
30030 - Cartographic Technician 26.57
30040 - Civil Engineering Technician 29.89
30051 - Cryogenic Technician I 28.15
30052 - Cryogenic Technician II 31.08
30061 - Drafter/CAD Operator I 19.17
30062 - Drafter/CAD Operator II 21.45
30063 - Drafter/CAD Operator III 23.91
30064 - Drafter/CAD Operator IV 29.42
30081 - Engineering Technician I 16.86
30082 - Engineering Technician II 18.93
30083 - Engineering Technician III 21.18
30084 - Engineering Technician IV 26.23
30085 - Engineering Technician V 32.09
30086 - Engineering Technician VI 38.83
30090 - Environmental Technician 26.57
30095 - Evidence Control Specialist 25.41
30210 - Laboratory Technician 23.02
30221 - Latent Fingerprint Technician I 28.15
30222 - Latent Fingerprint Technician II 31.08
30240 - Mathematical Technician 26.57
30361 - Paralegal/Legal Assistant I 19.57
30362 - Paralegal/Legal Assistant II 24.25
30363 - Paralegal/Legal Assistant III 29.66
30364 - Paralegal/Legal Assistant IV 35.89
30375 - Petroleum Supply Specialist 31.08
30390 - Photo-Optics Technician 25.58
30395 - Radiation Control Technician 31.08
30461 - Technical Writer I 26.57
30462 - Technical Writer II 32.49
30463 - Technical Writer III 39.32
30491 - Unexploded Ordnance (UXO) Technician I 27.25
30492 - Unexploded Ordnance (UXO) Technician II 32.97
30493 - Unexploded Ordnance (UXO) Technician III 39.52
30494 - Unexploded (UXO) Safety Escort 27.25
30495 - Unexploded (UXO) Sweep Personnel 27.25
30501 - Weather Forecaster I 29.42
30502 - Weather Forecaster II 35.79
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.91
30621 - Weather Observer Senior (see 2) 26.57
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.97
31020 - Bus Aide 12.96
31030 - Bus Driver 17.10
31043 - Driver Courier 13.15
31260 - Parking and Lot Attendant 13.95

31290 - Shuttle Bus Driver	14.06
31310 - Taxi Driver	13.71
31361 - Truckdriver Light	14.06
31362 - Truckdriver Medium	16.11
31363 - Truckdriver Heavy	21.03
31364 - Truckdriver Tractor-Trailer	21.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.08
99030 - Cashier	11.78
99050 - Desk Clerk	13.13
99095 - Embalmer	29.71
99130 - Flight Follower	27.25
99251 - Laboratory Animal Caretaker I	14.54
99252 - Laboratory Animal Caretaker II	15.54
99260 - Marketing Analyst	26.30
99310 - Mortician	29.71
99410 - Pest Controller	24.43
99510 - Photofinishing Worker	14.32
99710 - Recycling Laborer	21.54
99711 - Recycling Specialist	24.96
99730 - Refuse Collector	19.85
99810 - Sales Clerk	12.46
99820 - School Crossing Guard	17.36
99830 - Survey Party Chief	24.88
99831 - Surveying Aide	14.55
99832 - Surveying Technician	19.00
99840 - Vending Machine Attendant	21.48
99841 - Vending Machine Repairer	25.71
99842 - Vending Machine Repairer Helper	21.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4966
Revision No.: 12
Date Of Last Revision: 06/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Brown Faribault Freeborn Goodhue Martin Mower Rice Steele Waseca Watonwan Winona

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.69
01012 - Accounting Clerk II		17.62
01013 - Accounting Clerk III		19.71
01020 - Administrative Assistant		24.28
01035 - Court Reporter		19.09
01041 - Customer Service Representative I		13.42
01042 - Customer Service Representative II		15.10
01043 - Customer Service Representative III		16.47
01051 - Data Entry Operator I		13.81
01052 - Data Entry Operator II		15.06
01060 - Dispatcher Motor Vehicle		21.66

01070 - Document Preparation Clerk	18.05
01090 - Duplicating Machine Operator	18.05
01111 - General Clerk I	13.98
01112 - General Clerk II	15.25
01113 - General Clerk III	17.12
01120 - Housing Referral Assistant	21.28
01141 - Messenger Courier	13.19
01191 - Order Clerk I	14.00
01192 - Order Clerk II	15.27
01261 - Personnel Assistant (Employment) I	16.93
01262 - Personnel Assistant (Employment) II	18.94
01263 - Personnel Assistant (Employment) III	21.11
01270 - Production Control Clerk	23.47
01290 - Rental Clerk	12.41
01300 - Scheduler Maintenance	17.06
01311 - Secretary I	17.06
01312 - Secretary II	19.09
01313 - Secretary III	21.28
01320 - Service Order Dispatcher	19.36
01410 - Supply Technician	24.28
01420 - Survey Worker	18.43
01460 - Switchboard Operator/Receptionist	14.23
01531 - Travel Clerk I	14.49
01532 - Travel Clerk II	15.67
01533 - Travel Clerk III	16.80
01611 - Word Processor I	15.20
01612 - Word Processor II	17.06
01613 - Word Processor III	19.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.89
05010 - Automotive Electrician	20.63
05040 - Automotive Glass Installer	19.63
05070 - Automotive Worker	19.63
05110 - Mobile Equipment Servicer	17.56
05130 - Motor Equipment Metal Mechanic	21.54
05160 - Motor Equipment Metal Worker	19.63
05190 - Motor Vehicle Mechanic	21.54
05220 - Motor Vehicle Mechanic Helper	16.43
05250 - Motor Vehicle Upholstery Worker	18.67
05280 - Motor Vehicle Wrecker	19.63
05310 - Painter Automotive	20.63
05340 - Radiator Repair Specialist	19.63
05370 - Tire Repairer	14.25
05400 - Transmission Repair Specialist	21.54
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.61
07041 - Cook I	15.13
07042 - Cook II	16.93
07070 - Dishwasher	11.30
07130 - Food Service Worker	13.04

07210 - Meat Cutter	18.71
07260 - Waiter/Waitress	11.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.59
09040 - Furniture Handler	13.44
09080 - Furniture Refinisher	19.59
09090 - Furniture Refinisher Helper	15.58
09110 - Furniture Repairer Minor	17.73
09130 - Upholsterer	19.59
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.07
11060 - Elevator Operator	14.38
11090 - Gardener	17.18
11122 - Housekeeping Aide	14.38
11150 - Janitor	14.38
11210 - Laborer Grounds Maintenance	13.85
11240 - Maid or Houseman	12.42
11260 - Pruner	12.76
11270 - Tractor Operator	16.06
11330 - Trail Maintenance Worker	13.85
11360 - Window Cleaner	15.61
12000 - Health Occupations	
12010 - Ambulance Driver	18.85
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	27.81
12015 - Certified Physical Therapist Assistant	27.05
12020 - Dental Assistant	23.51
12025 - Dental Hygienist	36.02
12030 - EKG Technician	30.70
12035 - Electroneurodiagnostic Technologist	30.70
12040 - Emergency Medical Technician	18.85
12071 - Licensed Practical Nurse I	18.12
12072 - Licensed Practical Nurse II	20.27
12073 - Licensed Practical Nurse III	22.59
12100 - Medical Assistant	18.62
12130 - Medical Laboratory Technician	27.90
12160 - Medical Record Clerk	20.32
12190 - Medical Record Technician	22.79
12195 - Medical Transcriptionist	20.16
12210 - Nuclear Medicine Technologist	44.53
12221 - Nursing Assistant I	12.27
12222 - Nursing Assistant II	13.81
12223 - Nursing Assistant III	15.06
12224 - Nursing Assistant IV	16.91
12235 - Optical Dispenser	16.48
12236 - Optical Technician	18.12
12250 - Pharmacy Technician	16.63
12280 - Phlebotomist	18.12
12305 - Radiologic Technologist	31.76
12311 - Registered Nurse I	23.71

12312 - Registered Nurse II		29.00
12313 - Registered Nurse II Specialist		29.00
12314 - Registered Nurse III		35.08
12315 - Registered Nurse III Anesthetist		35.08
12316 - Registered Nurse IV		42.03
12317 - Scheduler (Drug and Alcohol Testing)		25.10
12320 - Substance Abuse Treatment Counselor		22.99
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.27
13012 - Exhibits Specialist II		28.82
13013 - Exhibits Specialist III		35.24
13041 - Illustrator I		23.27
13042 - Illustrator II		28.82
13043 - Illustrator III		35.24
13047 - Librarian		31.92
13050 - Library Aide/Clerk		13.64
13054 - Library Information Technology Systems Administrator		28.82
13058 - Library Technician		22.01
13061 - Media Specialist I		20.80
13062 - Media Specialist II		23.27
13063 - Media Specialist III		25.93
13071 - Photographer I		20.80
13072 - Photographer II		23.27
13073 - Photographer III		28.82
13074 - Photographer IV		35.24
13075 - Photographer V		42.64
13090 - Technical Order Library Clerk		16.87
13110 - Video Teleconference Technician		20.80
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.85
14042 - Computer Operator II		19.97
14043 - Computer Operator III		22.25
14044 - Computer Operator IV		24.73
14045 - Computer Operator V		26.31
14071 - Computer Programmer I	(see 1)	20.79
14072 - Computer Programmer II	(see 1)	25.75
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.85
14160 - Personal Computer Support Technician		24.73
14170 - System Support Specialist		26.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.49
15020 - Aircrew Training Devices Instructor (Rated)		36.89
15030 - Air Crew Training Devices Instructor (Pilot)		44.22
15050 - Computer Based Training Specialist / Instructor		30.49

15060 - Educational Technologist 34.24
15070 - Flight Instructor (Pilot) 44.22
15080 - Graphic Artist 20.39
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.22
15086 - Maintenance Test Pilot Rotary Wing 44.22
15088 - Non-Maintenance Test/Co-Pilot 44.22
15090 - Technical Instructor 22.35
15095 - Technical Instructor/Course Developer 27.35
15110 - Test Proctor 18.05
15120 - Tutor 18.05
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.27
16030 - Counter Attendant 12.27
16040 - Dry Cleaner 15.21
16070 - Finisher Flatwork Machine 12.27
16090 - Presser Hand 12.27
16110 - Presser Machine Drycleaning 12.27
16130 - Presser Machine Shirts 12.27
16160 - Presser Machine Wearing Apparel Laundry 12.27
16190 - Sewing Machine Operator 16.11
16220 - Tailor 17.02
16250 - Washer Machine 13.43
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.62
19040 - Tool And Die Maker 26.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.29
21030 - Material Coordinator 23.47
21040 - Material Expediter 23.47
21050 - Material Handling Laborer 15.90
21071 - Order Filler 14.22
21080 - Production Line Worker (Food Processing) 20.29
21110 - Shipping Packer 17.16
21130 - Shipping/Receiving Clerk 17.16
21140 - Store Worker I 15.59
21150 - Stock Clerk 20.03
21210 - Tools And Parts Attendant 20.29
21410 - Warehouse Specialist 20.29
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.11
23019 - Aircraft Logs and Records Technician 21.69
23021 - Aircraft Mechanic I 25.02
23022 - Aircraft Mechanic II 26.11
23023 - Aircraft Mechanic III 27.21
23040 - Aircraft Mechanic Helper 19.08
23050 - Aircraft Painter 23.96
23060 - Aircraft Servicer 21.69
23070 - Aircraft Survival Flight Equipment Technician 23.96
23080 - Aircraft Worker 22.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 22.80

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.02
II
23110 - Appliance Mechanic 21.55
23120 - Bicycle Repairer 20.28
23125 - Cable Splicer 41.39
23130 - Carpenter Maintenance 23.85
23140 - Carpet Layer 23.84
23160 - Electrician Maintenance 30.89
23181 - Electronics Technician Maintenance I 27.91
23182 - Electronics Technician Maintenance II 29.30
23183 - Electronics Technician Maintenance III 30.62
23260 - Fabric Worker 22.65
23290 - Fire Alarm System Mechanic 26.19
23310 - Fire Extinguisher Repairer 21.30
23311 - Fuel Distribution System Mechanic 27.52
23312 - Fuel Distribution System Operator 22.44
23370 - General Maintenance Worker 21.37
23380 - Ground Support Equipment Mechanic 25.02
23381 - Ground Support Equipment Servicer 21.69
23382 - Ground Support Equipment Worker 22.80
23391 - Gunsmith I 21.30
23392 - Gunsmith II 23.84
23393 - Gunsmith III 26.19
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.69
23430 - Heavy Equipment Mechanic 27.64
23440 - Heavy Equipment Operator 30.29
23460 - Instrument Mechanic 24.70
23465 - Laboratory/Shelter Mechanic 25.03
23470 - Laborer 15.90
23510 - Locksmith 25.03
23530 - Machinery Maintenance Mechanic 24.77
23550 - Machinist Maintenance 20.56
23580 - Maintenance Trades Helper 14.25
23591 - Metrology Technician I 24.70
23592 - Metrology Technician II 25.77
23593 - Metrology Technician III 26.86
23640 - Millwright 23.51
23710 - Office Appliance Repairer 25.03
23760 - Painter Maintenance 21.69
23790 - Pipefitter Maintenance 29.66
23810 - Plumber Maintenance 27.69
23820 - Pneudraulic Systems Mechanic 26.19
23850 - Rigger 26.19
23870 - Scale Mechanic 23.84
23890 - Sheet-Metal Worker Maintenance 27.16
23910 - Small Engine Mechanic 21.09

23931 - Telecommunications Mechanic I 30.97
23932 - Telecommunications Mechanic II 32.35
23950 - Telephone Lineman 23.70
23960 - Welder Combination Maintenance 19.96
23965 - Well Driller 26.19
23970 - Woodcraft Worker 26.19
23980 - Woodworker 21.30
24000 - Personal Needs Occupations
24550 - Case Manager 16.05
24570 - Child Care Attendant 11.23
24580 - Child Care Center Clerk 14.00
24610 - Chore Aide 13.14
24620 - Family Readiness And Support Services Coordinator 16.05
24630 - Homemaker 16.05
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.54
25040 - Sewage Plant Operator 24.29
25070 - Stationary Engineer 28.54
25190 - Ventilation Equipment Tender 21.70
25210 - Water Treatment Plant Operator 24.29
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.86
27007 - Baggage Inspector 17.02
27008 - Corrections Officer 24.53
27010 - Court Security Officer 21.47
27030 - Detection Dog Handler 19.04
27040 - Detention Officer 24.53
27070 - Firefighter 19.76
27101 - Guard I 17.02
27102 - Guard II 19.04
27131 - Police Officer I 27.22
27132 - Police Officer II 30.25
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.38
28042 - Carnival Equipment Repairer 15.38
28043 - Carnival Worker 11.42
28210 - Gate Attendant/Gate Tender 14.96
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 17.23
28510 - Recreation Aide/Health Facility Attendant 11.99
28515 - Recreation Specialist 20.17
28630 - Sports Official 13.72
28690 - Swimming Pool Operator 17.21
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.84
29020 - Hatch Tender 23.84
29030 - Line Handler 23.84
29041 - Stevedore I 22.65
29042 - Stevedore II 25.03

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	42.88
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	29.57
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	32.56
30021 - Archeological Technician I		19.17
30022 - Archeological Technician II		21.45
30023 - Archeological Technician III		26.57
30030 - Cartographic Technician		26.57
30040 - Civil Engineering Technician		29.89
30051 - Cryogenic Technician I		28.15
30052 - Cryogenic Technician II		31.08
30061 - Drafter/CAD Operator I		19.17
30062 - Drafter/CAD Operator II		21.45
30063 - Drafter/CAD Operator III		23.91
30064 - Drafter/CAD Operator IV		29.42
30081 - Engineering Technician I		16.86
30082 - Engineering Technician II		18.93
30083 - Engineering Technician III		21.18
30084 - Engineering Technician IV		26.23
30085 - Engineering Technician V		32.09
30086 - Engineering Technician VI		38.83
30090 - Environmental Technician		26.57
30095 - Evidence Control Specialist		25.41
30210 - Laboratory Technician		23.02
30221 - Latent Fingerprint Technician I		28.15
30222 - Latent Fingerprint Technician II		31.08
30240 - Mathematical Technician		26.57
30361 - Paralegal/Legal Assistant I		19.57
30362 - Paralegal/Legal Assistant II		24.25
30363 - Paralegal/Legal Assistant III		29.66
30364 - Paralegal/Legal Assistant IV		35.89
30375 - Petroleum Supply Specialist		31.08
30390 - Photo-Optics Technician		25.58
30395 - Radiation Control Technician		31.08
30461 - Technical Writer I		26.57
30462 - Technical Writer II		32.49
30463 - Technical Writer III		39.32
30491 - Unexploded Ordnance (UXO) Technician I		27.25
30492 - Unexploded Ordnance (UXO) Technician II		32.97
30493 - Unexploded Ordnance (UXO) Technician III		39.52
30494 - Unexploded (UXO) Safety Escort		27.25
30495 - Unexploded (UXO) Sweep Personnel		27.25
30501 - Weather Forecaster I		29.42
30502 - Weather Forecaster II		35.79
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.91
30621 - Weather Observer Senior	(see 2)	26.57

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		32.97
31020 - Bus Aide		12.96

31030 - Bus Driver	17.10
31043 - Driver Courier	13.15
31260 - Parking and Lot Attendant	13.95
31290 - Shuttle Bus Driver	14.06
31310 - Taxi Driver	13.71
31361 - Truckdriver Light	14.06
31362 - Truckdriver Medium	16.11
31363 - Truckdriver Heavy	21.03
31364 - Truckdriver Tractor-Trailer	21.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.08
99030 - Cashier	11.78
99050 - Desk Clerk	13.13
99095 - Embalmer	29.71
99130 - Flight Follower	27.25
99251 - Laboratory Animal Caretaker I	14.54
99252 - Laboratory Animal Caretaker II	15.54
99260 - Marketing Analyst	26.30
99310 - Mortician	29.71
99410 - Pest Controller	24.43
99510 - Photofinishing Worker	14.32
99710 - Recycling Laborer	21.54
99711 - Recycling Specialist	24.96
99730 - Refuse Collector	19.85
99810 - Sales Clerk	12.46
99820 - School Crossing Guard	17.36
99830 - Survey Party Chief	24.88
99831 - Surveying Aide	14.55
99832 - Surveying Technician	19.00
99840 - Vending Machine Attendant	21.48
99841 - Vending Machine Repairer	25.71
99842 - Vending Machine Repairer Helper	21.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4967
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota County of Clay

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.79
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		18.56
01020 - Administrative Assistant		23.83
01035 - Court Reporter		18.20
01041 - Customer Service Representative I		13.84
01042 - Customer Service Representative II		15.56
01043 - Customer Service Representative III		16.97
01051 - Data Entry Operator I		15.21
01052 - Data Entry Operator II		16.59
01060 - Dispatcher Motor Vehicle		23.00
01070 - Document Preparation Clerk		17.01
01090 - Duplicating Machine Operator		17.01
01111 - General Clerk I		15.40
01112 - General Clerk II		16.81

01113 - General Clerk III 18.88
01120 - Housing Referral Assistant 20.30
01141 - Messenger Courier 13.48
01191 - Order Clerk I 17.01
01192 - Order Clerk II 18.38
01261 - Personnel Assistant (Employment) I 16.06
01262 - Personnel Assistant (Employment) II 17.98
01263 - Personnel Assistant (Employment) III 20.04
01270 - Production Control Clerk 23.24
01290 - Rental Clerk 15.02
01300 - Scheduler Maintenance 16.27
01311 - Secretary I 16.27
01312 - Secretary II 18.20
01313 - Secretary III 20.30
01320 - Service Order Dispatcher 20.29
01410 - Supply Technician 23.83
01420 - Survey Worker 15.92
01460 - Switchboard Operator/Receptionist 13.60
01531 - Travel Clerk I 15.99
01532 - Travel Clerk II 16.86
01533 - Travel Clerk III 17.74
01611 - Word Processor I 14.86
01612 - Word Processor II 16.69
01613 - Word Processor III 18.00
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.92
05010 - Automotive Electrician 19.85
05040 - Automotive Glass Installer 18.49
05070 - Automotive Worker 18.49
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 21.03
05160 - Motor Equipment Metal Worker 18.49
05190 - Motor Vehicle Mechanic 21.03
05220 - Motor Vehicle Mechanic Helper 15.87
05250 - Motor Vehicle Upholstery Worker 17.16
05280 - Motor Vehicle Wrecker 18.49
05310 - Painter Automotive 19.85
05340 - Radiator Repair Specialist 18.49
05370 - Tire Repairer 15.07
05400 - Transmission Repair Specialist 21.03
07000 - Food Preparation And Service Occupations
07010 - Baker 14.86
07041 - Cook I 15.24
07042 - Cook II 17.80
07070 - Dishwasher 11.53
07130 - Food Service Worker 12.75
07210 - Meat Cutter 17.77
07260 - Waiter/Waitress 9.40
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.71

09040 - Furniture Handler 13.49
09080 - Furniture Refinisher 19.71
09090 - Furniture Refinisher Helper 16.06
09110 - Furniture Repairer Minor 17.35
09130 - Upholsterer 19.71
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.51
11060 - Elevator Operator 13.47
11090 - Gardener 21.56
11122 - Housekeeping Aide 13.47
11150 - Janitor 13.47
11210 - Laborer Grounds Maintenance 17.33
11240 - Maid or Houseman 12.37
11260 - Pruner 15.39
11270 - Tractor Operator 19.65
11330 - Trail Maintenance Worker 17.33
11360 - Window Cleaner 15.17
12000 - Health Occupations
12010 - Ambulance Driver 15.28
12011 - Breath Alcohol Technician 19.61
12012 - Certified Occupational Therapist Assistant 27.37
12015 - Certified Physical Therapist Assistant 26.90
12020 - Dental Assistant 22.33
12025 - Dental Hygienist 33.79
12030 - EKG Technician 28.78
12035 - Electroneurodiagnostic Technologist 28.78
12040 - Emergency Medical Technician 15.28
12071 - Licensed Practical Nurse I 17.52
12072 - Licensed Practical Nurse II 19.61
12073 - Licensed Practical Nurse III 21.85
12100 - Medical Assistant 18.46
12130 - Medical Laboratory Technician 22.76
12160 - Medical Record Clerk 19.61
12190 - Medical Record Technician 23.70
12195 - Medical Transcriptionist 16.98
12210 - Nuclear Medicine Technologist 43.07
12221 - Nursing Assistant I 11.63
12222 - Nursing Assistant II 13.07
12223 - Nursing Assistant III 14.26
12224 - Nursing Assistant IV 16.01
12235 - Optical Dispenser 17.63
12236 - Optical Technician 16.98
12250 - Pharmacy Technician 18.57
12280 - Phlebotomist 15.01
12305 - Radiologic Technologist 26.16
12311 - Registered Nurse I 25.14
12312 - Registered Nurse II 29.52
12313 - Registered Nurse II Specialist 29.52
12314 - Registered Nurse III 35.72
12315 - Registered Nurse III Anesthetist 35.72

12316 - Registered Nurse IV		42.81
12317 - Scheduler (Drug and Alcohol Testing)		24.28
12320 - Substance Abuse Treatment Counselor		25.60
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.90
13012 - Exhibits Specialist II		27.14
13013 - Exhibits Specialist III		33.19
13041 - Illustrator I		21.90
13042 - Illustrator II		27.14
13043 - Illustrator III		33.19
13047 - Librarian		30.05
13050 - Library Aide/Clerk		15.29
13054 - Library Information Technology Systems Administrator		27.13
13058 - Library Technician		17.79
13061 - Media Specialist I		19.84
13062 - Media Specialist II		21.92
13063 - Media Specialist III		24.44
13071 - Photographer I		16.33
13072 - Photographer II		18.27
13073 - Photographer III		22.62
13074 - Photographer IV		27.68
13075 - Photographer V		33.49
13090 - Technical Order Library Clerk		16.10
13110 - Video Teleconference Technician		23.62
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.98
14042 - Computer Operator II		17.87
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.73
14071 - Computer Programmer I	(see 1)	19.03
14072 - Computer Programmer II	(see 1)	23.33
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.98
14160 - Personal Computer Support Technician		25.73
14170 - System Support Specialist		30.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.96
15020 - Aircrew Training Devices Instructor (Rated)		35.04
15030 - Air Crew Training Devices Instructor (Pilot)		42.00
15050 - Computer Based Training Specialist / Instructor		28.96
15060 - Educational Technologist		31.53
15070 - Flight Instructor (Pilot)		42.00
15080 - Graphic Artist		20.20
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.00

15086 - Maintenance Test Pilot Rotary Wing 42.00
15088 - Non-Maintenance Test/Co-Pilot 42.00
15090 - Technical Instructor 21.44
15095 - Technical Instructor/Course Developer 26.23
15110 - Test Proctor 17.31
15120 - Tutor 17.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.19
16030 - Counter Attendant 11.19
16040 - Dry Cleaner 14.10
16070 - Finisher Flatwork Machine 11.19
16090 - Presser Hand 11.19
16110 - Presser Machine Drycleaning 11.19
16130 - Presser Machine Shirts 11.19
16160 - Presser Machine Wearing Apparel Laundry 11.19
16190 - Sewing Machine Operator 14.92
16220 - Tailor 15.77
16250 - Washer Machine 12.41
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.55
19040 - Tool And Die Maker 29.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.15
21030 - Material Coordinator 23.24
21040 - Material Expediter 23.24
21050 - Material Handling Laborer 15.88
21071 - Order Filler 13.76
21080 - Production Line Worker (Food Processing) 19.15
21110 - Shipping Packer 16.86
21130 - Shipping/Receiving Clerk 16.86
21140 - Store Worker I 15.63
21150 - Stock Clerk 19.08
21210 - Tools And Parts Attendant 19.15
21410 - Warehouse Specialist 19.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.94
23019 - Aircraft Logs and Records Technician 21.17
23021 - Aircraft Mechanic I 24.83
23022 - Aircraft Mechanic II 25.94
23023 - Aircraft Mechanic III 26.93
23040 - Aircraft Mechanic Helper 20.70
23050 - Aircraft Painter 23.44
23060 - Aircraft Servicer 21.17
23070 - Aircraft Survival Flight Equipment Technician 23.44
23080 - Aircraft Worker 22.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.83
23110 - Appliance Mechanic 24.98

23120 - Bicycle Repairer 19.56
23125 - Cable Splicer 40.58
23130 - Carpenter Maintenance 21.48
23140 - Carpet Layer 23.27
23160 - Electrician Maintenance 28.31
23181 - Electronics Technician Maintenance I 26.05
23182 - Electronics Technician Maintenance II 27.44
23183 - Electronics Technician Maintenance III 29.07
23260 - Fabric Worker 21.21
23290 - Fire Alarm System Mechanic 24.50
23310 - Fire Extinguisher Repairer 19.98
23311 - Fuel Distribution System Mechanic 26.00
23312 - Fuel Distribution System Operator 21.26
23370 - General Maintenance Worker 19.38
23380 - Ground Support Equipment Mechanic 24.83
23381 - Ground Support Equipment Servicer 21.17
23382 - Ground Support Equipment Worker 22.06
23391 - Gunsmith I 19.98
23392 - Gunsmith II 22.86
23393 - Gunsmith III 26.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.07
23430 - Heavy Equipment Mechanic 25.48
23440 - Heavy Equipment Operator 25.71
23460 - Instrument Mechanic 26.00
23465 - Laboratory/Shelter Mechanic 24.55
23470 - Laborer 15.88
23510 - Locksmith 24.55
23530 - Machinery Maintenance Mechanic 26.83
23550 - Machinist Maintenance 21.30
23580 - Maintenance Trades Helper 17.82
23591 - Metrology Technician I 26.00
23592 - Metrology Technician II 27.15
23593 - Metrology Technician III 28.19
23640 - Millwright 27.36
23710 - Office Appliance Repairer 24.59
23760 - Painter Maintenance 22.63
23790 - Pipefitter Maintenance 29.07
23810 - Plumber Maintenance 24.73
23820 - Pneudraulic Systems Mechanic 26.00
23850 - Rigger 26.00
23870 - Scale Mechanic 22.86
23890 - Sheet-Metal Worker Maintenance 26.47
23910 - Small Engine Mechanic 21.64
23931 - Telecommunications Mechanic I 31.41
23932 - Telecommunications Mechanic II 32.80
23950 - Telephone Lineman 31.20
23960 - Welder Combination Maintenance 22.19

23965 - Well Driller	26.00
23970 - Woodcraft Worker	26.00
23980 - Woodworker	19.56
24000 - Personal Needs Occupations	
24550 - Case Manager	17.52
24570 - Child Care Attendant	11.37
24580 - Child Care Center Clerk	14.18
24610 - Chore Aide	14.49
24620 - Family Readiness And Support Services Coordinator	17.52
24630 - Homemaker	17.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.60
25040 - Sewage Plant Operator	27.93
25070 - Stationary Engineer	25.60
25190 - Ventilation Equipment Tender	18.84
25210 - Water Treatment Plant Operator	27.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.52
27007 - Baggage Inspector	15.00
27008 - Corrections Officer	22.16
27010 - Court Security Officer	21.03
27030 - Detection Dog Handler	17.20
27040 - Detention Officer	22.16
27070 - Firefighter	20.44
27101 - Guard I	15.00
27102 - Guard II	17.20
27131 - Police Officer I	27.25
27132 - Police Officer II	30.28
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.92
28042 - Carnival Equipment Repairer	16.36
28043 - Carnival Worker	10.69
28210 - Gate Attendant/Gate Tender	16.92
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	18.94
28510 - Recreation Aide/Health Facility Attendant	13.82
28515 - Recreation Specialist	23.45
28630 - Sports Official	15.08
28690 - Swimming Pool Operator	19.12
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.29
29020 - Hatch Tender	30.29
29030 - Line Handler	30.29
29041 - Stevedore I	28.12
29042 - Stevedore II	32.43
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 17.25
30022 - Archeological Technician II 19.30
30023 - Archeological Technician III 23.90
30030 - Cartographic Technician 23.90
30040 - Civil Engineering Technician 27.92
30051 - Cryogenic Technician I 24.88
30052 - Cryogenic Technician II 27.48
30061 - Drafter/CAD Operator I 17.25
30062 - Drafter/CAD Operator II 19.30
30063 - Drafter/CAD Operator III 21.51
30064 - Drafter/CAD Operator IV 26.48
30081 - Engineering Technician I 14.97
30082 - Engineering Technician II 16.80
30083 - Engineering Technician III 18.79
30084 - Engineering Technician IV 23.28
30085 - Engineering Technician V 28.48
30086 - Engineering Technician VI 34.46
30090 - Environmental Technician 25.01
30095 - Evidence Control Specialist 22.46
30210 - Laboratory Technician 21.51
30221 - Latent Fingerprint Technician I 24.88
30222 - Latent Fingerprint Technician II 27.48
30240 - Mathematical Technician 23.90
30361 - Paralegal/Legal Assistant I 18.93
30362 - Paralegal/Legal Assistant II 23.44
30363 - Paralegal/Legal Assistant III 28.68
30364 - Paralegal/Legal Assistant IV 34.70
30375 - Petroleum Supply Specialist 27.48
30390 - Photo-Optics Technician 22.89
30395 - Radiation Control Technician 27.48
30461 - Technical Writer I 24.27
30462 - Technical Writer II 29.68
30463 - Technical Writer III 35.92
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.48
30502 - Weather Forecaster II 32.20
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.51
30621 - Weather Observer Senior (see 2) 23.90
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.63
31030 - Bus Driver 21.61
31043 - Driver Courier 15.91
31260 - Parking and Lot Attendant 13.42
31290 - Shuttle Bus Driver 17.44

31310 - Taxi Driver	16.64
31361 - Truckdriver Light	17.44
31362 - Truckdriver Medium	18.91
31363 - Truckdriver Heavy	23.29
31364 - Truckdriver Tractor-Trailer	23.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.39
99050 - Desk Clerk	12.07
99095 - Embalmer	31.81
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.13
99252 - Laboratory Animal Caretaker II	16.58
99260 - Marketing Analyst	25.16
99310 - Mortician	31.81
99410 - Pest Controller	21.88
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	22.88
99711 - Recycling Specialist	27.86
99730 - Refuse Collector	20.32
99810 - Sales Clerk	12.15
99820 - School Crossing Guard	13.15
99830 - Survey Party Chief	29.03
99831 - Surveying Aide	19.50
99832 - Surveying Technician	25.50
99840 - Vending Machine Attendant	17.67
99841 - Vending Machine Repairer	19.84
99842 - Vending Machine Repairer Helper	17.67

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4968
Revision No.: 14
Date Of Last Revision: 05/12/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota County of Clay

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.79
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		18.56
01020 - Administrative Assistant		23.83
01035 - Court Reporter		18.20
01041 - Customer Service Representative I		13.84
01042 - Customer Service Representative II		15.56
01043 - Customer Service Representative III		16.97
01051 - Data Entry Operator I		15.21
01052 - Data Entry Operator II		16.59
01060 - Dispatcher Motor Vehicle		23.00
01070 - Document Preparation Clerk		17.01

01090 - Duplicating Machine Operator 17.01
01111 - General Clerk I 15.40
01112 - General Clerk II 16.81
01113 - General Clerk III 18.88
01120 - Housing Referral Assistant 20.30
01141 - Messenger Courier 13.48
01191 - Order Clerk I 17.01
01192 - Order Clerk II 18.38
01261 - Personnel Assistant (Employment) I 16.06
01262 - Personnel Assistant (Employment) II 17.98
01263 - Personnel Assistant (Employment) III 20.04
01270 - Production Control Clerk 23.24
01290 - Rental Clerk 15.02
01300 - Scheduler Maintenance 16.27
01311 - Secretary I 16.27
01312 - Secretary II 18.20
01313 - Secretary III 20.30
01320 - Service Order Dispatcher 20.29
01410 - Supply Technician 23.83
01420 - Survey Worker 15.92
01460 - Switchboard Operator/Receptionist 13.60
01531 - Travel Clerk I 15.99
01532 - Travel Clerk II 16.86
01533 - Travel Clerk III 17.74
01611 - Word Processor I 14.86
01612 - Word Processor II 16.69
01613 - Word Processor III 18.00
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.92
05010 - Automotive Electrician 19.85
05040 - Automotive Glass Installer 18.49
05070 - Automotive Worker 18.49
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 21.03
05160 - Motor Equipment Metal Worker 18.49
05190 - Motor Vehicle Mechanic 21.03
05220 - Motor Vehicle Mechanic Helper 15.87
05250 - Motor Vehicle Upholstery Worker 17.16
05280 - Motor Vehicle Wrecker 18.49
05310 - Painter Automotive 19.85
05340 - Radiator Repair Specialist 18.49
05370 - Tire Repairer 15.07
05400 - Transmission Repair Specialist 21.03
07000 - Food Preparation And Service Occupations
07010 - Baker 14.86
07041 - Cook I 15.24
07042 - Cook II 17.80
07070 - Dishwasher 11.53
07130 - Food Service Worker 12.75
07210 - Meat Cutter 17.77

07260 - Waiter/Waitress	9.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.71
09040 - Furniture Handler	13.49
09080 - Furniture Refinisher	19.71
09090 - Furniture Refinisher Helper	16.06
09110 - Furniture Repairer Minor	17.35
09130 - Upholsterer	19.71
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.51
11060 - Elevator Operator	13.47
11090 - Gardener	21.56
11122 - Housekeeping Aide	13.47
11150 - Janitor	13.47
11210 - Laborer Grounds Maintenance	17.33
11240 - Maid or Houseman	12.37
11260 - Pruner	15.39
11270 - Tractor Operator	19.65
11330 - Trail Maintenance Worker	17.33
11360 - Window Cleaner	15.17
12000 - Health Occupations	
12010 - Ambulance Driver	15.28
12011 - Breath Alcohol Technician	19.61
12012 - Certified Occupational Therapist Assistant	27.37
12015 - Certified Physical Therapist Assistant	26.90
12020 - Dental Assistant	22.33
12025 - Dental Hygienist	33.79
12030 - EKG Technician	28.78
12035 - Electroneurodiagnostic Technologist	28.78
12040 - Emergency Medical Technician	15.28
12071 - Licensed Practical Nurse I	17.52
12072 - Licensed Practical Nurse II	19.61
12073 - Licensed Practical Nurse III	21.85
12100 - Medical Assistant	18.46
12130 - Medical Laboratory Technician	22.76
12160 - Medical Record Clerk	19.61
12190 - Medical Record Technician	23.70
12195 - Medical Transcriptionist	16.98
12210 - Nuclear Medicine Technologist	43.07
12221 - Nursing Assistant I	11.63
12222 - Nursing Assistant II	13.07
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	17.63
12236 - Optical Technician	16.98
12250 - Pharmacy Technician	18.57
12280 - Phlebotomist	15.01
12305 - Radiologic Technologist	26.16
12311 - Registered Nurse I	25.14
12312 - Registered Nurse II	29.52

12313 - Registered Nurse II Specialist		29.52
12314 - Registered Nurse III		35.72
12315 - Registered Nurse III Anesthetist		35.72
12316 - Registered Nurse IV		42.81
12317 - Scheduler (Drug and Alcohol Testing)		24.28
12320 - Substance Abuse Treatment Counselor		25.60
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.90
13012 - Exhibits Specialist II		27.14
13013 - Exhibits Specialist III		33.19
13041 - Illustrator I		21.90
13042 - Illustrator II		27.14
13043 - Illustrator III		33.19
13047 - Librarian		30.05
13050 - Library Aide/Clerk		15.29
13054 - Library Information Technology Systems Administrator		27.13
13058 - Library Technician		17.79
13061 - Media Specialist I		19.84
13062 - Media Specialist II		21.92
13063 - Media Specialist III		24.44
13071 - Photographer I		16.33
13072 - Photographer II		18.27
13073 - Photographer III		22.62
13074 - Photographer IV		27.68
13075 - Photographer V		33.49
13090 - Technical Order Library Clerk		16.10
13110 - Video Teleconference Technician		23.62
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.98
14042 - Computer Operator II		17.87
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.73
14071 - Computer Programmer I	(see 1)	19.03
14072 - Computer Programmer II	(see 1)	23.33
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.98
14160 - Personal Computer Support Technician		25.73
14170 - System Support Specialist		30.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.96
15020 - Aircrew Training Devices Instructor (Rated)		35.04
15030 - Air Crew Training Devices Instructor (Pilot)		42.00
15050 - Computer Based Training Specialist / Instructor		28.96
15060 - Educational Technologist		31.53

15070 - Flight Instructor (Pilot) 42.00
15080 - Graphic Artist 20.20
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.00
15086 - Maintenance Test Pilot Rotary Wing 42.00
15088 - Non-Maintenance Test/Co-Pilot 42.00
15090 - Technical Instructor 21.44
15095 - Technical Instructor/Course Developer 26.23
15110 - Test Proctor 17.31
15120 - Tutor 17.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.19
16030 - Counter Attendant 11.19
16040 - Dry Cleaner 14.10
16070 - Finisher Flatwork Machine 11.19
16090 - Presser Hand 11.19
16110 - Presser Machine Drycleaning 11.19
16130 - Presser Machine Shirts 11.19
16160 - Presser Machine Wearing Apparel Laundry 11.19
16190 - Sewing Machine Operator 14.92
16220 - Tailor 15.77
16250 - Washer Machine 12.41
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.55
19040 - Tool And Die Maker 29.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.15
21030 - Material Coordinator 23.24
21040 - Material Expediter 23.24
21050 - Material Handling Laborer 15.88
21071 - Order Filler 13.76
21080 - Production Line Worker (Food Processing) 19.15
21110 - Shipping Packer 16.86
21130 - Shipping/Receiving Clerk 16.86
21140 - Store Worker I 15.63
21150 - Stock Clerk 19.08
21210 - Tools And Parts Attendant 19.15
21410 - Warehouse Specialist 19.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.94
23019 - Aircraft Logs and Records Technician 21.17
23021 - Aircraft Mechanic I 24.83
23022 - Aircraft Mechanic II 25.94
23023 - Aircraft Mechanic III 26.93
23040 - Aircraft Mechanic Helper 20.70
23050 - Aircraft Painter 23.44
23060 - Aircraft Servicer 21.17
23070 - Aircraft Survival Flight Equipment Technician 23.44
23080 - Aircraft Worker 22.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.06

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.83
23110 - Appliance Mechanic 24.98
23120 - Bicycle Repairer 19.56
23125 - Cable Splicer 40.58
23130 - Carpenter Maintenance 21.48
23140 - Carpet Layer 23.27
23160 - Electrician Maintenance 28.31
23181 - Electronics Technician Maintenance I 26.05
23182 - Electronics Technician Maintenance II 27.44
23183 - Electronics Technician Maintenance III 29.07
23260 - Fabric Worker 21.21
23290 - Fire Alarm System Mechanic 24.50
23310 - Fire Extinguisher Repairer 19.98
23311 - Fuel Distribution System Mechanic 26.00
23312 - Fuel Distribution System Operator 21.26
23370 - General Maintenance Worker 19.38
23380 - Ground Support Equipment Mechanic 24.83
23381 - Ground Support Equipment Servicer 21.17
23382 - Ground Support Equipment Worker 22.06
23391 - Gunsmith I 19.98
23392 - Gunsmith II 22.86
23393 - Gunsmith III 26.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.07
23430 - Heavy Equipment Mechanic 25.48
23440 - Heavy Equipment Operator 25.71
23460 - Instrument Mechanic 26.00
23465 - Laboratory/Shelter Mechanic 24.55
23470 - Laborer 15.88
23510 - Locksmith 24.55
23530 - Machinery Maintenance Mechanic 26.83
23550 - Machinist Maintenance 21.30
23580 - Maintenance Trades Helper 17.82
23591 - Metrology Technician I 26.00
23592 - Metrology Technician II 27.15
23593 - Metrology Technician III 28.19
23640 - Millwright 27.36
23710 - Office Appliance Repairer 24.59
23760 - Painter Maintenance 22.63
23790 - Pipefitter Maintenance 29.07
23810 - Plumber Maintenance 24.73
23820 - Pneudraulic Systems Mechanic 26.00
23850 - Rigger 26.00
23870 - Scale Mechanic 22.86
23890 - Sheet-Metal Worker Maintenance 26.47
23910 - Small Engine Mechanic 21.64
23931 - Telecommunications Mechanic I 31.41

23932 - Telecommunications Mechanic II 32.80
23950 - Telephone Lineman 31.20
23960 - Welder Combination Maintenance 22.19
23965 - Well Driller 26.00
23970 - Woodcraft Worker 26.00
23980 - Woodworker 19.56
24000 - Personal Needs Occupations
24550 - Case Manager 17.52
24570 - Child Care Attendant 11.37
24580 - Child Care Center Clerk 14.18
24610 - Chore Aide 14.49
24620 - Family Readiness And Support Services Coordinator 17.52
24630 - Homemaker 17.83
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.60
25040 - Sewage Plant Operator 27.93
25070 - Stationary Engineer 25.60
25190 - Ventilation Equipment Tender 18.84
25210 - Water Treatment Plant Operator 27.93
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.52
27007 - Baggage Inspector 15.00
27008 - Corrections Officer 22.16
27010 - Court Security Officer 21.03
27030 - Detection Dog Handler 17.20
27040 - Detention Officer 22.16
27070 - Firefighter 20.44
27101 - Guard I 15.00
27102 - Guard II 17.20
27131 - Police Officer I 27.25
27132 - Police Officer II 30.28
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.92
28042 - Carnival Equipment Repairer 16.36
28043 - Carnival Worker 10.69
28210 - Gate Attendant/Gate Tender 16.92
28310 - Lifeguard 11.59
28350 - Park Attendant (Aide) 18.94
28510 - Recreation Aide/Health Facility Attendant 13.82
28515 - Recreation Specialist 23.45
28630 - Sports Official 15.08
28690 - Swimming Pool Operator 19.12
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 30.29
29020 - Hatch Tender 30.29
29030 - Line Handler 30.29
29041 - Stevedore I 28.12
29042 - Stevedore II 32.43
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.25
30022 - Archeological Technician II 19.30
30023 - Archeological Technician III 23.90
30030 - Cartographic Technician 23.90
30040 - Civil Engineering Technician 27.92
30051 - Cryogenic Technician I 24.88
30052 - Cryogenic Technician II 27.48
30061 - Drafter/CAD Operator I 17.25
30062 - Drafter/CAD Operator II 19.30
30063 - Drafter/CAD Operator III 21.51
30064 - Drafter/CAD Operator IV 26.48
30081 - Engineering Technician I 14.97
30082 - Engineering Technician II 16.80
30083 - Engineering Technician III 18.79
30084 - Engineering Technician IV 23.28
30085 - Engineering Technician V 28.48
30086 - Engineering Technician VI 34.46
30090 - Environmental Technician 25.01
30095 - Evidence Control Specialist 22.46
30210 - Laboratory Technician 21.51
30221 - Latent Fingerprint Technician I 24.88
30222 - Latent Fingerprint Technician II 27.48
30240 - Mathematical Technician 23.90
30361 - Paralegal/Legal Assistant I 18.93
30362 - Paralegal/Legal Assistant II 23.44
30363 - Paralegal/Legal Assistant III 28.68
30364 - Paralegal/Legal Assistant IV 34.70
30375 - Petroleum Supply Specialist 27.48
30390 - Photo-Optics Technician 22.89
30395 - Radiation Control Technician 27.48
30461 - Technical Writer I 24.27
30462 - Technical Writer II 29.68
30463 - Technical Writer III 35.92
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.48
30502 - Weather Forecaster II 32.20
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.51
30621 - Weather Observer Senior (see 2) 23.90
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.63
31030 - Bus Driver 21.61

31043 - Driver Courier	15.91
31260 - Parking and Lot Attendant	13.42
31290 - Shuttle Bus Driver	17.44
31310 - Taxi Driver	16.64
31361 - Truckdriver Light	17.44
31362 - Truckdriver Medium	18.91
31363 - Truckdriver Heavy	23.29
31364 - Truckdriver Tractor-Trailer	23.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.39
99050 - Desk Clerk	12.07
99095 - Embalmer	31.81
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.13
99252 - Laboratory Animal Caretaker II	16.58
99260 - Marketing Analyst	25.16
99310 - Mortician	31.81
99410 - Pest Controller	21.88
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	22.88
99711 - Recycling Specialist	27.86
99730 - Refuse Collector	20.32
99810 - Sales Clerk	12.15
99820 - School Crossing Guard	13.15
99830 - Survey Party Chief	29.03
99831 - Surveying Aide	19.50
99832 - Surveying Technician	25.50
99840 - Vending Machine Attendant	17.67
99841 - Vending Machine Repairer	19.84
99842 - Vending Machine Repairer Helper	17.67

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4969
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Dakota

Area: North Dakota County of Cass

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.56
01012 - Accounting Clerk II		16.34
01013 - Accounting Clerk III		18.29
01020 - Administrative Assistant		23.83
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		13.84
01042 - Customer Service Representative II		15.56
01043 - Customer Service Representative III		16.97
01051 - Data Entry Operator I		15.21
01052 - Data Entry Operator II		16.59
01060 - Dispatcher Motor Vehicle		22.70
01070 - Document Preparation Clerk		16.85
01090 - Duplicating Machine Operator		16.85
01111 - General Clerk I		15.40
01112 - General Clerk II		16.81

01113 - General Clerk III 18.88
01120 - Housing Referral Assistant 20.07
01141 - Messenger Courier 13.21
01191 - Order Clerk I 16.55
01192 - Order Clerk II 18.05
01261 - Personnel Assistant (Employment) I 16.06
01262 - Personnel Assistant (Employment) II 17.98
01263 - Personnel Assistant (Employment) III 20.04
01270 - Production Control Clerk 22.48
01290 - Rental Clerk 15.02
01300 - Scheduler Maintenance 16.08
01311 - Secretary I 16.08
01312 - Secretary II 18.00
01313 - Secretary III 20.07
01320 - Service Order Dispatcher 20.29
01410 - Supply Technician 23.83
01420 - Survey Worker 15.10
01460 - Switchboard Operator/Receptionist 13.60
01531 - Travel Clerk I 15.53
01532 - Travel Clerk II 16.38
01533 - Travel Clerk III 17.25
01611 - Word Processor I 14.33
01612 - Word Processor II 16.08
01613 - Word Processor III 18.00
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.92
05010 - Automotive Electrician 19.85
05040 - Automotive Glass Installer 18.49
05070 - Automotive Worker 18.49
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 21.03
05160 - Motor Equipment Metal Worker 18.49
05190 - Motor Vehicle Mechanic 21.03
05220 - Motor Vehicle Mechanic Helper 14.44
05250 - Motor Vehicle Upholstery Worker 17.16
05280 - Motor Vehicle Wrecker 18.49
05310 - Painter Automotive 19.85
05340 - Radiator Repair Specialist 18.49
05370 - Tire Repairer 15.07
05400 - Transmission Repair Specialist 21.03
07000 - Food Preparation And Service Occupations
07010 - Baker 13.96
07041 - Cook I 15.24
07042 - Cook II 17.80
07070 - Dishwasher 11.53
07130 - Food Service Worker 12.75
07210 - Meat Cutter 17.77
07260 - Waiter/Waitress 9.40
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.98

09040 - Furniture Handler 13.53
09080 - Furniture Refinisher 19.98
09090 - Furniture Refinisher Helper 15.85
09110 - Furniture Repairer Minor 17.75
09130 - Upholsterer 19.71
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.87
11060 - Elevator Operator 13.47
11090 - Gardener 20.93
11122 - Housekeeping Aide 13.47
11150 - Janitor 13.47
11210 - Laborer Grounds Maintenance 17.30
11240 - Maid or Houseman 12.37
11260 - Pruner 15.38
11270 - Tractor Operator 20.39
11330 - Trail Maintenance Worker 17.30
11360 - Window Cleaner 15.17
12000 - Health Occupations
12010 - Ambulance Driver 16.08
12011 - Breath Alcohol Technician 19.61
12012 - Certified Occupational Therapist Assistant 26.61
12015 - Certified Physical Therapist Assistant 23.80
12020 - Dental Assistant 22.33
12025 - Dental Hygienist 33.79
12030 - EKG Technician 26.95
12035 - Electroneurodiagnostic Technologist 26.95
12040 - Emergency Medical Technician 16.08
12071 - Licensed Practical Nurse I 17.52
12072 - Licensed Practical Nurse II 19.61
12073 - Licensed Practical Nurse III 21.85
12100 - Medical Assistant 18.46
12130 - Medical Laboratory Technician 22.41
12160 - Medical Record Clerk 17.69
12190 - Medical Record Technician 23.70
12195 - Medical Transcriptionist 16.91
12210 - Nuclear Medicine Technologist 43.07
12221 - Nursing Assistant I 11.63
12222 - Nursing Assistant II 13.07
12223 - Nursing Assistant III 14.26
12224 - Nursing Assistant IV 16.01
12235 - Optical Dispenser 17.63
12236 - Optical Technician 16.98
12250 - Pharmacy Technician 18.57
12280 - Phlebotomist 15.01
12305 - Radiologic Technologist 26.16
12311 - Registered Nurse I 22.95
12312 - Registered Nurse II 28.07
12313 - Registered Nurse II Specialist 28.07
12314 - Registered Nurse III 33.97
12315 - Registered Nurse III Anesthetist 33.97

12316 - Registered Nurse IV		40.72
12317 - Scheduler (Drug and Alcohol Testing)		24.28
12320 - Substance Abuse Treatment Counselor		25.60
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.90
13012 - Exhibits Specialist II		27.14
13013 - Exhibits Specialist III		33.19
13041 - Illustrator I		21.90
13042 - Illustrator II		27.14
13043 - Illustrator III		33.19
13047 - Librarian		28.59
13050 - Library Aide/Clerk		12.43
13054 - Library Information Technology Systems Administrator		25.25
13058 - Library Technician		17.79
13061 - Media Specialist I		18.47
13062 - Media Specialist II		20.65
13063 - Media Specialist III		23.02
13071 - Photographer I		16.33
13072 - Photographer II		18.27
13073 - Photographer III		22.62
13074 - Photographer IV		27.68
13075 - Photographer V		33.49
13090 - Technical Order Library Clerk		16.10
13110 - Video Teleconference Technician		23.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.44
14042 - Computer Operator II		17.27
14043 - Computer Operator III		19.25
14044 - Computer Operator IV		21.39
14045 - Computer Operator V		23.69
14071 - Computer Programmer I	(see 1)	18.90
14072 - Computer Programmer II	(see 1)	23.33
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.44
14160 - Personal Computer Support Technician		21.97
14170 - System Support Specialist		30.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.65
15020 - Aircrew Training Devices Instructor (Rated)		33.45
15030 - Air Crew Training Devices Instructor (Pilot)		40.10
15050 - Computer Based Training Specialist / Instructor		27.65
15060 - Educational Technologist		31.53
15070 - Flight Instructor (Pilot)		40.10
15080 - Graphic Artist		20.20
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.10

15086 - Maintenance Test Pilot Rotary Wing 40.10
15088 - Non-Maintenance Test/Co-Pilot 40.10
15090 - Technical Instructor 21.44
15095 - Technical Instructor/Course Developer 26.23
15110 - Test Proctor 17.31
15120 - Tutor 17.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.84
16030 - Counter Attendant 9.84
16040 - Dry Cleaner 11.47
16070 - Finisher Flatwork Machine 9.84
16090 - Presser Hand 9.84
16110 - Presser Machine Drycleaning 9.84
16130 - Presser Machine Shirts 9.84
16160 - Presser Machine Wearing Apparel Laundry 9.84
16190 - Sewing Machine Operator 12.03
16220 - Tailor 12.58
16250 - Washer Machine 10.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.55
19040 - Tool And Die Maker 29.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.15
21030 - Material Coordinator 22.48
21040 - Material Expediter 22.48
21050 - Material Handling Laborer 15.88
21071 - Order Filler 13.76
21080 - Production Line Worker (Food Processing) 19.15
21110 - Shipping Packer 16.86
21130 - Shipping/Receiving Clerk 16.86
21140 - Store Worker I 11.99
21150 - Stock Clerk 16.61
21210 - Tools And Parts Attendant 19.15
21410 - Warehouse Specialist 19.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.94
23019 - Aircraft Logs and Records Technician 20.26
23021 - Aircraft Mechanic I 24.83
23022 - Aircraft Mechanic II 25.94
23023 - Aircraft Mechanic III 26.93
23040 - Aircraft Mechanic Helper 17.06
23050 - Aircraft Painter 23.44
23060 - Aircraft Servicer 20.26
23070 - Aircraft Survival Flight Equipment Technician 23.44
23080 - Aircraft Worker 21.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.83
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.83
23110 - Appliance Mechanic 22.87

23120 - Bicycle Repairer 19.56
23125 - Cable Splicer 39.68
23130 - Carpenter Maintenance 19.71
23140 - Carpet Layer 21.02
23160 - Electrician Maintenance 27.78
23181 - Electronics Technician Maintenance I 25.56
23182 - Electronics Technician Maintenance II 27.44
23183 - Electronics Technician Maintenance III 29.07
23260 - Fabric Worker 21.21
23290 - Fire Alarm System Mechanic 23.91
23310 - Fire Extinguisher Repairer 19.56
23311 - Fuel Distribution System Mechanic 26.00
23312 - Fuel Distribution System Operator 20.99
23370 - General Maintenance Worker 19.38
23380 - Ground Support Equipment Mechanic 24.83
23381 - Ground Support Equipment Servicer 20.26
23382 - Ground Support Equipment Worker 21.83
23391 - Gunsmith I 19.56
23392 - Gunsmith II 22.86
23393 - Gunsmith III 26.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.71
23430 - Heavy Equipment Mechanic 25.48
23440 - Heavy Equipment Operator 25.71
23460 - Instrument Mechanic 26.00
23465 - Laboratory/Shelter Mechanic 24.55
23470 - Laborer 15.88
23510 - Locksmith 24.55
23530 - Machinery Maintenance Mechanic 26.83
23550 - Machinist Maintenance 21.30
23580 - Maintenance Trades Helper 16.76
23591 - Metrology Technician I 26.00
23592 - Metrology Technician II 27.15
23593 - Metrology Technician III 28.19
23640 - Millwright 27.36
23710 - Office Appliance Repairer 24.59
23760 - Painter Maintenance 22.07
23790 - Pipefitter Maintenance 26.20
23810 - Plumber Maintenance 24.73
23820 - Pneudraulic Systems Mechanic 26.00
23850 - Rigger 26.00
23870 - Scale Mechanic 22.86
23890 - Sheet-Metal Worker Maintenance 24.85
23910 - Small Engine Mechanic 21.30
23931 - Telecommunications Mechanic I 31.41
23932 - Telecommunications Mechanic II 32.80
23950 - Telephone Lineman 30.17
23960 - Welder Combination Maintenance 22.19

23965 - Well Driller		26.00
23970 - Woodcraft Worker		26.00
23980 - Woodworker		19.56
24000 - Personal Needs Occupations		
24550 - Case Manager		17.52
24570 - Child Care Attendant		11.37
24580 - Child Care Center Clerk		14.18
24610 - Chore Aide		13.99
24620 - Family Readiness And Support Services Coordinator		17.52
24630 - Homemaker		17.52
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.60
25040 - Sewage Plant Operator		24.46
25070 - Stationary Engineer		25.60
25190 - Ventilation Equipment Tender		17.57
25210 - Water Treatment Plant Operator		24.46
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.92
27007 - Baggage Inspector		15.38
27008 - Corrections Officer		22.16
27010 - Court Security Officer		21.03
27030 - Detection Dog Handler		17.20
27040 - Detention Officer		22.16
27070 - Firefighter		20.44
27101 - Guard I		15.38
27102 - Guard II		17.20
27131 - Police Officer I		27.25
27132 - Police Officer II		30.28
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.92
28042 - Carnival Equipment Repairer		16.36
28043 - Carnival Worker		10.69
28210 - Gate Attendant/Gate Tender		16.92
28310 - Lifeguard		11.59
28350 - Park Attendant (Aide)		18.94
28510 - Recreation Aide/Health Facility Attendant		13.82
28515 - Recreation Specialist		23.45
28630 - Sports Official		15.08
28690 - Swimming Pool Operator		19.17
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.17
29020 - Hatch Tender		28.17
29030 - Line Handler		28.17
29041 - Stevedore I		26.14
29042 - Stevedore II		30.24
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.25
30022 - Archeological Technician II		19.30
30023 - Archeological Technician III		23.90
30030 - Cartographic Technician		23.90
30040 - Civil Engineering Technician		27.92
30051 - Cryogenic Technician I		24.88
30052 - Cryogenic Technician II		27.48
30061 - Drafter/CAD Operator I		17.25
30062 - Drafter/CAD Operator II		19.30
30063 - Drafter/CAD Operator III		21.51
30064 - Drafter/CAD Operator IV		26.48
30081 - Engineering Technician I		16.65
30082 - Engineering Technician II		18.70
30083 - Engineering Technician III		21.71
30084 - Engineering Technician IV		26.89
30085 - Engineering Technician V		32.90
30086 - Engineering Technician VI		39.41
30090 - Environmental Technician		25.01
30095 - Evidence Control Specialist		22.46
30210 - Laboratory Technician		20.21
30221 - Latent Fingerprint Technician I		24.88
30222 - Latent Fingerprint Technician II		27.48
30240 - Mathematical Technician		23.90
30361 - Paralegal/Legal Assistant I		18.29
30362 - Paralegal/Legal Assistant II		22.66
30363 - Paralegal/Legal Assistant III		27.72
30364 - Paralegal/Legal Assistant IV		33.54
30375 - Petroleum Supply Specialist		27.48
30390 - Photo-Optics Technician		23.75
30395 - Radiation Control Technician		27.48
30461 - Technical Writer I		23.51
30462 - Technical Writer II		28.77
30463 - Technical Writer III		34.80
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.48
30502 - Weather Forecaster II		32.20
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.51
30621 - Weather Observer Senior	(see 2)	23.90
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.43
31030 - Bus Driver		19.80
31043 - Driver Courier		15.91
31260 - Parking and Lot Attendant		12.00
31290 - Shuttle Bus Driver		17.44

31310 - Taxi Driver	14.27
31361 - Truckdriver Light	17.44
31362 - Truckdriver Medium	18.91
31363 - Truckdriver Heavy	23.29
31364 - Truckdriver Tractor-Trailer	23.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.39
99050 - Desk Clerk	12.07
99095 - Embalmer	30.07
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.99
99252 - Laboratory Animal Caretaker II	16.38
99260 - Marketing Analyst	25.16
99310 - Mortician	30.07
99410 - Pest Controller	21.88
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	22.43
99711 - Recycling Specialist	27.86
99730 - Refuse Collector	19.93
99810 - Sales Clerk	12.15
99820 - School Crossing Guard	13.15
99830 - Survey Party Chief	28.03
99831 - Surveying Aide	18.82
99832 - Surveying Technician	24.61
99840 - Vending Machine Attendant	16.85
99841 - Vending Machine Repairer	19.81
99842 - Vending Machine Repairer Helper	16.85

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4970
Revision No.: 14
Date Of Last Revision: 05/12/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Dakota

Area: North Dakota County of Cass

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.56
01012 - Accounting Clerk II		16.34
01013 - Accounting Clerk III		18.29
01020 - Administrative Assistant		23.83
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		13.84
01042 - Customer Service Representative II		15.56
01043 - Customer Service Representative III		16.97
01051 - Data Entry Operator I		15.21
01052 - Data Entry Operator II		16.59
01060 - Dispatcher Motor Vehicle		22.70
01070 - Document Preparation Clerk		16.85

01090 - Duplicating Machine Operator 16.85
01111 - General Clerk I 15.40
01112 - General Clerk II 16.81
01113 - General Clerk III 18.88
01120 - Housing Referral Assistant 20.07
01141 - Messenger Courier 13.21
01191 - Order Clerk I 16.55
01192 - Order Clerk II 18.05
01261 - Personnel Assistant (Employment) I 16.06
01262 - Personnel Assistant (Employment) II 17.98
01263 - Personnel Assistant (Employment) III 20.04
01270 - Production Control Clerk 22.48
01290 - Rental Clerk 15.02
01300 - Scheduler Maintenance 16.08
01311 - Secretary I 16.08
01312 - Secretary II 18.00
01313 - Secretary III 20.07
01320 - Service Order Dispatcher 20.29
01410 - Supply Technician 23.83
01420 - Survey Worker 15.10
01460 - Switchboard Operator/Receptionist 13.60
01531 - Travel Clerk I 15.53
01532 - Travel Clerk II 16.38
01533 - Travel Clerk III 17.25
01611 - Word Processor I 14.33
01612 - Word Processor II 16.08
01613 - Word Processor III 18.00
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.92
05010 - Automotive Electrician 19.85
05040 - Automotive Glass Installer 18.49
05070 - Automotive Worker 18.49
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 21.03
05160 - Motor Equipment Metal Worker 18.49
05190 - Motor Vehicle Mechanic 21.03
05220 - Motor Vehicle Mechanic Helper 14.44
05250 - Motor Vehicle Upholstery Worker 17.16
05280 - Motor Vehicle Wrecker 18.49
05310 - Painter Automotive 19.85
05340 - Radiator Repair Specialist 18.49
05370 - Tire Repairer 15.07
05400 - Transmission Repair Specialist 21.03
07000 - Food Preparation And Service Occupations
07010 - Baker 13.96
07041 - Cook I 15.24
07042 - Cook II 17.80
07070 - Dishwasher 11.53
07130 - Food Service Worker 12.75
07210 - Meat Cutter 17.77

07260 - Waiter/Waitress	9.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.98
09040 - Furniture Handler	13.53
09080 - Furniture Refinisher	19.98
09090 - Furniture Refinisher Helper	15.85
09110 - Furniture Repairer Minor	17.75
09130 - Upholsterer	19.71
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.87
11060 - Elevator Operator	13.47
11090 - Gardener	20.93
11122 - Housekeeping Aide	13.47
11150 - Janitor	13.47
11210 - Laborer Grounds Maintenance	17.30
11240 - Maid or Houseman	12.37
11260 - Pruner	15.38
11270 - Tractor Operator	20.39
11330 - Trail Maintenance Worker	17.30
11360 - Window Cleaner	15.17
12000 - Health Occupations	
12010 - Ambulance Driver	16.08
12011 - Breath Alcohol Technician	19.61
12012 - Certified Occupational Therapist Assistant	26.61
12015 - Certified Physical Therapist Assistant	23.80
12020 - Dental Assistant	22.33
12025 - Dental Hygienist	33.79
12030 - EKG Technician	26.95
12035 - Electroneurodiagnostic Technologist	26.95
12040 - Emergency Medical Technician	16.08
12071 - Licensed Practical Nurse I	17.52
12072 - Licensed Practical Nurse II	19.61
12073 - Licensed Practical Nurse III	21.85
12100 - Medical Assistant	18.46
12130 - Medical Laboratory Technician	22.41
12160 - Medical Record Clerk	17.69
12190 - Medical Record Technician	23.70
12195 - Medical Transcriptionist	16.91
12210 - Nuclear Medicine Technologist	43.07
12221 - Nursing Assistant I	11.63
12222 - Nursing Assistant II	13.07
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	17.63
12236 - Optical Technician	16.98
12250 - Pharmacy Technician	18.57
12280 - Phlebotomist	15.01
12305 - Radiologic Technologist	26.16
12311 - Registered Nurse I	22.95
12312 - Registered Nurse II	28.07

12313 - Registered Nurse II Specialist		28.07
12314 - Registered Nurse III		33.97
12315 - Registered Nurse III Anesthetist		33.97
12316 - Registered Nurse IV		40.72
12317 - Scheduler (Drug and Alcohol Testing)		24.28
12320 - Substance Abuse Treatment Counselor		25.60
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.90
13012 - Exhibits Specialist II		27.14
13013 - Exhibits Specialist III		33.19
13041 - Illustrator I		21.90
13042 - Illustrator II		27.14
13043 - Illustrator III		33.19
13047 - Librarian		28.59
13050 - Library Aide/Clerk		12.43
13054 - Library Information Technology Systems Administrator		25.25
13058 - Library Technician		17.79
13061 - Media Specialist I		18.47
13062 - Media Specialist II		20.65
13063 - Media Specialist III		23.02
13071 - Photographer I		16.33
13072 - Photographer II		18.27
13073 - Photographer III		22.62
13074 - Photographer IV		27.68
13075 - Photographer V		33.49
13090 - Technical Order Library Clerk		16.10
13110 - Video Teleconference Technician		23.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.44
14042 - Computer Operator II		17.27
14043 - Computer Operator III		19.25
14044 - Computer Operator IV		21.39
14045 - Computer Operator V		23.69
14071 - Computer Programmer I	(see 1)	18.90
14072 - Computer Programmer II	(see 1)	23.33
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.44
14160 - Personal Computer Support Technician		21.97
14170 - System Support Specialist		30.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.65
15020 - Aircrew Training Devices Instructor (Rated)		33.45
15030 - Air Crew Training Devices Instructor (Pilot)		40.10
15050 - Computer Based Training Specialist / Instructor		27.65
15060 - Educational Technologist		31.53

15070 - Flight Instructor (Pilot) 40.10
15080 - Graphic Artist 20.20
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.10
15086 - Maintenance Test Pilot Rotary Wing 40.10
15088 - Non-Maintenance Test/Co-Pilot 40.10
15090 - Technical Instructor 21.44
15095 - Technical Instructor/Course Developer 26.23
15110 - Test Proctor 17.31
15120 - Tutor 17.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.84
16030 - Counter Attendant 9.84
16040 - Dry Cleaner 11.47
16070 - Finisher Flatwork Machine 9.84
16090 - Presser Hand 9.84
16110 - Presser Machine Drycleaning 9.84
16130 - Presser Machine Shirts 9.84
16160 - Presser Machine Wearing Apparel Laundry 9.84
16190 - Sewing Machine Operator 12.03
16220 - Tailor 12.58
16250 - Washer Machine 10.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.55
19040 - Tool And Die Maker 29.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.15
21030 - Material Coordinator 22.48
21040 - Material Expediter 22.48
21050 - Material Handling Laborer 15.88
21071 - Order Filler 13.76
21080 - Production Line Worker (Food Processing) 19.15
21110 - Shipping Packer 16.86
21130 - Shipping/Receiving Clerk 16.86
21140 - Store Worker I 11.99
21150 - Stock Clerk 16.61
21210 - Tools And Parts Attendant 19.15
21410 - Warehouse Specialist 19.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.94
23019 - Aircraft Logs and Records Technician 20.26
23021 - Aircraft Mechanic I 24.83
23022 - Aircraft Mechanic II 25.94
23023 - Aircraft Mechanic III 26.93
23040 - Aircraft Mechanic Helper 17.06
23050 - Aircraft Painter 23.44
23060 - Aircraft Servicer 20.26
23070 - Aircraft Survival Flight Equipment Technician 23.44
23080 - Aircraft Worker 21.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.83

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.83
23110 - Appliance Mechanic 22.87
23120 - Bicycle Repairer 19.56
23125 - Cable Splicer 39.68
23130 - Carpenter Maintenance 19.71
23140 - Carpet Layer 21.02
23160 - Electrician Maintenance 27.78
23181 - Electronics Technician Maintenance I 25.56
23182 - Electronics Technician Maintenance II 27.44
23183 - Electronics Technician Maintenance III 29.07
23260 - Fabric Worker 21.21
23290 - Fire Alarm System Mechanic 23.91
23310 - Fire Extinguisher Repairer 19.56
23311 - Fuel Distribution System Mechanic 26.00
23312 - Fuel Distribution System Operator 20.99
23370 - General Maintenance Worker 19.38
23380 - Ground Support Equipment Mechanic 24.83
23381 - Ground Support Equipment Servicer 20.26
23382 - Ground Support Equipment Worker 21.83
23391 - Gunsmith I 19.56
23392 - Gunsmith II 22.86
23393 - Gunsmith III 26.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.71
23430 - Heavy Equipment Mechanic 25.48
23440 - Heavy Equipment Operator 25.71
23460 - Instrument Mechanic 26.00
23465 - Laboratory/Shelter Mechanic 24.55
23470 - Laborer 15.88
23510 - Locksmith 24.55
23530 - Machinery Maintenance Mechanic 26.83
23550 - Machinist Maintenance 21.30
23580 - Maintenance Trades Helper 16.76
23591 - Metrology Technician I 26.00
23592 - Metrology Technician II 27.15
23593 - Metrology Technician III 28.19
23640 - Millwright 27.36
23710 - Office Appliance Repairer 24.59
23760 - Painter Maintenance 22.07
23790 - Pipefitter Maintenance 26.20
23810 - Plumber Maintenance 24.73
23820 - Pneudraulic Systems Mechanic 26.00
23850 - Rigger 26.00
23870 - Scale Mechanic 22.86
23890 - Sheet-Metal Worker Maintenance 24.85
23910 - Small Engine Mechanic 21.30
23931 - Telecommunications Mechanic I 31.41

23932 - Telecommunications Mechanic II 32.80
23950 - Telephone Lineman 30.17
23960 - Welder Combination Maintenance 22.19
23965 - Well Driller 26.00
23970 - Woodcraft Worker 26.00
23980 - Woodworker 19.56
24000 - Personal Needs Occupations
24550 - Case Manager 17.52
24570 - Child Care Attendant 11.37
24580 - Child Care Center Clerk 14.18
24610 - Chore Aide 13.99
24620 - Family Readiness And Support Services Coordinator 17.52
24630 - Homemaker 17.52
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.60
25040 - Sewage Plant Operator 24.46
25070 - Stationary Engineer 25.60
25190 - Ventilation Equipment Tender 17.57
25210 - Water Treatment Plant Operator 24.46
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.92
27007 - Baggage Inspector 15.38
27008 - Corrections Officer 22.16
27010 - Court Security Officer 21.03
27030 - Detection Dog Handler 17.20
27040 - Detention Officer 22.16
27070 - Firefighter 20.44
27101 - Guard I 15.38
27102 - Guard II 17.20
27131 - Police Officer I 27.25
27132 - Police Officer II 30.28
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.92
28042 - Carnival Equipment Repairer 16.36
28043 - Carnival Worker 10.69
28210 - Gate Attendant/Gate Tender 16.92
28310 - Lifeguard 11.59
28350 - Park Attendant (Aide) 18.94
28510 - Recreation Aide/Health Facility Attendant 13.82
28515 - Recreation Specialist 23.45
28630 - Sports Official 15.08
28690 - Swimming Pool Operator 19.17
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.17
29020 - Hatch Tender 28.17
29030 - Line Handler 28.17
29041 - Stevedore I 26.14
29042 - Stevedore II 30.24
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.25
30022 - Archeological Technician II 19.30
30023 - Archeological Technician III 23.90
30030 - Cartographic Technician 23.90
30040 - Civil Engineering Technician 27.92
30051 - Cryogenic Technician I 24.88
30052 - Cryogenic Technician II 27.48
30061 - Drafter/CAD Operator I 17.25
30062 - Drafter/CAD Operator II 19.30
30063 - Drafter/CAD Operator III 21.51
30064 - Drafter/CAD Operator IV 26.48
30081 - Engineering Technician I 16.65
30082 - Engineering Technician II 18.70
30083 - Engineering Technician III 21.71
30084 - Engineering Technician IV 26.89
30085 - Engineering Technician V 32.90
30086 - Engineering Technician VI 39.41
30090 - Environmental Technician 25.01
30095 - Evidence Control Specialist 22.46
30210 - Laboratory Technician 20.21
30221 - Latent Fingerprint Technician I 24.88
30222 - Latent Fingerprint Technician II 27.48
30240 - Mathematical Technician 23.90
30361 - Paralegal/Legal Assistant I 18.29
30362 - Paralegal/Legal Assistant II 22.66
30363 - Paralegal/Legal Assistant III 27.72
30364 - Paralegal/Legal Assistant IV 33.54
30375 - Petroleum Supply Specialist 27.48
30390 - Photo-Optics Technician 23.75
30395 - Radiation Control Technician 27.48
30461 - Technical Writer I 23.51
30462 - Technical Writer II 28.77
30463 - Technical Writer III 34.80
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.48
30502 - Weather Forecaster II 32.20
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.51
30621 - Weather Observer Senior (see 2) 23.90
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.43
31030 - Bus Driver 19.80

31043 - Driver Courier	15.91
31260 - Parking and Lot Attendant	12.00
31290 - Shuttle Bus Driver	17.44
31310 - Taxi Driver	14.27
31361 - Truckdriver Light	17.44
31362 - Truckdriver Medium	18.91
31363 - Truckdriver Heavy	23.29
31364 - Truckdriver Tractor-Trailer	23.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.39
99050 - Desk Clerk	12.07
99095 - Embalmer	30.07
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.99
99252 - Laboratory Animal Caretaker II	16.38
99260 - Marketing Analyst	25.16
99310 - Mortician	30.07
99410 - Pest Controller	21.88
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	22.43
99711 - Recycling Specialist	27.86
99730 - Refuse Collector	19.93
99810 - Sales Clerk	12.15
99820 - School Crossing Guard	13.15
99830 - Survey Party Chief	28.03
99831 - Surveying Aide	18.82
99832 - Surveying Technician	24.61
99840 - Vending Machine Attendant	16.85
99841 - Vending Machine Repairer	19.81
99842 - Vending Machine Repairer Helper	16.85

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4971
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota County of Polk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.32
01012 - Accounting Clerk II		17.19
01013 - Accounting Clerk III		19.24
01020 - Administrative Assistant		22.97
01035 - Court Reporter		18.20
01041 - Customer Service Representative I		13.26
01042 - Customer Service Representative II		14.91
01043 - Customer Service Representative III		16.26
01051 - Data Entry Operator I		13.86
01052 - Data Entry Operator II		15.12
01060 - Dispatcher Motor Vehicle		19.75
01070 - Document Preparation Clerk		14.78
01090 - Duplicating Machine Operator		14.78
01111 - General Clerk I		14.18
01112 - General Clerk II		15.47

01113 - General Clerk III 17.37
01120 - Housing Referral Assistant 20.30
01141 - Messenger Courier 12.25
01191 - Order Clerk I 17.00
01192 - Order Clerk II 18.54
01261 - Personnel Assistant (Employment) I 16.42
01262 - Personnel Assistant (Employment) II 18.38
01263 - Personnel Assistant (Employment) III 20.49
01270 - Production Control Clerk 23.79
01290 - Rental Clerk 13.92
01300 - Scheduler Maintenance 16.27
01311 - Secretary I 16.27
01312 - Secretary II 18.20
01313 - Secretary III 20.30
01320 - Service Order Dispatcher 16.29
01410 - Supply Technician 22.97
01420 - Survey Worker 18.00
01460 - Switchboard Operator/Receptionist 14.50
01531 - Travel Clerk I 13.72
01532 - Travel Clerk II 14.81
01533 - Travel Clerk III 15.89
01611 - Word Processor I 14.86
01612 - Word Processor II 16.69
01613 - Word Processor III 18.15
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.83
05010 - Automotive Electrician 20.18
05040 - Automotive Glass Installer 18.80
05070 - Automotive Worker 18.80
05110 - Mobile Equipment Servicer 16.09
05130 - Motor Equipment Metal Mechanic 21.08
05160 - Motor Equipment Metal Worker 18.80
05190 - Motor Vehicle Mechanic 20.90
05220 - Motor Vehicle Mechanic Helper 15.87
05250 - Motor Vehicle Upholstery Worker 17.44
05280 - Motor Vehicle Wrecker 18.80
05310 - Painter Automotive 20.12
05340 - Radiator Repair Specialist 18.80
05370 - Tire Repairer 13.93
05400 - Transmission Repair Specialist 21.08
07000 - Food Preparation And Service Occupations
07010 - Baker 14.20
07041 - Cook I 15.97
07042 - Cook II 18.65
07070 - Dishwasher 11.29
07130 - Food Service Worker 13.60
07210 - Meat Cutter 17.76
07260 - Waiter/Waitress 9.88
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.75

09040 - Furniture Handler 14.80
09080 - Furniture Refinisher 24.75
09090 - Furniture Refinisher Helper 18.38
09110 - Furniture Repairer Minor 21.39
09130 - Upholsterer 24.75
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.19
11060 - Elevator Operator 13.19
11090 - Gardener 19.83
11122 - Housekeeping Aide 14.20
11150 - Janitor 14.20
11210 - Laborer Grounds Maintenance 14.55
11240 - Maid or Houseman 11.80
11260 - Pruner 12.92
11270 - Tractor Operator 18.09
11330 - Trail Maintenance Worker 14.55
11360 - Window Cleaner 15.99
12000 - Health Occupations
12010 - Ambulance Driver 19.71
12011 - Breath Alcohol Technician 19.71
12012 - Certified Occupational Therapist Assistant 27.04
12015 - Certified Physical Therapist Assistant 27.04
12020 - Dental Assistant 22.60
12025 - Dental Hygienist 36.65
12030 - EKG Technician 29.86
12035 - Electroneurodiagnostic Technologist 29.86
12040 - Emergency Medical Technician 19.71
12071 - Licensed Practical Nurse I 17.61
12072 - Licensed Practical Nurse II 19.71
12073 - Licensed Practical Nurse III 21.97
12100 - Medical Assistant 21.73
12130 - Medical Laboratory Technician 21.29
12160 - Medical Record Clerk 15.34
12190 - Medical Record Technician 24.51
12195 - Medical Transcriptionist 17.61
12210 - Nuclear Medicine Technologist 43.30
12221 - Nursing Assistant I 11.99
12222 - Nursing Assistant II 13.48
12223 - Nursing Assistant III 14.70
12224 - Nursing Assistant IV 16.51
12235 - Optical Dispenser 14.67
12236 - Optical Technician 17.61
12250 - Pharmacy Technician 18.17
12280 - Phlebotomist 17.61
12305 - Radiologic Technologist 29.86
12311 - Registered Nurse I 25.14
12312 - Registered Nurse II 29.52
12313 - Registered Nurse II Specialist 29.52
12314 - Registered Nurse III 35.72
12315 - Registered Nurse III Anesthetist 35.72

12316 - Registered Nurse IV		42.81
12317 - Scheduler (Drug and Alcohol Testing)		24.41
12320 - Substance Abuse Treatment Counselor		25.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.63
13012 - Exhibits Specialist II		23.08
13013 - Exhibits Specialist III		28.23
13041 - Illustrator I		18.63
13042 - Illustrator II		23.08
13043 - Illustrator III		28.23
13047 - Librarian		25.56
13050 - Library Aide/Clerk		14.83
13054 - Library Information Technology Systems Administrator		23.08
13058 - Library Technician		18.63
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.63
13063 - Media Specialist III		20.76
13071 - Photographer I		16.65
13072 - Photographer II		18.63
13073 - Photographer III		23.08
13074 - Photographer IV		28.23
13075 - Photographer V		34.15
13090 - Technical Order Library Clerk		18.63
13110 - Video Teleconference Technician		16.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.98
14042 - Computer Operator II		17.87
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.73
14071 - Computer Programmer I	(see 1)	19.03
14072 - Computer Programmer II	(see 1)	22.53
14073 - Computer Programmer III	(see 1)	27.36
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.98
14160 - Personal Computer Support Technician		25.73
14170 - System Support Specialist		28.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.89
15020 - Aircrew Training Devices Instructor (Rated)		36.16
15030 - Air Crew Training Devices Instructor (Pilot)		43.34
15050 - Computer Based Training Specialist / Instructor		29.89
15060 - Educational Technologist		29.46
15070 - Flight Instructor (Pilot)		43.34
15080 - Graphic Artist		22.06
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.34

15086 - Maintenance Test Pilot Rotary Wing 43.34
15088 - Non-Maintenance Test/Co-Pilot 43.34
15090 - Technical Instructor 23.52
15095 - Technical Instructor/Course Developer 28.77
15110 - Test Proctor 18.99
15120 - Tutor 18.99
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.19
16030 - Counter Attendant 11.19
16040 - Dry Cleaner 14.10
16070 - Finisher Flatwork Machine 11.19
16090 - Presser Hand 11.19
16110 - Presser Machine Drycleaning 11.19
16130 - Presser Machine Shirts 11.19
16160 - Presser Machine Wearing Apparel Laundry 11.19
16190 - Sewing Machine Operator 14.92
16220 - Tailor 15.77
16250 - Washer Machine 12.41
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.28
19040 - Tool And Die Maker 30.14
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.33
21030 - Material Coordinator 23.79
21040 - Material Expediter 23.79
21050 - Material Handling Laborer 16.52
21071 - Order Filler 15.24
21080 - Production Line Worker (Food Processing) 19.33
21110 - Shipping Packer 18.97
21130 - Shipping/Receiving Clerk 18.97
21140 - Store Worker I 15.63
21150 - Stock Clerk 19.08
21210 - Tools And Parts Attendant 19.33
21410 - Warehouse Specialist 19.33
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.61
23019 - Aircraft Logs and Records Technician 21.17
23021 - Aircraft Mechanic I 23.44
23022 - Aircraft Mechanic II 24.61
23023 - Aircraft Mechanic III 25.84
23040 - Aircraft Mechanic Helper 20.70
23050 - Aircraft Painter 22.65
23060 - Aircraft Servicer 21.17
23070 - Aircraft Survival Flight Equipment Technician 22.65
23080 - Aircraft Worker 22.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.44
23110 - Appliance Mechanic 25.28

23120 - Bicycle Repairer 19.73
23125 - Cable Splicer 40.40
23130 - Carpenter Maintenance 21.48
23140 - Carpet Layer 23.55
23160 - Electrician Maintenance 28.95
23181 - Electronics Technician Maintenance I 26.05
23182 - Electronics Technician Maintenance II 26.81
23183 - Electronics Technician Maintenance III 27.67
23260 - Fabric Worker 21.85
23290 - Fire Alarm System Mechanic 26.78
23310 - Fire Extinguisher Repairer 20.16
23311 - Fuel Distribution System Mechanic 26.78
23312 - Fuel Distribution System Operator 21.26
23370 - General Maintenance Worker 19.03
23380 - Ground Support Equipment Mechanic 23.44
23381 - Ground Support Equipment Servicer 21.17
23382 - Ground Support Equipment Worker 22.06
23391 - Gunsmith I 20.16
23392 - Gunsmith II 23.55
23393 - Gunsmith III 26.78
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.54
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.81
23430 - Heavy Equipment Mechanic 27.68
23440 - Heavy Equipment Operator 26.95
23460 - Instrument Mechanic 26.78
23465 - Laboratory/Shelter Mechanic 25.28
23470 - Laborer 16.52
23510 - Locksmith 25.28
23530 - Machinery Maintenance Mechanic 25.73
23550 - Machinist Maintenance 23.92
23580 - Maintenance Trades Helper 18.38
23591 - Metrology Technician I 26.78
23592 - Metrology Technician II 27.97
23593 - Metrology Technician III 29.04
23640 - Millwright 26.78
23710 - Office Appliance Repairer 25.28
23760 - Painter Maintenance 24.75
23790 - Pipefitter Maintenance 29.07
23810 - Plumber Maintenance 27.01
23820 - Pneudraulic Systems Mechanic 26.78
23850 - Rigger 26.78
23870 - Scale Mechanic 23.55
23890 - Sheet-Metal Worker Maintenance 26.47
23910 - Small Engine Mechanic 23.05
23931 - Telecommunications Mechanic I 31.25
23932 - Telecommunications Mechanic II 32.64
23950 - Telephone Lineman 26.78
23960 - Welder Combination Maintenance 22.33

23965 - Well Driller		26.78
23970 - Woodcraft Worker		26.78
23980 - Woodworker		20.16
24000 - Personal Needs Occupations		
24550 - Case Manager		18.56
24570 - Child Care Attendant		11.20
24580 - Child Care Center Clerk		13.95
24610 - Chore Aide		14.07
24620 - Family Readiness And Support Services Coordinator		18.56
24630 - Homemaker		18.56
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.00
25040 - Sewage Plant Operator		26.38
25070 - Stationary Engineer		27.00
25190 - Ventilation Equipment Tender		18.84
25210 - Water Treatment Plant Operator		26.38
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.47
27007 - Baggage Inspector		12.40
27008 - Corrections Officer		22.16
27010 - Court Security Officer		22.46
27030 - Detection Dog Handler		14.85
27040 - Detention Officer		22.16
27070 - Firefighter		23.83
27101 - Guard I		12.40
27102 - Guard II		14.85
27131 - Police Officer I		25.41
27132 - Police Officer II		28.23
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.52
28042 - Carnival Equipment Repairer		17.02
28043 - Carnival Worker		11.09
28210 - Gate Attendant/Gate Tender		19.42
28310 - Lifeguard		13.72
28350 - Park Attendant (Aide)		21.73
28510 - Recreation Aide/Health Facility Attendant		15.86
28515 - Recreation Specialist		24.99
28630 - Sports Official		17.30
28690 - Swimming Pool Operator		19.88
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.55
29020 - Hatch Tender		23.55
29030 - Line Handler		23.55
29041 - Stevedore I		21.85
29042 - Stevedore II		25.28
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.66
30022 - Archeological Technician II		19.76
30023 - Archeological Technician III		24.48
30030 - Cartographic Technician		24.48
30040 - Civil Engineering Technician		26.52
30051 - Cryogenic Technician I		26.77
30052 - Cryogenic Technician II		29.56
30061 - Drafter/CAD Operator I		17.66
30062 - Drafter/CAD Operator II		19.76
30063 - Drafter/CAD Operator III		22.03
30064 - Drafter/CAD Operator IV		27.11
30081 - Engineering Technician I		15.53
30082 - Engineering Technician II		17.44
30083 - Engineering Technician III		19.51
30084 - Engineering Technician IV		24.17
30085 - Engineering Technician V		29.56
30086 - Engineering Technician VI		35.77
30090 - Environmental Technician		24.17
30095 - Evidence Control Specialist		24.17
30210 - Laboratory Technician		22.03
30221 - Latent Fingerprint Technician I		26.77
30222 - Latent Fingerprint Technician II		29.56
30240 - Mathematical Technician		24.48
30361 - Paralegal/Legal Assistant I		18.81
30362 - Paralegal/Legal Assistant II		23.29
30363 - Paralegal/Legal Assistant III		28.50
30364 - Paralegal/Legal Assistant IV		34.48
30375 - Petroleum Supply Specialist		29.56
30390 - Photo-Optics Technician		24.48
30395 - Radiation Control Technician		29.56
30461 - Technical Writer I		24.17
30462 - Technical Writer II		29.56
30463 - Technical Writer III		35.77
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.77
30502 - Weather Forecaster II		32.55
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.03
30621 - Weather Observer Senior	(see 2)	24.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		16.37
31030 - Bus Driver		24.19
31043 - Driver Courier		20.35
31260 - Parking and Lot Attendant		14.54
31290 - Shuttle Bus Driver		22.31

31310 - Taxi Driver	16.64
31361 - Truckdriver Light	22.31
31362 - Truckdriver Medium	24.19
31363 - Truckdriver Heavy	25.59
31364 - Truckdriver Tractor-Trailer	25.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.61
99050 - Desk Clerk	12.43
99095 - Embalmer	31.81
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.41
99252 - Laboratory Animal Caretaker II	19.59
99260 - Marketing Analyst	23.58
99310 - Mortician	31.81
99410 - Pest Controller	21.88
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.49
99711 - Recycling Specialist	19.84
99730 - Refuse Collector	16.51
99810 - Sales Clerk	11.69
99820 - School Crossing Guard	13.15
99830 - Survey Party Chief	22.95
99831 - Surveying Aide	15.42
99832 - Surveying Technician	20.16
99840 - Vending Machine Attendant	17.67
99841 - Vending Machine Repairer	19.84
99842 - Vending Machine Repairer Helper	17.67

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4972
Revision No.: 14
Date Of Last Revision: 05/12/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota County of Polk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.32
01012 - Accounting Clerk II		17.19
01013 - Accounting Clerk III		19.24
01020 - Administrative Assistant		22.97
01035 - Court Reporter		18.20
01041 - Customer Service Representative I		13.26
01042 - Customer Service Representative II		14.91
01043 - Customer Service Representative III		16.26
01051 - Data Entry Operator I		13.86
01052 - Data Entry Operator II		15.12
01060 - Dispatcher Motor Vehicle		19.75
01070 - Document Preparation Clerk		14.78

01090 - Duplicating Machine Operator 14.78
01111 - General Clerk I 14.18
01112 - General Clerk II 15.47
01113 - General Clerk III 17.37
01120 - Housing Referral Assistant 20.30
01141 - Messenger Courier 12.25
01191 - Order Clerk I 17.00
01192 - Order Clerk II 18.54
01261 - Personnel Assistant (Employment) I 16.42
01262 - Personnel Assistant (Employment) II 18.38
01263 - Personnel Assistant (Employment) III 20.49
01270 - Production Control Clerk 23.79
01290 - Rental Clerk 13.92
01300 - Scheduler Maintenance 16.27
01311 - Secretary I 16.27
01312 - Secretary II 18.20
01313 - Secretary III 20.30
01320 - Service Order Dispatcher 16.29
01410 - Supply Technician 22.97
01420 - Survey Worker 18.00
01460 - Switchboard Operator/Receptionist 14.50
01531 - Travel Clerk I 13.72
01532 - Travel Clerk II 14.81
01533 - Travel Clerk III 15.89
01611 - Word Processor I 14.86
01612 - Word Processor II 16.69
01613 - Word Processor III 18.15
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.83
05010 - Automotive Electrician 20.18
05040 - Automotive Glass Installer 18.80
05070 - Automotive Worker 18.80
05110 - Mobile Equipment Servicer 16.09
05130 - Motor Equipment Metal Mechanic 21.08
05160 - Motor Equipment Metal Worker 18.80
05190 - Motor Vehicle Mechanic 20.90
05220 - Motor Vehicle Mechanic Helper 15.87
05250 - Motor Vehicle Upholstery Worker 17.44
05280 - Motor Vehicle Wrecker 18.80
05310 - Painter Automotive 20.12
05340 - Radiator Repair Specialist 18.80
05370 - Tire Repairer 13.93
05400 - Transmission Repair Specialist 21.08
07000 - Food Preparation And Service Occupations
07010 - Baker 14.20
07041 - Cook I 15.97
07042 - Cook II 18.65
07070 - Dishwasher 11.29
07130 - Food Service Worker 13.60
07210 - Meat Cutter 17.76

07260 - Waiter/Waitress	9.88
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.75
09040 - Furniture Handler	14.80
09080 - Furniture Refinisher	24.75
09090 - Furniture Refinisher Helper	18.38
09110 - Furniture Repairer Minor	21.39
09130 - Upholsterer	24.75
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.19
11060 - Elevator Operator	13.19
11090 - Gardener	19.83
11122 - Housekeeping Aide	14.20
11150 - Janitor	14.20
11210 - Laborer Grounds Maintenance	14.55
11240 - Maid or Houseman	11.80
11260 - Pruner	12.92
11270 - Tractor Operator	18.09
11330 - Trail Maintenance Worker	14.55
11360 - Window Cleaner	15.99
12000 - Health Occupations	
12010 - Ambulance Driver	19.71
12011 - Breath Alcohol Technician	19.71
12012 - Certified Occupational Therapist Assistant	27.04
12015 - Certified Physical Therapist Assistant	27.04
12020 - Dental Assistant	22.60
12025 - Dental Hygienist	36.65
12030 - EKG Technician	29.86
12035 - Electroneurodiagnostic Technologist	29.86
12040 - Emergency Medical Technician	19.71
12071 - Licensed Practical Nurse I	17.61
12072 - Licensed Practical Nurse II	19.71
12073 - Licensed Practical Nurse III	21.97
12100 - Medical Assistant	21.73
12130 - Medical Laboratory Technician	21.29
12160 - Medical Record Clerk	15.34
12190 - Medical Record Technician	24.51
12195 - Medical Transcriptionist	17.61
12210 - Nuclear Medicine Technologist	43.30
12221 - Nursing Assistant I	11.99
12222 - Nursing Assistant II	13.48
12223 - Nursing Assistant III	14.70
12224 - Nursing Assistant IV	16.51
12235 - Optical Dispenser	14.67
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	18.17
12280 - Phlebotomist	17.61
12305 - Radiologic Technologist	29.86
12311 - Registered Nurse I	25.14
12312 - Registered Nurse II	29.52

12313 - Registered Nurse II Specialist		29.52
12314 - Registered Nurse III		35.72
12315 - Registered Nurse III Anesthetist		35.72
12316 - Registered Nurse IV		42.81
12317 - Scheduler (Drug and Alcohol Testing)		24.41
12320 - Substance Abuse Treatment Counselor		25.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.63
13012 - Exhibits Specialist II		23.08
13013 - Exhibits Specialist III		28.23
13041 - Illustrator I		18.63
13042 - Illustrator II		23.08
13043 - Illustrator III		28.23
13047 - Librarian		25.56
13050 - Library Aide/Clerk		14.83
13054 - Library Information Technology Systems Administrator		23.08
13058 - Library Technician		18.63
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.63
13063 - Media Specialist III		20.76
13071 - Photographer I		16.65
13072 - Photographer II		18.63
13073 - Photographer III		23.08
13074 - Photographer IV		28.23
13075 - Photographer V		34.15
13090 - Technical Order Library Clerk		18.63
13110 - Video Teleconference Technician		16.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.98
14042 - Computer Operator II		17.87
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.73
14071 - Computer Programmer I	(see 1)	19.03
14072 - Computer Programmer II	(see 1)	22.53
14073 - Computer Programmer III	(see 1)	27.36
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.98
14160 - Personal Computer Support Technician		25.73
14170 - System Support Specialist		28.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.89
15020 - Aircrew Training Devices Instructor (Rated)		36.16
15030 - Air Crew Training Devices Instructor (Pilot)		43.34
15050 - Computer Based Training Specialist / Instructor		29.89
15060 - Educational Technologist		29.46

15070 - Flight Instructor (Pilot) 43.34
15080 - Graphic Artist 22.06
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.34
15086 - Maintenance Test Pilot Rotary Wing 43.34
15088 - Non-Maintenance Test/Co-Pilot 43.34
15090 - Technical Instructor 23.52
15095 - Technical Instructor/Course Developer 28.77
15110 - Test Proctor 18.99
15120 - Tutor 18.99
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.19
16030 - Counter Attendant 11.19
16040 - Dry Cleaner 14.10
16070 - Finisher Flatwork Machine 11.19
16090 - Presser Hand 11.19
16110 - Presser Machine Drycleaning 11.19
16130 - Presser Machine Shirts 11.19
16160 - Presser Machine Wearing Apparel Laundry 11.19
16190 - Sewing Machine Operator 14.92
16220 - Tailor 15.77
16250 - Washer Machine 12.41
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.28
19040 - Tool And Die Maker 30.14
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.33
21030 - Material Coordinator 23.79
21040 - Material Expediter 23.79
21050 - Material Handling Laborer 16.52
21071 - Order Filler 15.24
21080 - Production Line Worker (Food Processing) 19.33
21110 - Shipping Packer 18.97
21130 - Shipping/Receiving Clerk 18.97
21140 - Store Worker I 15.63
21150 - Stock Clerk 19.08
21210 - Tools And Parts Attendant 19.33
21410 - Warehouse Specialist 19.33
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.61
23019 - Aircraft Logs and Records Technician 21.17
23021 - Aircraft Mechanic I 23.44
23022 - Aircraft Mechanic II 24.61
23023 - Aircraft Mechanic III 25.84
23040 - Aircraft Mechanic Helper 20.70
23050 - Aircraft Painter 22.65
23060 - Aircraft Servicer 21.17
23070 - Aircraft Survival Flight Equipment Technician 22.65
23080 - Aircraft Worker 22.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.06

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.44
23110 - Appliance Mechanic 25.28
23120 - Bicycle Repairer 19.73
23125 - Cable Splicer 40.40
23130 - Carpenter Maintenance 21.48
23140 - Carpet Layer 23.55
23160 - Electrician Maintenance 28.95
23181 - Electronics Technician Maintenance I 26.05
23182 - Electronics Technician Maintenance II 26.81
23183 - Electronics Technician Maintenance III 27.67
23260 - Fabric Worker 21.85
23290 - Fire Alarm System Mechanic 26.78
23310 - Fire Extinguisher Repairer 20.16
23311 - Fuel Distribution System Mechanic 26.78
23312 - Fuel Distribution System Operator 21.26
23370 - General Maintenance Worker 19.03
23380 - Ground Support Equipment Mechanic 23.44
23381 - Ground Support Equipment Servicer 21.17
23382 - Ground Support Equipment Worker 22.06
23391 - Gunsmith I 20.16
23392 - Gunsmith II 23.55
23393 - Gunsmith III 26.78
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.54
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.81
23430 - Heavy Equipment Mechanic 27.68
23440 - Heavy Equipment Operator 26.95
23460 - Instrument Mechanic 26.78
23465 - Laboratory/Shelter Mechanic 25.28
23470 - Laborer 16.52
23510 - Locksmith 25.28
23530 - Machinery Maintenance Mechanic 25.73
23550 - Machinist Maintenance 23.92
23580 - Maintenance Trades Helper 18.38
23591 - Metrology Technician I 26.78
23592 - Metrology Technician II 27.97
23593 - Metrology Technician III 29.04
23640 - Millwright 26.78
23710 - Office Appliance Repairer 25.28
23760 - Painter Maintenance 24.75
23790 - Pipefitter Maintenance 29.07
23810 - Plumber Maintenance 27.01
23820 - Pneudraulic Systems Mechanic 26.78
23850 - Rigger 26.78
23870 - Scale Mechanic 23.55
23890 - Sheet-Metal Worker Maintenance 26.47
23910 - Small Engine Mechanic 23.05
23931 - Telecommunications Mechanic I 31.25

23932 - Telecommunications Mechanic II 32.64
23950 - Telephone Lineman 26.78
23960 - Welder Combination Maintenance 22.33
23965 - Well Driller 26.78
23970 - Woodcraft Worker 26.78
23980 - Woodworker 20.16
24000 - Personal Needs Occupations
24550 - Case Manager 18.56
24570 - Child Care Attendant 11.20
24580 - Child Care Center Clerk 13.95
24610 - Chore Aide 14.07
24620 - Family Readiness And Support Services Coordinator 18.56
24630 - Homemaker 18.56
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.00
25040 - Sewage Plant Operator 26.38
25070 - Stationary Engineer 27.00
25190 - Ventilation Equipment Tender 18.84
25210 - Water Treatment Plant Operator 26.38
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.47
27007 - Baggage Inspector 12.40
27008 - Corrections Officer 22.16
27010 - Court Security Officer 22.46
27030 - Detection Dog Handler 14.85
27040 - Detention Officer 22.16
27070 - Firefighter 23.83
27101 - Guard I 12.40
27102 - Guard II 14.85
27131 - Police Officer I 25.41
27132 - Police Officer II 28.23
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.52
28042 - Carnival Equipment Repairer 17.02
28043 - Carnival Worker 11.09
28210 - Gate Attendant/Gate Tender 19.42
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 21.73
28510 - Recreation Aide/Health Facility Attendant 15.86
28515 - Recreation Specialist 24.99
28630 - Sports Official 17.30
28690 - Swimming Pool Operator 19.88
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.55
29020 - Hatch Tender 23.55
29030 - Line Handler 23.55
29041 - Stevedore I 21.85
29042 - Stevedore II 25.28
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.66
30022 - Archeological Technician II 19.76
30023 - Archeological Technician III 24.48
30030 - Cartographic Technician 24.48
30040 - Civil Engineering Technician 26.52
30051 - Cryogenic Technician I 26.77
30052 - Cryogenic Technician II 29.56
30061 - Drafter/CAD Operator I 17.66
30062 - Drafter/CAD Operator II 19.76
30063 - Drafter/CAD Operator III 22.03
30064 - Drafter/CAD Operator IV 27.11
30081 - Engineering Technician I 15.53
30082 - Engineering Technician II 17.44
30083 - Engineering Technician III 19.51
30084 - Engineering Technician IV 24.17
30085 - Engineering Technician V 29.56
30086 - Engineering Technician VI 35.77
30090 - Environmental Technician 24.17
30095 - Evidence Control Specialist 24.17
30210 - Laboratory Technician 22.03
30221 - Latent Fingerprint Technician I 26.77
30222 - Latent Fingerprint Technician II 29.56
30240 - Mathematical Technician 24.48
30361 - Paralegal/Legal Assistant I 18.81
30362 - Paralegal/Legal Assistant II 23.29
30363 - Paralegal/Legal Assistant III 28.50
30364 - Paralegal/Legal Assistant IV 34.48
30375 - Petroleum Supply Specialist 29.56
30390 - Photo-Optics Technician 24.48
30395 - Radiation Control Technician 29.56
30461 - Technical Writer I 24.17
30462 - Technical Writer II 29.56
30463 - Technical Writer III 35.77
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.77
30502 - Weather Forecaster II 32.55
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.03
30621 - Weather Observer Senior (see 2) 24.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.37
31030 - Bus Driver 24.19

31043 - Driver Courier	20.35
31260 - Parking and Lot Attendant	14.54
31290 - Shuttle Bus Driver	22.31
31310 - Taxi Driver	16.64
31361 - Truckdriver Light	22.31
31362 - Truckdriver Medium	24.19
31363 - Truckdriver Heavy	25.59
31364 - Truckdriver Tractor-Trailer	25.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.61
99050 - Desk Clerk	12.43
99095 - Embalmer	31.81
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.41
99252 - Laboratory Animal Caretaker II	19.59
99260 - Marketing Analyst	23.58
99310 - Mortician	31.81
99410 - Pest Controller	21.88
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.49
99711 - Recycling Specialist	19.84
99730 - Refuse Collector	16.51
99810 - Sales Clerk	11.69
99820 - School Crossing Guard	13.15
99830 - Survey Party Chief	22.95
99831 - Surveying Aide	15.42
99832 - Surveying Technician	20.16
99840 - Vending Machine Attendant	17.67
99841 - Vending Machine Repairer	19.84
99842 - Vending Machine Repairer Helper	17.67

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4973
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Dakota

Area: North Dakota County of Grand Forks

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.32
01012 - Accounting Clerk II		17.19
01013 - Accounting Clerk III		19.24
01020 - Administrative Assistant		22.97
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		13.26
01042 - Customer Service Representative II		14.91
01043 - Customer Service Representative III		16.26
01051 - Data Entry Operator I		13.86
01052 - Data Entry Operator II		15.12
01060 - Dispatcher Motor Vehicle		18.62
01070 - Document Preparation Clerk		14.45
01090 - Duplicating Machine Operator		14.45
01111 - General Clerk I		14.18
01112 - General Clerk II		15.47

01113 - General Clerk III 17.37
01120 - Housing Referral Assistant 20.23
01141 - Messenger Courier 11.78
01191 - Order Clerk I 16.68
01192 - Order Clerk II 18.19
01261 - Personnel Assistant (Employment) I 16.26
01262 - Personnel Assistant (Employment) II 18.18
01263 - Personnel Assistant (Employment) III 20.26
01270 - Production Control Clerk 23.68
01290 - Rental Clerk 12.82
01300 - Scheduler Maintenance 16.22
01311 - Secretary I 16.22
01312 - Secretary II 18.15
01313 - Secretary III 20.23
01320 - Service Order Dispatcher 16.64
01410 - Supply Technician 22.97
01420 - Survey Worker 17.77
01460 - Switchboard Operator/Receptionist 14.50
01531 - Travel Clerk I 11.67
01532 - Travel Clerk II 12.31
01533 - Travel Clerk III 12.95
01611 - Word Processor I 14.45
01612 - Word Processor II 16.22
01613 - Word Processor III 18.15
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.83
05010 - Automotive Electrician 19.72
05040 - Automotive Glass Installer 18.80
05070 - Automotive Worker 18.80
05110 - Mobile Equipment Servicer 16.09
05130 - Motor Equipment Metal Mechanic 20.90
05160 - Motor Equipment Metal Worker 18.80
05190 - Motor Vehicle Mechanic 20.90
05220 - Motor Vehicle Mechanic Helper 14.68
05250 - Motor Vehicle Upholstery Worker 17.44
05280 - Motor Vehicle Wrecker 18.80
05310 - Painter Automotive 19.72
05340 - Radiator Repair Specialist 18.80
05370 - Tire Repairer 13.93
05400 - Transmission Repair Specialist 20.90
07000 - Food Preparation And Service Occupations
07010 - Baker 13.96
07041 - Cook I 15.97
07042 - Cook II 18.66
07070 - Dishwasher 11.29
07130 - Food Service Worker 13.60
07210 - Meat Cutter 15.08
07260 - Waiter/Waitress 9.88
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.75

09040 - Furniture Handler 14.80
09080 - Furniture Refinisher 24.75
09090 - Furniture Refinisher Helper 18.38
09110 - Furniture Repairer Minor 21.48
09130 - Upholsterer 24.75
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.19
11060 - Elevator Operator 13.19
11090 - Gardener 19.83
11122 - Housekeeping Aide 14.20
11150 - Janitor 14.20
11210 - Laborer Grounds Maintenance 14.55
11240 - Maid or Houseman 11.80
11260 - Pruner 12.92
11270 - Tractor Operator 18.09
11330 - Trail Maintenance Worker 14.55
11360 - Window Cleaner 15.99
12000 - Health Occupations
12010 - Ambulance Driver 19.71
12011 - Breath Alcohol Technician 19.71
12012 - Certified Occupational Therapist Assistant 26.61
12015 - Certified Physical Therapist Assistant 26.18
12020 - Dental Assistant 22.60
12025 - Dental Hygienist 36.40
12030 - EKG Technician 29.86
12035 - Electroneurodiagnostic Technologist 29.86
12040 - Emergency Medical Technician 19.71
12071 - Licensed Practical Nurse I 17.61
12072 - Licensed Practical Nurse II 19.71
12073 - Licensed Practical Nurse III 21.97
12100 - Medical Assistant 21.56
12130 - Medical Laboratory Technician 19.32
12160 - Medical Record Clerk 13.29
12190 - Medical Record Technician 24.51
12195 - Medical Transcriptionist 17.61
12210 - Nuclear Medicine Technologist 43.30
12221 - Nursing Assistant I 11.99
12222 - Nursing Assistant II 13.48
12223 - Nursing Assistant III 14.70
12224 - Nursing Assistant IV 16.51
12235 - Optical Dispenser 14.67
12236 - Optical Technician 17.61
12250 - Pharmacy Technician 18.17
12280 - Phlebotomist 17.61
12305 - Radiologic Technologist 29.86
12311 - Registered Nurse I 21.72
12312 - Registered Nurse II 26.57
12313 - Registered Nurse II Specialist 26.57
12314 - Registered Nurse III 32.14
12315 - Registered Nurse III Anesthetist 32.14

12316 - Registered Nurse IV		38.52
12317 - Scheduler (Drug and Alcohol Testing)		24.41
12320 - Substance Abuse Treatment Counselor		25.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.63
13012 - Exhibits Specialist II		23.08
13013 - Exhibits Specialist III		28.23
13041 - Illustrator I		18.63
13042 - Illustrator II		23.08
13043 - Illustrator III		28.23
13047 - Librarian		25.56
13050 - Library Aide/Clerk		13.21
13054 - Library Information Technology Systems Administrator		23.08
13058 - Library Technician		18.63
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.63
13063 - Media Specialist III		20.76
13071 - Photographer I		16.65
13072 - Photographer II		18.63
13073 - Photographer III		23.08
13074 - Photographer IV		28.23
13075 - Photographer V		34.15
13090 - Technical Order Library Clerk		18.63
13110 - Video Teleconference Technician		16.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.59
14042 - Computer Operator II		15.21
14043 - Computer Operator III		16.96
14044 - Computer Operator IV		18.85
14045 - Computer Operator V		20.86
14071 - Computer Programmer I	(see 1)	18.90
14072 - Computer Programmer II	(see 1)	22.00
14073 - Computer Programmer III	(see 1)	26.91
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.59
14160 - Personal Computer Support Technician		21.97
14170 - System Support Specialist		28.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.66
15020 - Aircrew Training Devices Instructor (Rated)		34.67
15030 - Air Crew Training Devices Instructor (Pilot)		41.57
15050 - Computer Based Training Specialist / Instructor		28.66
15060 - Educational Technologist		29.46
15070 - Flight Instructor (Pilot)		41.57
15080 - Graphic Artist		22.06
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.57

15086 - Maintenance Test Pilot Rotary Wing 41.57
15088 - Non-Maintenance Test/Co-Pilot 41.57
15090 - Technical Instructor 23.52
15095 - Technical Instructor/Course Developer 28.77
15110 - Test Proctor 18.99
15120 - Tutor 18.99
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.84
16030 - Counter Attendant 9.84
16040 - Dry Cleaner 11.47
16070 - Finisher Flatwork Machine 9.84
16090 - Presser Hand 9.84
16110 - Presser Machine Drycleaning 9.84
16130 - Presser Machine Shirts 9.84
16160 - Presser Machine Wearing Apparel Laundry 9.84
16190 - Sewing Machine Operator 12.03
16220 - Tailor 12.58
16250 - Washer Machine 10.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.75
19040 - Tool And Die Maker 29.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.33
21030 - Material Coordinator 23.68
21040 - Material Expediter 23.68
21050 - Material Handling Laborer 16.52
21071 - Order Filler 15.24
21080 - Production Line Worker (Food Processing) 19.33
21110 - Shipping Packer 18.97
21130 - Shipping/Receiving Clerk 18.97
21140 - Store Worker I 11.99
21150 - Stock Clerk 16.61
21210 - Tools And Parts Attendant 19.33
21410 - Warehouse Specialist 19.33
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.96
23019 - Aircraft Logs and Records Technician 19.06
23021 - Aircraft Mechanic I 22.94
23022 - Aircraft Mechanic II 23.96
23023 - Aircraft Mechanic III 24.88
23040 - Aircraft Mechanic Helper 17.06
23050 - Aircraft Painter 21.66
23060 - Aircraft Servicer 19.06
23070 - Aircraft Survival Flight Equipment Technician 21.66
23080 - Aircraft Worker 20.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.17
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.94
23110 - Appliance Mechanic 24.75

23120 - Bicycle Repairer 19.73
23125 - Cable Splicer 39.68
23130 - Carpenter Maintenance 20.10
23140 - Carpet Layer 23.05
23160 - Electrician Maintenance 28.36
23181 - Electronics Technician Maintenance I 23.55
23182 - Electronics Technician Maintenance II 25.28
23183 - Electronics Technician Maintenance III 26.78
23260 - Fabric Worker 21.85
23290 - Fire Alarm System Mechanic 26.30
23310 - Fire Extinguisher Repairer 20.16
23311 - Fuel Distribution System Mechanic 26.78
23312 - Fuel Distribution System Operator 20.99
23370 - General Maintenance Worker 19.03
23380 - Ground Support Equipment Mechanic 22.94
23381 - Ground Support Equipment Servicer 19.06
23382 - Ground Support Equipment Worker 20.17
23391 - Gunsmith I 20.16
23392 - Gunsmith II 23.55
23393 - Gunsmith III 26.78
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.54
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.81
23430 - Heavy Equipment Mechanic 27.68
23440 - Heavy Equipment Operator 26.06
23460 - Instrument Mechanic 26.78
23465 - Laboratory/Shelter Mechanic 25.28
23470 - Laborer 16.52
23510 - Locksmith 25.28
23530 - Machinery Maintenance Mechanic 25.73
23550 - Machinist Maintenance 25.38
23580 - Maintenance Trades Helper 18.38
23591 - Metrology Technician I 26.78
23592 - Metrology Technician II 27.97
23593 - Metrology Technician III 29.04
23640 - Millwright 26.78
23710 - Office Appliance Repairer 25.20
23760 - Painter Maintenance 23.42
23790 - Pipefitter Maintenance 28.44
23810 - Plumber Maintenance 26.84
23820 - Pneudraulic Systems Mechanic 26.78
23850 - Rigger 26.78
23870 - Scale Mechanic 23.55
23890 - Sheet-Metal Worker Maintenance 23.76
23910 - Small Engine Mechanic 23.05
23931 - Telecommunications Mechanic I 31.25
23932 - Telecommunications Mechanic II 32.64
23950 - Telephone Lineman 26.22
23960 - Welder Combination Maintenance 22.33

23965 - Well Driller		26.60
23970 - Woodcraft Worker		26.78
23980 - Woodworker		20.16
24000 - Personal Needs Occupations		
24550 - Case Manager		18.56
24570 - Child Care Attendant		10.82
24580 - Child Care Center Clerk		13.50
24610 - Chore Aide		13.99
24620 - Family Readiness And Support Services Coordinator		18.56
24630 - Homemaker		18.56
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.00
25040 - Sewage Plant Operator		26.17
25070 - Stationary Engineer		27.00
25190 - Ventilation Equipment Tender		18.53
25210 - Water Treatment Plant Operator		26.17
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.57
27007 - Baggage Inspector		12.93
27008 - Corrections Officer		22.16
27010 - Court Security Officer		19.72
27030 - Detection Dog Handler		14.47
27040 - Detention Officer		22.16
27070 - Firefighter		24.38
27101 - Guard I		12.93
27102 - Guard II		14.47
27131 - Police Officer I		25.41
27132 - Police Officer II		28.23
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.52
28042 - Carnival Equipment Repairer		17.02
28043 - Carnival Worker		11.09
28210 - Gate Attendant/Gate Tender		19.31
28310 - Lifeguard		13.32
28350 - Park Attendant (Aide)		21.60
28510 - Recreation Aide/Health Facility Attendant		15.76
28515 - Recreation Specialist		26.76
28630 - Sports Official		17.19
28690 - Swimming Pool Operator		19.88
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.55
29020 - Hatch Tender		23.55
29030 - Line Handler		23.55
29041 - Stevedore I		21.85
29042 - Stevedore II		25.28
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.59
30022 - Archeological Technician II		19.75
30023 - Archeological Technician III		24.38
30030 - Cartographic Technician		24.48
30040 - Civil Engineering Technician		24.59
30051 - Cryogenic Technician I		26.77
30052 - Cryogenic Technician II		29.56
30061 - Drafter/CAD Operator I		17.59
30062 - Drafter/CAD Operator II		19.75
30063 - Drafter/CAD Operator III		21.95
30064 - Drafter/CAD Operator IV		27.01
30081 - Engineering Technician I		16.65
30082 - Engineering Technician II		18.70
30083 - Engineering Technician III		21.71
30084 - Engineering Technician IV		26.89
30085 - Engineering Technician V		32.90
30086 - Engineering Technician VI		39.41
30090 - Environmental Technician		24.48
30095 - Evidence Control Specialist		24.17
30210 - Laboratory Technician		21.74
30221 - Latent Fingerprint Technician I		26.77
30222 - Latent Fingerprint Technician II		29.56
30240 - Mathematical Technician		24.48
30361 - Paralegal/Legal Assistant I		18.77
30362 - Paralegal/Legal Assistant II		23.24
30363 - Paralegal/Legal Assistant III		28.50
30364 - Paralegal/Legal Assistant IV		34.39
30375 - Petroleum Supply Specialist		29.56
30390 - Photo-Optics Technician		24.48
30395 - Radiation Control Technician		29.56
30461 - Technical Writer I		24.17
30462 - Technical Writer II		29.56
30463 - Technical Writer III		35.77
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.77
30502 - Weather Forecaster II		32.55
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.95
30621 - Weather Observer Senior	(see 2)	24.38
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.43
31030 - Bus Driver		19.80
31043 - Driver Courier		20.35
31260 - Parking and Lot Attendant		13.20
31290 - Shuttle Bus Driver		22.31

31310 - Taxi Driver	13.77
31361 - Truckdriver Light	22.31
31362 - Truckdriver Medium	24.19
31363 - Truckdriver Heavy	25.59
31364 - Truckdriver Tractor-Trailer	25.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.61
99050 - Desk Clerk	12.43
99095 - Embalmer	30.07
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.49
99252 - Laboratory Animal Caretaker II	18.02
99260 - Marketing Analyst	23.58
99310 - Mortician	30.07
99410 - Pest Controller	21.88
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.97
99711 - Recycling Specialist	19.84
99730 - Refuse Collector	14.18
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	13.15
99830 - Survey Party Chief	21.05
99831 - Surveying Aide	14.14
99832 - Surveying Technician	18.49
99840 - Vending Machine Attendant	16.85
99841 - Vending Machine Repairer	19.81
99842 - Vending Machine Repairer Helper	16.85

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4974
Revision No.: 14
Date Of Last Revision: 05/12/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Dakota

Area: North Dakota County of Grand Forks

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.32
01012 - Accounting Clerk II		17.19
01013 - Accounting Clerk III		19.24
01020 - Administrative Assistant		22.97
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		13.26
01042 - Customer Service Representative II		14.91
01043 - Customer Service Representative III		16.26
01051 - Data Entry Operator I		13.86
01052 - Data Entry Operator II		15.12
01060 - Dispatcher Motor Vehicle		18.62
01070 - Document Preparation Clerk		14.45

01090 - Duplicating Machine Operator 14.45
01111 - General Clerk I 14.18
01112 - General Clerk II 15.47
01113 - General Clerk III 17.37
01120 - Housing Referral Assistant 20.23
01141 - Messenger Courier 11.78
01191 - Order Clerk I 16.68
01192 - Order Clerk II 18.19
01261 - Personnel Assistant (Employment) I 16.26
01262 - Personnel Assistant (Employment) II 18.18
01263 - Personnel Assistant (Employment) III 20.26
01270 - Production Control Clerk 23.68
01290 - Rental Clerk 12.82
01300 - Scheduler Maintenance 16.22
01311 - Secretary I 16.22
01312 - Secretary II 18.15
01313 - Secretary III 20.23
01320 - Service Order Dispatcher 16.64
01410 - Supply Technician 22.97
01420 - Survey Worker 17.77
01460 - Switchboard Operator/Receptionist 14.50
01531 - Travel Clerk I 11.67
01532 - Travel Clerk II 12.31
01533 - Travel Clerk III 12.95
01611 - Word Processor I 14.45
01612 - Word Processor II 16.22
01613 - Word Processor III 18.15
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.83
05010 - Automotive Electrician 19.72
05040 - Automotive Glass Installer 18.80
05070 - Automotive Worker 18.80
05110 - Mobile Equipment Servicer 16.09
05130 - Motor Equipment Metal Mechanic 20.90
05160 - Motor Equipment Metal Worker 18.80
05190 - Motor Vehicle Mechanic 20.90
05220 - Motor Vehicle Mechanic Helper 14.68
05250 - Motor Vehicle Upholstery Worker 17.44
05280 - Motor Vehicle Wrecker 18.80
05310 - Painter Automotive 19.72
05340 - Radiator Repair Specialist 18.80
05370 - Tire Repairer 13.93
05400 - Transmission Repair Specialist 20.90
07000 - Food Preparation And Service Occupations
07010 - Baker 13.96
07041 - Cook I 15.97
07042 - Cook II 18.66
07070 - Dishwasher 11.29
07130 - Food Service Worker 13.60
07210 - Meat Cutter 15.08

07260 - Waiter/Waitress	9.88
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.75
09040 - Furniture Handler	14.80
09080 - Furniture Refinisher	24.75
09090 - Furniture Refinisher Helper	18.38
09110 - Furniture Repairer Minor	21.48
09130 - Upholsterer	24.75
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.19
11060 - Elevator Operator	13.19
11090 - Gardener	19.83
11122 - Housekeeping Aide	14.20
11150 - Janitor	14.20
11210 - Laborer Grounds Maintenance	14.55
11240 - Maid or Houseman	11.80
11260 - Pruner	12.92
11270 - Tractor Operator	18.09
11330 - Trail Maintenance Worker	14.55
11360 - Window Cleaner	15.99
12000 - Health Occupations	
12010 - Ambulance Driver	19.71
12011 - Breath Alcohol Technician	19.71
12012 - Certified Occupational Therapist Assistant	26.61
12015 - Certified Physical Therapist Assistant	26.18
12020 - Dental Assistant	22.60
12025 - Dental Hygienist	36.40
12030 - EKG Technician	29.86
12035 - Electroneurodiagnostic Technologist	29.86
12040 - Emergency Medical Technician	19.71
12071 - Licensed Practical Nurse I	17.61
12072 - Licensed Practical Nurse II	19.71
12073 - Licensed Practical Nurse III	21.97
12100 - Medical Assistant	21.56
12130 - Medical Laboratory Technician	19.32
12160 - Medical Record Clerk	13.29
12190 - Medical Record Technician	24.51
12195 - Medical Transcriptionist	17.61
12210 - Nuclear Medicine Technologist	43.30
12221 - Nursing Assistant I	11.99
12222 - Nursing Assistant II	13.48
12223 - Nursing Assistant III	14.70
12224 - Nursing Assistant IV	16.51
12235 - Optical Dispenser	14.67
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	18.17
12280 - Phlebotomist	17.61
12305 - Radiologic Technologist	29.86
12311 - Registered Nurse I	21.72
12312 - Registered Nurse II	26.57

12313 - Registered Nurse II Specialist		26.57
12314 - Registered Nurse III		32.14
12315 - Registered Nurse III Anesthetist		32.14
12316 - Registered Nurse IV		38.52
12317 - Scheduler (Drug and Alcohol Testing)		24.41
12320 - Substance Abuse Treatment Counselor		25.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.63
13012 - Exhibits Specialist II		23.08
13013 - Exhibits Specialist III		28.23
13041 - Illustrator I		18.63
13042 - Illustrator II		23.08
13043 - Illustrator III		28.23
13047 - Librarian		25.56
13050 - Library Aide/Clerk		13.21
13054 - Library Information Technology Systems Administrator		23.08
13058 - Library Technician		18.63
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.63
13063 - Media Specialist III		20.76
13071 - Photographer I		16.65
13072 - Photographer II		18.63
13073 - Photographer III		23.08
13074 - Photographer IV		28.23
13075 - Photographer V		34.15
13090 - Technical Order Library Clerk		18.63
13110 - Video Teleconference Technician		16.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.59
14042 - Computer Operator II		15.21
14043 - Computer Operator III		16.96
14044 - Computer Operator IV		18.85
14045 - Computer Operator V		20.86
14071 - Computer Programmer I	(see 1)	18.90
14072 - Computer Programmer II	(see 1)	22.00
14073 - Computer Programmer III	(see 1)	26.91
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.59
14160 - Personal Computer Support Technician		21.97
14170 - System Support Specialist		28.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.66
15020 - Aircrew Training Devices Instructor (Rated)		34.67
15030 - Air Crew Training Devices Instructor (Pilot)		41.57
15050 - Computer Based Training Specialist / Instructor		28.66
15060 - Educational Technologist		29.46

15070 - Flight Instructor (Pilot) 41.57
15080 - Graphic Artist 22.06
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.57
15086 - Maintenance Test Pilot Rotary Wing 41.57
15088 - Non-Maintenance Test/Co-Pilot 41.57
15090 - Technical Instructor 23.52
15095 - Technical Instructor/Course Developer 28.77
15110 - Test Proctor 18.99
15120 - Tutor 18.99
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.84
16030 - Counter Attendant 9.84
16040 - Dry Cleaner 11.47
16070 - Finisher Flatwork Machine 9.84
16090 - Presser Hand 9.84
16110 - Presser Machine Drycleaning 9.84
16130 - Presser Machine Shirts 9.84
16160 - Presser Machine Wearing Apparel Laundry 9.84
16190 - Sewing Machine Operator 12.03
16220 - Tailor 12.58
16250 - Washer Machine 10.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.75
19040 - Tool And Die Maker 29.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.33
21030 - Material Coordinator 23.68
21040 - Material Expediter 23.68
21050 - Material Handling Laborer 16.52
21071 - Order Filler 15.24
21080 - Production Line Worker (Food Processing) 19.33
21110 - Shipping Packer 18.97
21130 - Shipping/Receiving Clerk 18.97
21140 - Store Worker I 11.99
21150 - Stock Clerk 16.61
21210 - Tools And Parts Attendant 19.33
21410 - Warehouse Specialist 19.33
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.96
23019 - Aircraft Logs and Records Technician 19.06
23021 - Aircraft Mechanic I 22.94
23022 - Aircraft Mechanic II 23.96
23023 - Aircraft Mechanic III 24.88
23040 - Aircraft Mechanic Helper 17.06
23050 - Aircraft Painter 21.66
23060 - Aircraft Servicer 19.06
23070 - Aircraft Survival Flight Equipment Technician 21.66
23080 - Aircraft Worker 20.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.17

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.94
23110 - Appliance Mechanic 24.75
23120 - Bicycle Repairer 19.73
23125 - Cable Splicer 39.68
23130 - Carpenter Maintenance 20.10
23140 - Carpet Layer 23.05
23160 - Electrician Maintenance 28.36
23181 - Electronics Technician Maintenance I 23.55
23182 - Electronics Technician Maintenance II 25.28
23183 - Electronics Technician Maintenance III 26.78
23260 - Fabric Worker 21.85
23290 - Fire Alarm System Mechanic 26.30
23310 - Fire Extinguisher Repairer 20.16
23311 - Fuel Distribution System Mechanic 26.78
23312 - Fuel Distribution System Operator 20.99
23370 - General Maintenance Worker 19.03
23380 - Ground Support Equipment Mechanic 22.94
23381 - Ground Support Equipment Servicer 19.06
23382 - Ground Support Equipment Worker 20.17
23391 - Gunsmith I 20.16
23392 - Gunsmith II 23.55
23393 - Gunsmith III 26.78
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.54
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.81
23430 - Heavy Equipment Mechanic 27.68
23440 - Heavy Equipment Operator 26.06
23460 - Instrument Mechanic 26.78
23465 - Laboratory/Shelter Mechanic 25.28
23470 - Laborer 16.52
23510 - Locksmith 25.28
23530 - Machinery Maintenance Mechanic 25.73
23550 - Machinist Maintenance 25.38
23580 - Maintenance Trades Helper 18.38
23591 - Metrology Technician I 26.78
23592 - Metrology Technician II 27.97
23593 - Metrology Technician III 29.04
23640 - Millwright 26.78
23710 - Office Appliance Repairer 25.20
23760 - Painter Maintenance 23.42
23790 - Pipefitter Maintenance 28.44
23810 - Plumber Maintenance 26.84
23820 - Pneudraulic Systems Mechanic 26.78
23850 - Rigger 26.78
23870 - Scale Mechanic 23.55
23890 - Sheet-Metal Worker Maintenance 23.76
23910 - Small Engine Mechanic 23.05
23931 - Telecommunications Mechanic I 31.25

23932 - Telecommunications Mechanic II 32.64
23950 - Telephone Lineman 26.22
23960 - Welder Combination Maintenance 22.33
23965 - Well Driller 26.60
23970 - Woodcraft Worker 26.78
23980 - Woodworker 20.16
24000 - Personal Needs Occupations
24550 - Case Manager 18.56
24570 - Child Care Attendant 10.82
24580 - Child Care Center Clerk 13.50
24610 - Chore Aide 13.99
24620 - Family Readiness And Support Services Coordinator 18.56
24630 - Homemaker 18.56
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.00
25040 - Sewage Plant Operator 26.17
25070 - Stationary Engineer 27.00
25190 - Ventilation Equipment Tender 18.53
25210 - Water Treatment Plant Operator 26.17
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.57
27007 - Baggage Inspector 12.93
27008 - Corrections Officer 22.16
27010 - Court Security Officer 19.72
27030 - Detection Dog Handler 14.47
27040 - Detention Officer 22.16
27070 - Firefighter 24.38
27101 - Guard I 12.93
27102 - Guard II 14.47
27131 - Police Officer I 25.41
27132 - Police Officer II 28.23
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.52
28042 - Carnival Equipment Repairer 17.02
28043 - Carnival Worker 11.09
28210 - Gate Attendant/Gate Tender 19.31
28310 - Lifeguard 13.32
28350 - Park Attendant (Aide) 21.60
28510 - Recreation Aide/Health Facility Attendant 15.76
28515 - Recreation Specialist 26.76
28630 - Sports Official 17.19
28690 - Swimming Pool Operator 19.88
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.55
29020 - Hatch Tender 23.55
29030 - Line Handler 23.55
29041 - Stevedore I 21.85
29042 - Stevedore II 25.28
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.59
30022 - Archeological Technician II 19.75
30023 - Archeological Technician III 24.38
30030 - Cartographic Technician 24.48
30040 - Civil Engineering Technician 24.59
30051 - Cryogenic Technician I 26.77
30052 - Cryogenic Technician II 29.56
30061 - Drafter/CAD Operator I 17.59
30062 - Drafter/CAD Operator II 19.75
30063 - Drafter/CAD Operator III 21.95
30064 - Drafter/CAD Operator IV 27.01
30081 - Engineering Technician I 16.65
30082 - Engineering Technician II 18.70
30083 - Engineering Technician III 21.71
30084 - Engineering Technician IV 26.89
30085 - Engineering Technician V 32.90
30086 - Engineering Technician VI 39.41
30090 - Environmental Technician 24.48
30095 - Evidence Control Specialist 24.17
30210 - Laboratory Technician 21.74
30221 - Latent Fingerprint Technician I 26.77
30222 - Latent Fingerprint Technician II 29.56
30240 - Mathematical Technician 24.48
30361 - Paralegal/Legal Assistant I 18.77
30362 - Paralegal/Legal Assistant II 23.24
30363 - Paralegal/Legal Assistant III 28.50
30364 - Paralegal/Legal Assistant IV 34.39
30375 - Petroleum Supply Specialist 29.56
30390 - Photo-Optics Technician 24.48
30395 - Radiation Control Technician 29.56
30461 - Technical Writer I 24.17
30462 - Technical Writer II 29.56
30463 - Technical Writer III 35.77
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.77
30502 - Weather Forecaster II 32.55
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.95
30621 - Weather Observer Senior (see 2) 24.38
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.43
31030 - Bus Driver 19.80

31043 - Driver Courier	20.35
31260 - Parking and Lot Attendant	13.20
31290 - Shuttle Bus Driver	22.31
31310 - Taxi Driver	13.77
31361 - Truckdriver Light	22.31
31362 - Truckdriver Medium	24.19
31363 - Truckdriver Heavy	25.59
31364 - Truckdriver Tractor-Trailer	25.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.61
99050 - Desk Clerk	12.43
99095 - Embalmer	30.07
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.49
99252 - Laboratory Animal Caretaker II	18.02
99260 - Marketing Analyst	23.58
99310 - Mortician	30.07
99410 - Pest Controller	21.88
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.97
99711 - Recycling Specialist	19.84
99730 - Refuse Collector	14.18
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	13.15
99830 - Survey Party Chief	21.05
99831 - Surveying Aide	14.14
99832 - Surveying Technician	18.49
99840 - Vending Machine Attendant	16.85
99841 - Vending Machine Repairer	19.81
99842 - Vending Machine Repairer Helper	16.85

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4976
Revision No.: 12
Date Of Last Revision: 06/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa County of Story

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.05
01012 - Accounting Clerk II		16.89
01013 - Accounting Clerk III		18.90
01020 - Administrative Assistant		22.91
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		13.15
01042 - Customer Service Representative II		14.79
01043 - Customer Service Representative III		16.14
01051 - Data Entry Operator I		14.64
01052 - Data Entry Operator II		15.97
01060 - Dispatcher Motor Vehicle		20.44
01070 - Document Preparation Clerk		15.66

01090 - Duplicating Machine Operator 15.66
01111 - General Clerk I 13.53
01112 - General Clerk II 14.76
01113 - General Clerk III 16.57
01120 - Housing Referral Assistant 21.92
01141 - Messenger Courier 12.77
01191 - Order Clerk I 15.59
01192 - Order Clerk II 18.54
01261 - Personnel Assistant (Employment) I 17.59
01262 - Personnel Assistant (Employment) II 20.39
01263 - Personnel Assistant (Employment) III 23.30
01270 - Production Control Clerk 24.79
01290 - Rental Clerk 12.28
01300 - Scheduler Maintenance 17.59
01311 - Secretary I 17.59
01312 - Secretary II 19.67
01313 - Secretary III 21.92
01320 - Service Order Dispatcher 17.59
01410 - Supply Technician 22.91
01420 - Survey Worker 17.88
01460 - Switchboard Operator/Receptionist 14.07
01531 - Travel Clerk I 12.97
01532 - Travel Clerk II 13.73
01533 - Travel Clerk III 14.64
01611 - Word Processor I 15.66
01612 - Word Processor II 17.59
01613 - Word Processor III 19.67
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.28
05010 - Automotive Electrician 20.43
05040 - Automotive Glass Installer 19.68
05070 - Automotive Worker 19.68
05110 - Mobile Equipment Servicer 18.10
05130 - Motor Equipment Metal Mechanic 21.62
05160 - Motor Equipment Metal Worker 19.68
05190 - Motor Vehicle Mechanic 19.87
05220 - Motor Vehicle Mechanic Helper 17.33
05250 - Motor Vehicle Upholstery Worker 18.88
05280 - Motor Vehicle Wrecker 19.68
05310 - Painter Automotive 20.02
05340 - Radiator Repair Specialist 19.68
05370 - Tire Repairer 14.98
05400 - Transmission Repair Specialist 21.62
07000 - Food Preparation And Service Occupations
07010 - Baker 13.34
07041 - Cook I 14.70
07042 - Cook II 16.83
07070 - Dishwasher 9.45
07130 - Food Service Worker 11.31
07210 - Meat Cutter 12.99

07260 - Waiter/Waitress	9.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.30
09040 - Furniture Handler	15.04
09080 - Furniture Refinisher	23.30
09090 - Furniture Refinisher Helper	17.71
09110 - Furniture Repairer Minor	20.46
09130 - Upholsterer	23.28
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.93
11060 - Elevator Operator	13.44
11090 - Gardener	18.44
11122 - Housekeeping Aide	13.44
11150 - Janitor	13.44
11210 - Laborer Grounds Maintenance	14.55
11240 - Maid or Houseman	11.21
11260 - Pruner	13.25
11270 - Tractor Operator	17.11
11330 - Trail Maintenance Worker	14.55
11360 - Window Cleaner	14.76
12000 - Health Occupations	
12010 - Ambulance Driver	20.84
12011 - Breath Alcohol Technician	20.84
12012 - Certified Occupational Therapist Assistant	26.94
12015 - Certified Physical Therapist Assistant	25.72
12020 - Dental Assistant	22.39
12025 - Dental Hygienist	35.25
12030 - EKG Technician	29.75
12035 - Electroneurodiagnostic Technologist	29.75
12040 - Emergency Medical Technician	20.84
12071 - Licensed Practical Nurse I	17.55
12072 - Licensed Practical Nurse II	19.64
12073 - Licensed Practical Nurse III	21.89
12100 - Medical Assistant	17.64
12130 - Medical Laboratory Technician	23.47
12160 - Medical Record Clerk	16.88
12190 - Medical Record Technician	21.98
12195 - Medical Transcriptionist	18.92
12210 - Nuclear Medicine Technologist	43.15
12221 - Nursing Assistant I	11.48
12222 - Nursing Assistant II	12.91
12223 - Nursing Assistant III	14.08
12224 - Nursing Assistant IV	15.80
12235 - Optical Dispenser	17.36
12236 - Optical Technician	17.55
12250 - Pharmacy Technician	16.96
12280 - Phlebotomist	15.31
12305 - Radiologic Technologist	24.36
12311 - Registered Nurse I	23.64
12312 - Registered Nurse II	28.92

12313 - Registered Nurse II Specialist		28.92
12314 - Registered Nurse III		34.99
12315 - Registered Nurse III Anesthetist		34.99
12316 - Registered Nurse IV		41.94
12317 - Scheduler (Drug and Alcohol Testing)		25.81
12320 - Substance Abuse Treatment Counselor		29.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.51
13012 - Exhibits Specialist II		25.41
13013 - Exhibits Specialist III		31.08
13041 - Illustrator I		20.51
13042 - Illustrator II		25.41
13043 - Illustrator III		31.08
13047 - Librarian		28.14
13050 - Library Aide/Clerk		16.33
13054 - Library Information Technology Systems Administrator		25.41
13058 - Library Technician		19.56
13061 - Media Specialist I		18.33
13062 - Media Specialist II		20.51
13063 - Media Specialist III		22.87
13071 - Photographer I		18.33
13072 - Photographer II		20.51
13073 - Photographer III		25.41
13074 - Photographer IV		31.08
13075 - Photographer V		37.61
13090 - Technical Order Library Clerk		20.51
13110 - Video Teleconference Technician		18.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.18
14042 - Computer Operator II		18.11
14043 - Computer Operator III		20.20
14044 - Computer Operator IV		22.44
14045 - Computer Operator V		24.84
14071 - Computer Programmer I	(see 1)	22.64
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.18
14160 - Personal Computer Support Technician		24.56
14170 - System Support Specialist		27.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.63
15050 - Computer Based Training Specialist / Instructor		28.72
15060 - Educational Technologist		32.93

15070 - Flight Instructor (Pilot) 41.63
15080 - Graphic Artist 24.43
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.13
15086 - Maintenance Test Pilot Rotary Wing 40.13
15088 - Non-Maintenance Test/Co-Pilot 40.13
15090 - Technical Instructor 23.62
15095 - Technical Instructor/Course Developer 28.90
15110 - Test Proctor 19.07
15120 - Tutor 19.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.97
16030 - Counter Attendant 10.97
16040 - Dry Cleaner 12.53
16070 - Finisher Flatwork Machine 10.97
16090 - Presser Hand 10.97
16110 - Presser Machine Drycleaning 10.97
16130 - Presser Machine Shirts 10.97
16160 - Presser Machine Wearing Apparel Laundry 10.97
16190 - Sewing Machine Operator 13.24
16220 - Tailor 14.02
16250 - Washer Machine 11.49
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.30
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.04
21030 - Material Coordinator 24.79
21040 - Material Expediter 24.79
21050 - Material Handling Laborer 14.78
21071 - Order Filler 13.82
21080 - Production Line Worker (Food Processing) 22.04
21110 - Shipping Packer 17.31
21130 - Shipping/Receiving Clerk 17.31
21140 - Store Worker I 13.23
21150 - Stock Clerk 17.60
21210 - Tools And Parts Attendant 22.04
21410 - Warehouse Specialist 22.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.77
23019 - Aircraft Logs and Records Technician 20.92
23021 - Aircraft Mechanic I 25.32
23022 - Aircraft Mechanic II 26.77
23023 - Aircraft Mechanic III 28.21
23040 - Aircraft Mechanic Helper 19.20
23050 - Aircraft Painter 23.30
23060 - Aircraft Servicer 20.92
23070 - Aircraft Survival Flight Equipment Technician 23.30
23080 - Aircraft Worker 21.85
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.85

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.32
23110 - Appliance Mechanic 23.30
23120 - Bicycle Repairer 19.10
23125 - Cable Splicer 24.72
23130 - Carpenter Maintenance 20.37
23140 - Carpet Layer 21.85
23160 - Electrician Maintenance 26.42
23181 - Electronics Technician Maintenance I 24.42
23182 - Electronics Technician Maintenance II 26.02
23183 - Electronics Technician Maintenance III 27.60
23260 - Fabric Worker 20.46
23290 - Fire Alarm System Mechanic 24.72
23310 - Fire Extinguisher Repairer 19.10
23311 - Fuel Distribution System Mechanic 24.72
23312 - Fuel Distribution System Operator 19.10
23370 - General Maintenance Worker 21.32
23380 - Ground Support Equipment Mechanic 25.32
23381 - Ground Support Equipment Servicer 20.92
23382 - Ground Support Equipment Worker 21.85
23391 - Gunsmith I 19.10
23392 - Gunsmith II 21.85
23393 - Gunsmith III 24.72
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.43
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.89
23430 - Heavy Equipment Mechanic 24.24
23440 - Heavy Equipment Operator 23.02
23460 - Instrument Mechanic 24.72
23465 - Laboratory/Shelter Mechanic 23.30
23470 - Laborer 14.78
23510 - Locksmith 23.30
23530 - Machinery Maintenance Mechanic 29.38
23550 - Machinist Maintenance 22.44
23580 - Maintenance Trades Helper 17.71
23591 - Metrology Technician I 24.72
23592 - Metrology Technician II 26.14
23593 - Metrology Technician III 27.54
23640 - Millwright 24.72
23710 - Office Appliance Repairer 23.30
23760 - Painter Maintenance 18.51
23790 - Pipefitter Maintenance 25.42
23810 - Plumber Maintenance 23.96
23820 - Pneudraulic Systems Mechanic 24.72
23850 - Rigger 24.72
23870 - Scale Mechanic 21.85
23890 - Sheet-Metal Worker Maintenance 24.72
23910 - Small Engine Mechanic 21.85
23931 - Telecommunications Mechanic I 30.56

23932 - Telecommunications Mechanic II 32.31
23950 - Telephone Lineman 24.72
23960 - Welder Combination Maintenance 21.41
23965 - Well Driller 24.72
23970 - Woodcraft Worker 24.72
23980 - Woodworker 19.10
24000 - Personal Needs Occupations
24550 - Case Manager 14.88
24570 - Child Care Attendant 10.51
24580 - Child Care Center Clerk 13.10
24610 - Chore Aide 12.64
24620 - Family Readiness And Support Services Coordinator 14.88
24630 - Homemaker 17.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.72
25040 - Sewage Plant Operator 23.57
25070 - Stationary Engineer 24.72
25190 - Ventilation Equipment Tender 17.71
25210 - Water Treatment Plant Operator 23.57
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.40
27007 - Baggage Inspector 13.55
27008 - Corrections Officer 22.35
27010 - Court Security Officer 20.95
27030 - Detection Dog Handler 18.66
27040 - Detention Officer 22.35
27070 - Firefighter 19.70
27101 - Guard I 13.55
27102 - Guard II 18.66
27131 - Police Officer I 28.99
27132 - Police Officer II 32.21
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.47
28042 - Carnival Equipment Repairer 14.52
28043 - Carnival Worker 10.43
28210 - Gate Attendant/Gate Tender 13.85
28310 - Lifeguard 12.11
28350 - Park Attendant (Aide) 15.49
28510 - Recreation Aide/Health Facility Attendant 11.30
28515 - Recreation Specialist 19.18
28630 - Sports Official 12.33
28690 - Swimming Pool Operator 19.08
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.21
29020 - Hatch Tender 22.21
29030 - Line Handler 22.21
29041 - Stevedore I 21.05
29042 - Stevedore II 23.30
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.92
30022 - Archeological Technician II 20.26
30023 - Archeological Technician III 25.08
30030 - Cartographic Technician 25.08
30040 - Civil Engineering Technician 33.04
30051 - Cryogenic Technician I 31.26
30052 - Cryogenic Technician II 34.53
30061 - Drafter/CAD Operator I 17.92
30062 - Drafter/CAD Operator II 20.26
30063 - Drafter/CAD Operator III 22.35
30064 - Drafter/CAD Operator IV 27.50
30081 - Engineering Technician I 17.34
30082 - Engineering Technician II 19.46
30083 - Engineering Technician III 21.77
30084 - Engineering Technician IV 26.96
30085 - Engineering Technician V 32.98
30086 - Engineering Technician VI 39.91
30090 - Environmental Technician 26.53
30095 - Evidence Control Specialist 28.22
30210 - Laboratory Technician 20.36
30221 - Latent Fingerprint Technician I 31.26
30222 - Latent Fingerprint Technician II 34.53
30240 - Mathematical Technician 25.08
30361 - Paralegal/Legal Assistant I 19.03
30362 - Paralegal/Legal Assistant II 23.63
30363 - Paralegal/Legal Assistant III 28.90
30364 - Paralegal/Legal Assistant IV 34.98
30375 - Petroleum Supply Specialist 34.53
30390 - Photo-Optics Technician 27.59
30395 - Radiation Control Technician 34.53
30461 - Technical Writer I 24.66
30462 - Technical Writer II 31.25
30463 - Technical Writer III 37.81
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 31.26
30502 - Weather Forecaster II 38.02
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.35
30621 - Weather Observer Senior (see 2) 27.31
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.89
31030 - Bus Driver 20.24

31043 - Driver Courier	14.48
31260 - Parking and Lot Attendant	13.69
31290 - Shuttle Bus Driver	15.81
31310 - Taxi Driver	12.24
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	16.40
31363 - Truckdriver Heavy	21.89
31364 - Truckdriver Tractor-Trailer	21.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.84
99050 - Desk Clerk	11.10
99095 - Embalmer	27.89
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.28
99252 - Laboratory Animal Caretaker II	13.24
99260 - Marketing Analyst	27.68
99310 - Mortician	27.89
99410 - Pest Controller	21.98
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.60
99711 - Recycling Specialist	20.70
99730 - Refuse Collector	16.02
99810 - Sales Clerk	13.46
99820 - School Crossing Guard	14.68
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	19.02
99841 - Vending Machine Repairer	23.32
99842 - Vending Machine Repairer Helper	19.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4977
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Benton Jones Linn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.58
01012 - Accounting Clerk II		17.50
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		26.29
01035 - Court Reporter		20.39
01041 - Customer Service Representative I		14.83
01042 - Customer Service Representative II		16.67
01043 - Customer Service Representative III		18.19
01051 - Data Entry Operator I		13.96
01052 - Data Entry Operator II		15.23
01060 - Dispatcher Motor Vehicle		19.52
01070 - Document Preparation Clerk		18.68
01090 - Duplicating Machine Operator		18.68
01111 - General Clerk I		14.01
01112 - General Clerk II		15.29

01113 - General Clerk III 17.16
01120 - Housing Referral Assistant 20.12
01141 - Messenger Courier 12.02
01191 - Order Clerk I 17.07
01192 - Order Clerk II 18.62
01261 - Personnel Assistant (Employment) I 16.09
01262 - Personnel Assistant (Employment) II 18.01
01263 - Personnel Assistant (Employment) III 20.08
01270 - Production Control Clerk 25.30
01290 - Rental Clerk 11.34
01300 - Scheduler Maintenance 16.13
01311 - Secretary I 16.13
01312 - Secretary II 18.05
01313 - Secretary III 20.12
01320 - Service Order Dispatcher 17.69
01410 - Supply Technician 26.29
01420 - Survey Worker 15.55
01460 - Switchboard Operator/Receptionist 14.85
01531 - Travel Clerk I 16.23
01532 - Travel Clerk II 17.55
01533 - Travel Clerk III 18.99
01611 - Word Processor I 14.41
01612 - Word Processor II 16.18
01613 - Word Processor III 18.10
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.72
05010 - Automotive Electrician 20.87
05040 - Automotive Glass Installer 19.96
05070 - Automotive Worker 19.96
05110 - Mobile Equipment Servicer 17.59
05130 - Motor Equipment Metal Mechanic 21.73
05160 - Motor Equipment Metal Worker 19.96
05190 - Motor Vehicle Mechanic 21.73
05220 - Motor Vehicle Mechanic Helper 16.57
05250 - Motor Vehicle Upholstery Worker 18.71
05280 - Motor Vehicle Wrecker 19.96
05310 - Painter Automotive 20.87
05340 - Radiator Repair Specialist 19.96
05370 - Tire Repairer 16.02
05400 - Transmission Repair Specialist 21.73
07000 - Food Preparation And Service Occupations
07010 - Baker 14.78
07041 - Cook I 14.01
07042 - Cook II 15.90
07070 - Dishwasher 9.41
07130 - Food Service Worker 11.64
07210 - Meat Cutter 14.01
07260 - Waiter/Waitress 9.82
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.76

09040 - Furniture Handler 15.32
09080 - Furniture Refinisher 20.24
09090 - Furniture Refinisher Helper 16.46
09110 - Furniture Repairer Minor 18.49
09130 - Upholsterer 20.24
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.68
11060 - Elevator Operator 15.04
11090 - Gardener 18.27
11122 - Housekeeping Aide 15.04
11150 - Janitor 15.04
11210 - Laborer Grounds Maintenance 15.08
11240 - Maid or Houseman 11.42
11260 - Pruner 14.01
11270 - Tractor Operator 17.22
11330 - Trail Maintenance Worker 15.08
11360 - Window Cleaner 16.18
12000 - Health Occupations
12010 - Ambulance Driver 15.48
12011 - Breath Alcohol Technician 18.73
12012 - Certified Occupational Therapist Assistant 26.45
12015 - Certified Physical Therapist Assistant 26.19
12020 - Dental Assistant 22.27
12025 - Dental Hygienist 35.34
12030 - EKG Technician 28.38
12035 - Electroneurodiagnostic Technologist 28.38
12040 - Emergency Medical Technician 15.48
12071 - Licensed Practical Nurse I 16.74
12072 - Licensed Practical Nurse II 18.73
12073 - Licensed Practical Nurse III 20.88
12100 - Medical Assistant 17.95
12130 - Medical Laboratory Technician 22.52
12160 - Medical Record Clerk 17.74
12190 - Medical Record Technician 19.85
12195 - Medical Transcriptionist 21.03
12210 - Nuclear Medicine Technologist 41.16
12221 - Nursing Assistant I 11.50
12222 - Nursing Assistant II 12.93
12223 - Nursing Assistant III 14.11
12224 - Nursing Assistant IV 15.84
12235 - Optical Dispenser 16.84
12236 - Optical Technician 16.74
12250 - Pharmacy Technician 16.23
12280 - Phlebotomist 14.70
12305 - Radiologic Technologist 24.65
12311 - Registered Nurse I 23.13
12312 - Registered Nurse II 28.30
12313 - Registered Nurse II Specialist 28.30
12314 - Registered Nurse III 34.24
12315 - Registered Nurse III Anesthetist 34.24

12316 - Registered Nurse IV		41.04
12317 - Scheduler (Drug and Alcohol Testing)		23.20
12320 - Substance Abuse Treatment Counselor		24.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.56
13012 - Exhibits Specialist II		21.43
13013 - Exhibits Specialist III		26.17
13041 - Illustrator I		17.06
13042 - Illustrator II		21.13
13043 - Illustrator III		25.85
13047 - Librarian		23.41
13050 - Library Aide/Clerk		11.72
13054 - Library Information Technology Systems Administrator		21.13
13058 - Library Technician		16.13
13061 - Media Specialist I		15.25
13062 - Media Specialist II		17.06
13063 - Media Specialist III		19.02
13071 - Photographer I		14.72
13072 - Photographer II		17.66
13073 - Photographer III		20.94
13074 - Photographer IV		26.01
13075 - Photographer V		30.93
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		19.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.46
14042 - Computer Operator II		19.54
14043 - Computer Operator III		21.78
14044 - Computer Operator IV		24.20
14045 - Computer Operator V		26.81
14071 - Computer Programmer I	(see 1)	21.63
14072 - Computer Programmer II	(see 1)	26.79
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.53
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.46
14160 - Personal Computer Support Technician		24.20
14170 - System Support Specialist		25.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.53
15020 - Aircrew Training Devices Instructor (Rated)		33.31
15030 - Air Crew Training Devices Instructor (Pilot)		39.12
15050 - Computer Based Training Specialist / Instructor		27.53
15060 - Educational Technologist		33.10
15070 - Flight Instructor (Pilot)		39.12
15080 - Graphic Artist		21.99
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.96

15086 - Maintenance Test Pilot Rotary Wing 38.96
15088 - Non-Maintenance Test/Co-Pilot 38.96
15090 - Technical Instructor 21.98
15095 - Technical Instructor/Course Developer 26.90
15110 - Test Proctor 17.75
15120 - Tutor 17.75
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.26
16030 - Counter Attendant 12.26
16040 - Dry Cleaner 14.00
16070 - Finisher Flatwork Machine 12.26
16090 - Presser Hand 12.26
16110 - Presser Machine Drycleaning 12.26
16130 - Presser Machine Shirts 12.26
16160 - Presser Machine Wearing Apparel Laundry 12.26
16190 - Sewing Machine Operator 14.61
16220 - Tailor 15.25
16250 - Washer Machine 12.84
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.42
19040 - Tool And Die Maker 24.28
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.89
21030 - Material Coordinator 25.30
21040 - Material Expediter 25.30
21050 - Material Handling Laborer 15.82
21071 - Order Filler 13.19
21080 - Production Line Worker (Food Processing) 19.89
21110 - Shipping Packer 17.29
21130 - Shipping/Receiving Clerk 17.29
21140 - Store Worker I 16.06
21150 - Stock Clerk 20.04
21210 - Tools And Parts Attendant 19.89
21410 - Warehouse Specialist 19.89
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.22
23019 - Aircraft Logs and Records Technician 21.81
23021 - Aircraft Mechanic I 25.22
23022 - Aircraft Mechanic II 26.22
23023 - Aircraft Mechanic III 26.99
23040 - Aircraft Mechanic Helper 19.38
23050 - Aircraft Painter 24.22
23060 - Aircraft Servicer 21.81
23070 - Aircraft Survival Flight Equipment Technician 24.22
23080 - Aircraft Worker 23.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.16
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.22
23110 - Appliance Mechanic 22.10

23120 - Bicycle Repairer 21.33
23125 - Cable Splicer 37.29
23130 - Carpenter Maintenance 23.60
23140 - Carpet Layer 24.21
23160 - Electrician Maintenance 30.81
23181 - Electronics Technician Maintenance I 25.65
23182 - Electronics Technician Maintenance II 26.82
23183 - Electronics Technician Maintenance III 27.93
23260 - Fabric Worker 22.69
23290 - Fire Alarm System Mechanic 26.45
23310 - Fire Extinguisher Repairer 21.33
23311 - Fuel Distribution System Mechanic 28.27
23312 - Fuel Distribution System Operator 23.39
23370 - General Maintenance Worker 22.15
23380 - Ground Support Equipment Mechanic 25.22
23381 - Ground Support Equipment Servicer 21.81
23382 - Ground Support Equipment Worker 23.16
23391 - Gunsmith I 21.33
23392 - Gunsmith II 24.21
23393 - Gunsmith III 26.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.93
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.08
23430 - Heavy Equipment Mechanic 26.97
23440 - Heavy Equipment Operator 24.03
23460 - Instrument Mechanic 26.45
23465 - Laboratory/Shelter Mechanic 25.39
23470 - Laborer 13.70
23510 - Locksmith 25.39
23530 - Machinery Maintenance Mechanic 30.17
23550 - Machinist Maintenance 22.20
23580 - Maintenance Trades Helper 20.11
23591 - Metrology Technician I 26.45
23592 - Metrology Technician II 27.50
23593 - Metrology Technician III 28.30
23640 - Millwright 26.40
23710 - Office Appliance Repairer 20.39
23760 - Painter Maintenance 19.92
23790 - Pipefitter Maintenance 30.26
23810 - Plumber Maintenance 29.05
23820 - Pneudraulic Systems Mechanic 26.45
23850 - Rigger 26.45
23870 - Scale Mechanic 24.21
23890 - Sheet-Metal Worker Maintenance 26.24
23910 - Small Engine Mechanic 24.21
23931 - Telecommunications Mechanic I 30.21
23932 - Telecommunications Mechanic II 31.41
23950 - Telephone Lineman 27.96
23960 - Welder Combination Maintenance 20.27

23965 - Well Driller	26.45
23970 - Woodcraft Worker	26.45
23980 - Woodworker	21.33
24000 - Personal Needs Occupations	
24550 - Case Manager	14.39
24570 - Child Care Attendant	11.06
24580 - Child Care Center Clerk	13.79
24610 - Chore Aide	12.19
24620 - Family Readiness And Support Services Coordinator	14.39
24630 - Homemaker	15.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.45
25040 - Sewage Plant Operator	25.71
25070 - Stationary Engineer	26.45
25190 - Ventilation Equipment Tender	20.11
25210 - Water Treatment Plant Operator	25.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.32
27007 - Baggage Inspector	14.26
27008 - Corrections Officer	28.03
27010 - Court Security Officer	25.48
27030 - Detection Dog Handler	17.41
27040 - Detention Officer	28.03
27070 - Firefighter	27.36
27101 - Guard I	14.26
27102 - Guard II	17.41
27131 - Police Officer I	27.79
27132 - Police Officer II	30.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.33
28042 - Carnival Equipment Repairer	12.02
28043 - Carnival Worker	9.22
28210 - Gate Attendant/Gate Tender	14.85
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	16.62
28510 - Recreation Aide/Health Facility Attendant	12.12
28515 - Recreation Specialist	20.58
28630 - Sports Official	13.23
28690 - Swimming Pool Operator	15.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	33.70
29020 - Hatch Tender	33.70
29030 - Line Handler	33.70
29041 - Stevedore I	29.95
29042 - Stevedore II	35.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.33
30022 - Archeological Technician II		21.58
30023 - Archeological Technician III		24.03
30030 - Cartographic Technician		24.03
30040 - Civil Engineering Technician		24.88
30051 - Cryogenic Technician I		25.97
30052 - Cryogenic Technician II		28.69
30061 - Drafter/CAD Operator I		17.33
30062 - Drafter/CAD Operator II		21.58
30063 - Drafter/CAD Operator III		22.11
30064 - Drafter/CAD Operator IV		26.60
30081 - Engineering Technician I		15.65
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		20.62
30084 - Engineering Technician IV		24.34
30085 - Engineering Technician V		29.79
30086 - Engineering Technician VI		36.05
30090 - Environmental Technician		24.03
30095 - Evidence Control Specialist		23.44
30210 - Laboratory Technician		27.67
30221 - Latent Fingerprint Technician I		25.97
30222 - Latent Fingerprint Technician II		28.69
30240 - Mathematical Technician		24.03
30361 - Paralegal/Legal Assistant I		18.52
30362 - Paralegal/Legal Assistant II		22.94
30363 - Paralegal/Legal Assistant III		28.07
30364 - Paralegal/Legal Assistant IV		33.96
30375 - Petroleum Supply Specialist		28.69
30390 - Photo-Optics Technician		24.03
30395 - Radiation Control Technician		28.69
30461 - Technical Writer I		24.07
30462 - Technical Writer II		29.43
30463 - Technical Writer III		35.61
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.97
30502 - Weather Forecaster II		31.59
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.11
30621 - Weather Observer Senior	(see 2)	24.03
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.16
31030 - Bus Driver		19.57
31043 - Driver Courier		14.31
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		15.19

31310 - Taxi Driver	13.66
31361 - Truckdriver Light	15.19
31362 - Truckdriver Medium	16.10
31363 - Truckdriver Heavy	20.30
31364 - Truckdriver Tractor-Trailer	20.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.82
99050 - Desk Clerk	10.93
99095 - Embalmer	27.03
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	14.38
99260 - Marketing Analyst	27.19
99310 - Mortician	27.03
99410 - Pest Controller	20.76
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.19
99711 - Recycling Specialist	20.78
99730 - Refuse Collector	16.91
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	15.36
99830 - Survey Party Chief	35.95
99831 - Surveying Aide	18.00
99832 - Surveying Technician	24.65
99840 - Vending Machine Attendant	19.06
99841 - Vending Machine Repairer	21.67
99842 - Vending Machine Repairer Helper	19.06

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4978
Revision No.: 12
Date Of Last Revision: 06/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Benton Jones Linn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.58
01012 - Accounting Clerk II		17.50
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		26.29
01035 - Court Reporter		20.39
01041 - Customer Service Representative I		14.83
01042 - Customer Service Representative II		16.67
01043 - Customer Service Representative III		18.19
01051 - Data Entry Operator I		13.96
01052 - Data Entry Operator II		15.23
01060 - Dispatcher Motor Vehicle		19.52
01070 - Document Preparation Clerk		18.68

01090 - Duplicating Machine Operator 18.68
01111 - General Clerk I 14.01
01112 - General Clerk II 15.29
01113 - General Clerk III 17.16
01120 - Housing Referral Assistant 20.12
01141 - Messenger Courier 12.02
01191 - Order Clerk I 17.07
01192 - Order Clerk II 18.62
01261 - Personnel Assistant (Employment) I 16.09
01262 - Personnel Assistant (Employment) II 18.01
01263 - Personnel Assistant (Employment) III 20.08
01270 - Production Control Clerk 25.30
01290 - Rental Clerk 11.34
01300 - Scheduler Maintenance 16.13
01311 - Secretary I 16.13
01312 - Secretary II 18.05
01313 - Secretary III 20.12
01320 - Service Order Dispatcher 17.69
01410 - Supply Technician 26.29
01420 - Survey Worker 15.55
01460 - Switchboard Operator/Receptionist 14.85
01531 - Travel Clerk I 16.23
01532 - Travel Clerk II 17.55
01533 - Travel Clerk III 18.99
01611 - Word Processor I 14.41
01612 - Word Processor II 16.18
01613 - Word Processor III 18.10
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.72
05010 - Automotive Electrician 20.87
05040 - Automotive Glass Installer 19.96
05070 - Automotive Worker 19.96
05110 - Mobile Equipment Servicer 17.59
05130 - Motor Equipment Metal Mechanic 21.73
05160 - Motor Equipment Metal Worker 19.96
05190 - Motor Vehicle Mechanic 21.73
05220 - Motor Vehicle Mechanic Helper 16.57
05250 - Motor Vehicle Upholstery Worker 18.71
05280 - Motor Vehicle Wrecker 19.96
05310 - Painter Automotive 20.87
05340 - Radiator Repair Specialist 19.96
05370 - Tire Repairer 16.02
05400 - Transmission Repair Specialist 21.73
07000 - Food Preparation And Service Occupations
07010 - Baker 14.78
07041 - Cook I 14.01
07042 - Cook II 15.90
07070 - Dishwasher 9.41
07130 - Food Service Worker 11.64
07210 - Meat Cutter 14.01

07260 - Waiter/Waitress	9.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	15.32
09080 - Furniture Refinisher	20.24
09090 - Furniture Refinisher Helper	16.46
09110 - Furniture Repairer Minor	18.49
09130 - Upholsterer	20.24
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.68
11060 - Elevator Operator	15.04
11090 - Gardener	18.27
11122 - Housekeeping Aide	15.04
11150 - Janitor	15.04
11210 - Laborer Grounds Maintenance	15.08
11240 - Maid or Houseman	11.42
11260 - Pruner	14.01
11270 - Tractor Operator	17.22
11330 - Trail Maintenance Worker	15.08
11360 - Window Cleaner	16.18
12000 - Health Occupations	
12010 - Ambulance Driver	15.48
12011 - Breath Alcohol Technician	18.73
12012 - Certified Occupational Therapist Assistant	26.45
12015 - Certified Physical Therapist Assistant	26.19
12020 - Dental Assistant	22.27
12025 - Dental Hygienist	35.34
12030 - EKG Technician	28.38
12035 - Electroneurodiagnostic Technologist	28.38
12040 - Emergency Medical Technician	15.48
12071 - Licensed Practical Nurse I	16.74
12072 - Licensed Practical Nurse II	18.73
12073 - Licensed Practical Nurse III	20.88
12100 - Medical Assistant	17.95
12130 - Medical Laboratory Technician	22.52
12160 - Medical Record Clerk	17.74
12190 - Medical Record Technician	19.85
12195 - Medical Transcriptionist	21.03
12210 - Nuclear Medicine Technologist	41.16
12221 - Nursing Assistant I	11.50
12222 - Nursing Assistant II	12.93
12223 - Nursing Assistant III	14.11
12224 - Nursing Assistant IV	15.84
12235 - Optical Dispenser	16.84
12236 - Optical Technician	16.74
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	14.70
12305 - Radiologic Technologist	24.65
12311 - Registered Nurse I	23.13
12312 - Registered Nurse II	28.30

12313 - Registered Nurse II Specialist		28.30
12314 - Registered Nurse III		34.24
12315 - Registered Nurse III Anesthetist		34.24
12316 - Registered Nurse IV		41.04
12317 - Scheduler (Drug and Alcohol Testing)		23.20
12320 - Substance Abuse Treatment Counselor		24.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.56
13012 - Exhibits Specialist II		21.43
13013 - Exhibits Specialist III		26.17
13041 - Illustrator I		17.06
13042 - Illustrator II		21.13
13043 - Illustrator III		25.85
13047 - Librarian		23.41
13050 - Library Aide/Clerk		11.72
13054 - Library Information Technology Systems Administrator		21.13
13058 - Library Technician		16.13
13061 - Media Specialist I		15.25
13062 - Media Specialist II		17.06
13063 - Media Specialist III		19.02
13071 - Photographer I		14.72
13072 - Photographer II		17.66
13073 - Photographer III		20.94
13074 - Photographer IV		26.01
13075 - Photographer V		30.93
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		19.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.46
14042 - Computer Operator II		19.54
14043 - Computer Operator III		21.78
14044 - Computer Operator IV		24.20
14045 - Computer Operator V		26.81
14071 - Computer Programmer I	(see 1)	21.63
14072 - Computer Programmer II	(see 1)	26.79
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.53
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.46
14160 - Personal Computer Support Technician		24.20
14170 - System Support Specialist		25.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.53
15020 - Aircrew Training Devices Instructor (Rated)		33.31
15030 - Air Crew Training Devices Instructor (Pilot)		39.12
15050 - Computer Based Training Specialist / Instructor		27.53
15060 - Educational Technologist		33.10

15070 - Flight Instructor (Pilot) 39.12
15080 - Graphic Artist 21.99
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.96
15086 - Maintenance Test Pilot Rotary Wing 38.96
15088 - Non-Maintenance Test/Co-Pilot 38.96
15090 - Technical Instructor 21.98
15095 - Technical Instructor/Course Developer 26.90
15110 - Test Proctor 17.75
15120 - Tutor 17.75
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.26
16030 - Counter Attendant 12.26
16040 - Dry Cleaner 14.00
16070 - Finisher Flatwork Machine 12.26
16090 - Presser Hand 12.26
16110 - Presser Machine Drycleaning 12.26
16130 - Presser Machine Shirts 12.26
16160 - Presser Machine Wearing Apparel Laundry 12.26
16190 - Sewing Machine Operator 14.61
16220 - Tailor 15.25
16250 - Washer Machine 12.84
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.42
19040 - Tool And Die Maker 24.28
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.89
21030 - Material Coordinator 25.30
21040 - Material Expediter 25.30
21050 - Material Handling Laborer 15.82
21071 - Order Filler 13.19
21080 - Production Line Worker (Food Processing) 19.89
21110 - Shipping Packer 17.29
21130 - Shipping/Receiving Clerk 17.29
21140 - Store Worker I 16.06
21150 - Stock Clerk 20.04
21210 - Tools And Parts Attendant 19.89
21410 - Warehouse Specialist 19.89
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.22
23019 - Aircraft Logs and Records Technician 21.81
23021 - Aircraft Mechanic I 25.22
23022 - Aircraft Mechanic II 26.22
23023 - Aircraft Mechanic III 26.99
23040 - Aircraft Mechanic Helper 19.38
23050 - Aircraft Painter 24.22
23060 - Aircraft Servicer 21.81
23070 - Aircraft Survival Flight Equipment Technician 24.22
23080 - Aircraft Worker 23.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.16

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.22
23110 - Appliance Mechanic 22.10
23120 - Bicycle Repairer 21.33
23125 - Cable Splicer 37.29
23130 - Carpenter Maintenance 23.60
23140 - Carpet Layer 24.21
23160 - Electrician Maintenance 30.81
23181 - Electronics Technician Maintenance I 25.65
23182 - Electronics Technician Maintenance II 26.82
23183 - Electronics Technician Maintenance III 27.93
23260 - Fabric Worker 22.69
23290 - Fire Alarm System Mechanic 26.45
23310 - Fire Extinguisher Repairer 21.33
23311 - Fuel Distribution System Mechanic 28.27
23312 - Fuel Distribution System Operator 23.39
23370 - General Maintenance Worker 22.15
23380 - Ground Support Equipment Mechanic 25.22
23381 - Ground Support Equipment Servicer 21.81
23382 - Ground Support Equipment Worker 23.16
23391 - Gunsmith I 21.33
23392 - Gunsmith II 24.21
23393 - Gunsmith III 26.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.93
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.08
23430 - Heavy Equipment Mechanic 26.97
23440 - Heavy Equipment Operator 24.03
23460 - Instrument Mechanic 26.45
23465 - Laboratory/Shelter Mechanic 25.39
23470 - Laborer 13.70
23510 - Locksmith 25.39
23530 - Machinery Maintenance Mechanic 30.17
23550 - Machinist Maintenance 22.20
23580 - Maintenance Trades Helper 20.11
23591 - Metrology Technician I 26.45
23592 - Metrology Technician II 27.50
23593 - Metrology Technician III 28.30
23640 - Millwright 26.40
23710 - Office Appliance Repairer 20.39
23760 - Painter Maintenance 19.92
23790 - Pipefitter Maintenance 30.26
23810 - Plumber Maintenance 29.05
23820 - Pneudraulic Systems Mechanic 26.45
23850 - Rigger 26.45
23870 - Scale Mechanic 24.21
23890 - Sheet-Metal Worker Maintenance 26.24
23910 - Small Engine Mechanic 24.21
23931 - Telecommunications Mechanic I 30.21

23932 - Telecommunications Mechanic II 31.41
23950 - Telephone Lineman 27.96
23960 - Welder Combination Maintenance 20.27
23965 - Well Driller 26.45
23970 - Woodcraft Worker 26.45
23980 - Woodworker 21.33
24000 - Personal Needs Occupations
24550 - Case Manager 14.39
24570 - Child Care Attendant 11.06
24580 - Child Care Center Clerk 13.79
24610 - Chore Aide 12.19
24620 - Family Readiness And Support Services Coordinator 14.39
24630 - Homemaker 15.31
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.45
25040 - Sewage Plant Operator 25.71
25070 - Stationary Engineer 26.45
25190 - Ventilation Equipment Tender 20.11
25210 - Water Treatment Plant Operator 25.71
27000 - Protective Service Occupations
27004 - Alarm Monitor 26.32
27007 - Baggage Inspector 14.26
27008 - Corrections Officer 28.03
27010 - Court Security Officer 25.48
27030 - Detection Dog Handler 17.41
27040 - Detention Officer 28.03
27070 - Firefighter 27.36
27101 - Guard I 14.26
27102 - Guard II 17.41
27131 - Police Officer I 27.79
27132 - Police Officer II 30.87
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.33
28042 - Carnival Equipment Repairer 12.02
28043 - Carnival Worker 9.22
28210 - Gate Attendant/Gate Tender 14.85
28310 - Lifeguard 12.11
28350 - Park Attendant (Aide) 16.62
28510 - Recreation Aide/Health Facility Attendant 12.12
28515 - Recreation Specialist 20.58
28630 - Sports Official 13.23
28690 - Swimming Pool Operator 15.27
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 33.70
29020 - Hatch Tender 33.70
29030 - Line Handler 33.70
29041 - Stevedore I 29.95
29042 - Stevedore II 35.26
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.33
30022 - Archeological Technician II 21.58
30023 - Archeological Technician III 24.03
30030 - Cartographic Technician 24.03
30040 - Civil Engineering Technician 24.88
30051 - Cryogenic Technician I 25.97
30052 - Cryogenic Technician II 28.69
30061 - Drafter/CAD Operator I 17.33
30062 - Drafter/CAD Operator II 21.58
30063 - Drafter/CAD Operator III 22.11
30064 - Drafter/CAD Operator IV 26.60
30081 - Engineering Technician I 15.65
30082 - Engineering Technician II 17.86
30083 - Engineering Technician III 20.62
30084 - Engineering Technician IV 24.34
30085 - Engineering Technician V 29.79
30086 - Engineering Technician VI 36.05
30090 - Environmental Technician 24.03
30095 - Evidence Control Specialist 23.44
30210 - Laboratory Technician 27.67
30221 - Latent Fingerprint Technician I 25.97
30222 - Latent Fingerprint Technician II 28.69
30240 - Mathematical Technician 24.03
30361 - Paralegal/Legal Assistant I 18.52
30362 - Paralegal/Legal Assistant II 22.94
30363 - Paralegal/Legal Assistant III 28.07
30364 - Paralegal/Legal Assistant IV 33.96
30375 - Petroleum Supply Specialist 28.69
30390 - Photo-Optics Technician 24.03
30395 - Radiation Control Technician 28.69
30461 - Technical Writer I 24.07
30462 - Technical Writer II 29.43
30463 - Technical Writer III 35.61
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.97
30502 - Weather Forecaster II 31.59
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.11
30621 - Weather Observer Senior (see 2) 24.03
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.16
31030 - Bus Driver 19.57

31043 - Driver Courier	14.31
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	15.19
31310 - Taxi Driver	13.66
31361 - Truckdriver Light	15.19
31362 - Truckdriver Medium	16.10
31363 - Truckdriver Heavy	20.30
31364 - Truckdriver Tractor-Trailer	20.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.82
99050 - Desk Clerk	10.93
99095 - Embalmer	27.03
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	14.38
99260 - Marketing Analyst	27.19
99310 - Mortician	27.03
99410 - Pest Controller	20.76
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.19
99711 - Recycling Specialist	20.78
99730 - Refuse Collector	16.91
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	15.36
99830 - Survey Party Chief	35.95
99831 - Surveying Aide	18.00
99832 - Surveying Technician	24.65
99840 - Vending Machine Attendant	19.06
99841 - Vending Machine Repairer	21.67
99842 - Vending Machine Repairer Helper	19.06

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4979
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Dallas Guthrie Madison Polk Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.02
01012 - Accounting Clerk II		19.11
01013 - Accounting Clerk III		21.38
01020 - Administrative Assistant		26.36
01035 - Court Reporter		25.14
01041 - Customer Service Representative I		15.61
01042 - Customer Service Representative II		17.55
01043 - Customer Service Representative III		19.14
01051 - Data Entry Operator I		15.05
01052 - Data Entry Operator II		16.42
01060 - Dispatcher Motor Vehicle		22.35
01070 - Document Preparation Clerk		17.24
01090 - Duplicating Machine Operator		17.24
01111 - General Clerk I		13.92
01112 - General Clerk II		15.19

01113 - General Clerk III 17.05
01120 - Housing Referral Assistant 19.12
01141 - Messenger Courier 15.26
01191 - Order Clerk I 18.12
01192 - Order Clerk II 20.39
01261 - Personnel Assistant (Employment) I 17.27
01262 - Personnel Assistant (Employment) II 19.33
01263 - Personnel Assistant (Employment) III 21.54
01270 - Production Control Clerk 23.73
01290 - Rental Clerk 12.96
01300 - Scheduler Maintenance 15.34
01311 - Secretary I 15.34
01312 - Secretary II 17.16
01313 - Secretary III 19.12
01320 - Service Order Dispatcher 19.97
01410 - Supply Technician 26.36
01420 - Survey Worker 16.09
01460 - Switchboard Operator/Receptionist 14.99
01531 - Travel Clerk I 16.53
01532 - Travel Clerk II 17.58
01533 - Travel Clerk III 18.66
01611 - Word Processor I 17.16
01612 - Word Processor II 19.27
01613 - Word Processor III 21.56
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.62
05010 - Automotive Electrician 20.57
05040 - Automotive Glass Installer 19.68
05070 - Automotive Worker 19.68
05110 - Mobile Equipment Servicer 18.10
05130 - Motor Equipment Metal Mechanic 21.83
05160 - Motor Equipment Metal Worker 19.68
05190 - Motor Vehicle Mechanic 21.83
05220 - Motor Vehicle Mechanic Helper 17.33
05250 - Motor Vehicle Upholstery Worker 18.88
05280 - Motor Vehicle Wrecker 19.68
05310 - Painter Automotive 20.57
05340 - Radiator Repair Specialist 19.68
05370 - Tire Repairer 14.34
05400 - Transmission Repair Specialist 21.83
07000 - Food Preparation And Service Occupations
07010 - Baker 17.73
07041 - Cook I 14.00
07042 - Cook II 16.02
07070 - Dishwasher 10.77
07130 - Food Service Worker 12.03
07210 - Meat Cutter 12.99
07260 - Waiter/Waitress 10.09
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.13

09040 - Furniture Handler 14.77
09080 - Furniture Refinisher 18.30
09090 - Furniture Refinisher Helper 14.53
09110 - Furniture Repairer Minor 16.07
09130 - Upholsterer 17.09
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.25
11060 - Elevator Operator 13.25
11090 - Gardener 19.04
11122 - Housekeeping Aide 12.23
11150 - Janitor 12.23
11210 - Laborer Grounds Maintenance 14.99
11240 - Maid or Houseman 11.54
11260 - Pruner 13.63
11270 - Tractor Operator 17.65
11330 - Trail Maintenance Worker 14.99
11360 - Window Cleaner 13.45
12000 - Health Occupations
12010 - Ambulance Driver 17.61
12011 - Breath Alcohol Technician 20.19
12012 - Certified Occupational Therapist Assistant 28.90
12015 - Certified Physical Therapist Assistant 26.03
12020 - Dental Assistant 21.83
12025 - Dental Hygienist 35.85
12030 - EKG Technician 27.08
12035 - Electroneurodiagnostic Technologist 27.08
12040 - Emergency Medical Technician 17.61
12071 - Licensed Practical Nurse I 18.04
12072 - Licensed Practical Nurse II 20.19
12073 - Licensed Practical Nurse III 22.51
12100 - Medical Assistant 18.20
12130 - Medical Laboratory Technician 22.18
12160 - Medical Record Clerk 17.83
12190 - Medical Record Technician 19.95
12195 - Medical Transcriptionist 20.55
12210 - Nuclear Medicine Technologist 44.37
12221 - Nursing Assistant I 12.16
12222 - Nursing Assistant II 13.68
12223 - Nursing Assistant III 14.92
12224 - Nursing Assistant IV 16.75
12235 - Optical Dispenser 16.73
12236 - Optical Technician 18.04
12250 - Pharmacy Technician 16.84
12280 - Phlebotomist 14.70
12305 - Radiologic Technologist 26.48
12311 - Registered Nurse I 24.04
12312 - Registered Nurse II 29.41
12313 - Registered Nurse II Specialist 29.41
12314 - Registered Nurse III 35.58
12315 - Registered Nurse III Anesthetist 35.58

12316 - Registered Nurse IV		42.65
12317 - Scheduler (Drug and Alcohol Testing)		25.01
12320 - Substance Abuse Treatment Counselor		22.45
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.10
13012 - Exhibits Specialist II		26.13
13013 - Exhibits Specialist III		31.97
13041 - Illustrator I		21.10
13042 - Illustrator II		26.13
13043 - Illustrator III		31.97
13047 - Librarian		28.94
13050 - Library Aide/Clerk		11.77
13054 - Library Information Technology Systems Administrator		26.13
13058 - Library Technician		14.67
13061 - Media Specialist I		18.85
13062 - Media Specialist II		21.10
13063 - Media Specialist III		23.52
13071 - Photographer I		16.46
13072 - Photographer II		18.42
13073 - Photographer III		22.81
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		21.54
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.78
14042 - Computer Operator II		18.78
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		24.84
14071 - Computer Programmer I	(see 1)	22.64
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.78
14160 - Personal Computer Support Technician		23.86
14170 - System Support Specialist		28.39
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.78
15020 - Aircrew Training Devices Instructor (Rated)		34.82
15030 - Air Crew Training Devices Instructor (Pilot)		41.74
15050 - Computer Based Training Specialist / Instructor		28.78
15060 - Educational Technologist		35.74
15070 - Flight Instructor (Pilot)		41.74
15080 - Graphic Artist		23.84
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.74

15086 - Maintenance Test Pilot Rotary Wing 41.74
15088 - Non-Maintenance Test/Co-Pilot 41.74
15090 - Technical Instructor 25.66
15095 - Technical Instructor/Course Developer 31.39
15110 - Test Proctor 20.72
15120 - Tutor 20.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.97
16030 - Counter Attendant 10.97
16040 - Dry Cleaner 12.53
16070 - Finisher Flatwork Machine 10.97
16090 - Presser Hand 10.97
16110 - Presser Machine Drycleaning 10.97
16130 - Presser Machine Shirts 10.97
16160 - Presser Machine Wearing Apparel Laundry 10.97
16190 - Sewing Machine Operator 13.24
16220 - Tailor 14.02
16250 - Washer Machine 11.49
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.84
19040 - Tool And Die Maker 28.01
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.63
21030 - Material Coordinator 23.73
21040 - Material Expediter 23.73
21050 - Material Handling Laborer 16.29
21071 - Order Filler 13.39
21080 - Production Line Worker (Food Processing) 17.63
21110 - Shipping Packer 17.92
21130 - Shipping/Receiving Clerk 17.92
21140 - Store Worker I 13.23
21150 - Stock Clerk 17.60
21210 - Tools And Parts Attendant 17.63
21410 - Warehouse Specialist 17.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.55
23019 - Aircraft Logs and Records Technician 23.93
23021 - Aircraft Mechanic I 28.90
23022 - Aircraft Mechanic II 30.55
23023 - Aircraft Mechanic III 32.20
23040 - Aircraft Mechanic Helper 21.12
23050 - Aircraft Painter 27.23
23060 - Aircraft Servicer 23.93
23070 - Aircraft Survival Flight Equipment Technician 27.23
23080 - Aircraft Worker 25.55
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.55
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.90
23110 - Appliance Mechanic 22.55

23120 - Bicycle Repairer 17.73
23125 - Cable Splicer 36.65
23130 - Carpenter Maintenance 21.93
23140 - Carpet Layer 27.64
23160 - Electrician Maintenance 27.30
23181 - Electronics Technician Maintenance I 25.37
23182 - Electronics Technician Maintenance II 27.05
23183 - Electronics Technician Maintenance III 28.70
23260 - Fabric Worker 21.45
23290 - Fire Alarm System Mechanic 25.13
23310 - Fire Extinguisher Repairer 20.02
23311 - Fuel Distribution System Mechanic 31.70
23312 - Fuel Distribution System Operator 24.49
23370 - General Maintenance Worker 20.16
23380 - Ground Support Equipment Mechanic 28.90
23381 - Ground Support Equipment Servicer 23.93
23382 - Ground Support Equipment Worker 25.55
23391 - Gunsmith I 20.02
23392 - Gunsmith II 22.91
23393 - Gunsmith III 25.92
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.96
23430 - Heavy Equipment Mechanic 27.46
23440 - Heavy Equipment Operator 27.26
23460 - Instrument Mechanic 23.92
23465 - Laboratory/Shelter Mechanic 24.42
23470 - Laborer 16.29
23510 - Locksmith 26.63
23530 - Machinery Maintenance Mechanic 24.98
23550 - Machinist Maintenance 20.52
23580 - Maintenance Trades Helper 15.95
23591 - Metrology Technician I 23.92
23592 - Metrology Technician II 25.29
23593 - Metrology Technician III 26.65
23640 - Millwright 25.79
23710 - Office Appliance Repairer 20.60
23760 - Painter Maintenance 22.65
23790 - Pipefitter Maintenance 28.78
23810 - Plumber Maintenance 27.12
23820 - Pneudraulic Systems Mechanic 25.92
23850 - Rigger 25.92
23870 - Scale Mechanic 22.91
23890 - Sheet-Metal Worker Maintenance 27.08
23910 - Small Engine Mechanic 21.93
23931 - Telecommunications Mechanic I 25.50
23932 - Telecommunications Mechanic II 26.96
23950 - Telephone Lineman 23.76
23960 - Welder Combination Maintenance 19.58

23965 - Well Driller	23.46
23970 - Woodcraft Worker	25.92
23980 - Woodworker	20.02
24000 - Personal Needs Occupations	
24550 - Case Manager	16.90
24570 - Child Care Attendant	12.27
24580 - Child Care Center Clerk	15.30
24610 - Chore Aide	13.21
24620 - Family Readiness And Support Services Coordinator	16.90
24630 - Homemaker	17.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.92
25040 - Sewage Plant Operator	27.66
25070 - Stationary Engineer	25.92
25190 - Ventilation Equipment Tender	18.57
25210 - Water Treatment Plant Operator	27.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.70
27007 - Baggage Inspector	13.55
27008 - Corrections Officer	26.23
27010 - Court Security Officer	22.35
27030 - Detection Dog Handler	18.66
27040 - Detention Officer	26.23
27070 - Firefighter	20.16
27101 - Guard I	13.55
27102 - Guard II	18.66
27131 - Police Officer I	29.53
27132 - Police Officer II	32.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.82
28042 - Carnival Equipment Repairer	13.82
28043 - Carnival Worker	9.99
28210 - Gate Attendant/Gate Tender	14.22
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.91
28510 - Recreation Aide/Health Facility Attendant	11.61
28515 - Recreation Specialist	19.71
28630 - Sports Official	12.67
28690 - Swimming Pool Operator	15.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.87
29020 - Hatch Tender	26.87
29030 - Line Handler	26.87
29041 - Stevedore I	25.48
29042 - Stevedore II	28.48
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.64
30022 - Archeological Technician II		20.86
30023 - Archeological Technician III		25.84
30030 - Cartographic Technician		25.84
30040 - Civil Engineering Technician		25.22
30051 - Cryogenic Technician I		28.62
30052 - Cryogenic Technician II		31.61
30061 - Drafter/CAD Operator I		18.64
30062 - Drafter/CAD Operator II		20.86
30063 - Drafter/CAD Operator III		23.26
30064 - Drafter/CAD Operator IV		28.62
30081 - Engineering Technician I		15.76
30082 - Engineering Technician II		17.69
30083 - Engineering Technician III		19.79
30084 - Engineering Technician IV		24.51
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		36.28
30090 - Environmental Technician		25.84
30095 - Evidence Control Specialist		25.84
30210 - Laboratory Technician		22.53
30221 - Latent Fingerprint Technician I		28.81
30222 - Latent Fingerprint Technician II		31.81
30240 - Mathematical Technician		25.84
30361 - Paralegal/Legal Assistant I		19.03
30362 - Paralegal/Legal Assistant II		23.63
30363 - Paralegal/Legal Assistant III		28.90
30364 - Paralegal/Legal Assistant IV		34.98
30375 - Petroleum Supply Specialist		31.61
30390 - Photo-Optics Technician		25.84
30395 - Radiation Control Technician		31.61
30461 - Technical Writer I		24.27
30462 - Technical Writer II		29.69
30463 - Technical Writer III		35.92
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.62
30502 - Weather Forecaster II		34.82
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.26
30621 - Weather Observer Senior	(see 2)	25.84
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.73
31030 - Bus Driver		20.05
31043 - Driver Courier		14.88
31260 - Parking and Lot Attendant		11.96
31290 - Shuttle Bus Driver		16.05

31310 - Taxi Driver	13.59
31361 - Truckdriver Light	16.05
31362 - Truckdriver Medium	17.20
31363 - Truckdriver Heavy	23.39
31364 - Truckdriver Tractor-Trailer	23.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.06
99050 - Desk Clerk	12.60
99095 - Embalmer	30.82
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.28
99252 - Laboratory Animal Caretaker II	14.32
99260 - Marketing Analyst	32.09
99310 - Mortician	30.82
99410 - Pest Controller	20.59
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.98
99711 - Recycling Specialist	22.32
99730 - Refuse Collector	17.28
99810 - Sales Clerk	13.46
99820 - School Crossing Guard	15.83
99830 - Survey Party Chief	31.90
99831 - Surveying Aide	17.08
99832 - Surveying Technician	24.11
99840 - Vending Machine Attendant	16.09
99841 - Vending Machine Repairer	19.27
99842 - Vending Machine Repairer Helper	16.09

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4980
Revision No.: 12
Date Of Last Revision: 06/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Dallas Guthrie Madison Polk Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.02
01012 - Accounting Clerk II		19.11
01013 - Accounting Clerk III		21.38
01020 - Administrative Assistant		26.36
01035 - Court Reporter		25.14
01041 - Customer Service Representative I		15.61
01042 - Customer Service Representative II		17.55
01043 - Customer Service Representative III		19.14
01051 - Data Entry Operator I		15.05
01052 - Data Entry Operator II		16.42
01060 - Dispatcher Motor Vehicle		22.35
01070 - Document Preparation Clerk		17.24

01090 - Duplicating Machine Operator 17.24
01111 - General Clerk I 13.92
01112 - General Clerk II 15.19
01113 - General Clerk III 17.05
01120 - Housing Referral Assistant 19.12
01141 - Messenger Courier 15.26
01191 - Order Clerk I 18.12
01192 - Order Clerk II 20.39
01261 - Personnel Assistant (Employment) I 17.27
01262 - Personnel Assistant (Employment) II 19.33
01263 - Personnel Assistant (Employment) III 21.54
01270 - Production Control Clerk 23.73
01290 - Rental Clerk 12.96
01300 - Scheduler Maintenance 15.34
01311 - Secretary I 15.34
01312 - Secretary II 17.16
01313 - Secretary III 19.12
01320 - Service Order Dispatcher 19.97
01410 - Supply Technician 26.36
01420 - Survey Worker 16.09
01460 - Switchboard Operator/Receptionist 14.99
01531 - Travel Clerk I 16.53
01532 - Travel Clerk II 17.58
01533 - Travel Clerk III 18.66
01611 - Word Processor I 17.16
01612 - Word Processor II 19.27
01613 - Word Processor III 21.56
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.62
05010 - Automotive Electrician 20.57
05040 - Automotive Glass Installer 19.68
05070 - Automotive Worker 19.68
05110 - Mobile Equipment Servicer 18.10
05130 - Motor Equipment Metal Mechanic 21.83
05160 - Motor Equipment Metal Worker 19.68
05190 - Motor Vehicle Mechanic 21.83
05220 - Motor Vehicle Mechanic Helper 17.33
05250 - Motor Vehicle Upholstery Worker 18.88
05280 - Motor Vehicle Wrecker 19.68
05310 - Painter Automotive 20.57
05340 - Radiator Repair Specialist 19.68
05370 - Tire Repairer 14.34
05400 - Transmission Repair Specialist 21.83
07000 - Food Preparation And Service Occupations
07010 - Baker 17.73
07041 - Cook I 14.00
07042 - Cook II 16.02
07070 - Dishwasher 10.77
07130 - Food Service Worker 12.03
07210 - Meat Cutter 12.99

07260 - Waiter/Waitress	10.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.13
09040 - Furniture Handler	14.77
09080 - Furniture Refinisher	18.30
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer Minor	16.07
09130 - Upholsterer	17.09
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.25
11060 - Elevator Operator	13.25
11090 - Gardener	19.04
11122 - Housekeeping Aide	12.23
11150 - Janitor	12.23
11210 - Laborer Grounds Maintenance	14.99
11240 - Maid or Houseman	11.54
11260 - Pruner	13.63
11270 - Tractor Operator	17.65
11330 - Trail Maintenance Worker	14.99
11360 - Window Cleaner	13.45
12000 - Health Occupations	
12010 - Ambulance Driver	17.61
12011 - Breath Alcohol Technician	20.19
12012 - Certified Occupational Therapist Assistant	28.90
12015 - Certified Physical Therapist Assistant	26.03
12020 - Dental Assistant	21.83
12025 - Dental Hygienist	35.85
12030 - EKG Technician	27.08
12035 - Electroneurodiagnostic Technologist	27.08
12040 - Emergency Medical Technician	17.61
12071 - Licensed Practical Nurse I	18.04
12072 - Licensed Practical Nurse II	20.19
12073 - Licensed Practical Nurse III	22.51
12100 - Medical Assistant	18.20
12130 - Medical Laboratory Technician	22.18
12160 - Medical Record Clerk	17.83
12190 - Medical Record Technician	19.95
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	44.37
12221 - Nursing Assistant I	12.16
12222 - Nursing Assistant II	13.68
12223 - Nursing Assistant III	14.92
12224 - Nursing Assistant IV	16.75
12235 - Optical Dispenser	16.73
12236 - Optical Technician	18.04
12250 - Pharmacy Technician	16.84
12280 - Phlebotomist	14.70
12305 - Radiologic Technologist	26.48
12311 - Registered Nurse I	24.04
12312 - Registered Nurse II	29.41

12313 - Registered Nurse II Specialist		29.41
12314 - Registered Nurse III		35.58
12315 - Registered Nurse III Anesthetist		35.58
12316 - Registered Nurse IV		42.65
12317 - Scheduler (Drug and Alcohol Testing)		25.01
12320 - Substance Abuse Treatment Counselor		22.45
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.10
13012 - Exhibits Specialist II		26.13
13013 - Exhibits Specialist III		31.97
13041 - Illustrator I		21.10
13042 - Illustrator II		26.13
13043 - Illustrator III		31.97
13047 - Librarian		28.94
13050 - Library Aide/Clerk		11.77
13054 - Library Information Technology Systems Administrator		26.13
13058 - Library Technician		14.67
13061 - Media Specialist I		18.85
13062 - Media Specialist II		21.10
13063 - Media Specialist III		23.52
13071 - Photographer I		16.46
13072 - Photographer II		18.42
13073 - Photographer III		22.81
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		21.54
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.78
14042 - Computer Operator II		18.78
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		24.84
14071 - Computer Programmer I	(see 1)	22.64
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.78
14160 - Personal Computer Support Technician		23.86
14170 - System Support Specialist		28.39
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.78
15020 - Aircrew Training Devices Instructor (Rated)		34.82
15030 - Air Crew Training Devices Instructor (Pilot)		41.74
15050 - Computer Based Training Specialist / Instructor		28.78
15060 - Educational Technologist		35.74

15070 - Flight Instructor (Pilot) 41.74
15080 - Graphic Artist 23.84
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.74
15086 - Maintenance Test Pilot Rotary Wing 41.74
15088 - Non-Maintenance Test/Co-Pilot 41.74
15090 - Technical Instructor 25.66
15095 - Technical Instructor/Course Developer 31.39
15110 - Test Proctor 20.72
15120 - Tutor 20.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.97
16030 - Counter Attendant 10.97
16040 - Dry Cleaner 12.53
16070 - Finisher Flatwork Machine 10.97
16090 - Presser Hand 10.97
16110 - Presser Machine Drycleaning 10.97
16130 - Presser Machine Shirts 10.97
16160 - Presser Machine Wearing Apparel Laundry 10.97
16190 - Sewing Machine Operator 13.24
16220 - Tailor 14.02
16250 - Washer Machine 11.49
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.84
19040 - Tool And Die Maker 28.01
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.63
21030 - Material Coordinator 23.73
21040 - Material Expediter 23.73
21050 - Material Handling Laborer 16.29
21071 - Order Filler 13.39
21080 - Production Line Worker (Food Processing) 17.63
21110 - Shipping Packer 17.92
21130 - Shipping/Receiving Clerk 17.92
21140 - Store Worker I 13.23
21150 - Stock Clerk 17.60
21210 - Tools And Parts Attendant 17.63
21410 - Warehouse Specialist 17.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.55
23019 - Aircraft Logs and Records Technician 23.93
23021 - Aircraft Mechanic I 28.90
23022 - Aircraft Mechanic II 30.55
23023 - Aircraft Mechanic III 32.20
23040 - Aircraft Mechanic Helper 21.12
23050 - Aircraft Painter 27.23
23060 - Aircraft Servicer 23.93
23070 - Aircraft Survival Flight Equipment Technician 27.23
23080 - Aircraft Worker 25.55
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.55

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.90
23110 - Appliance Mechanic 22.55
23120 - Bicycle Repairer 17.73
23125 - Cable Splicer 36.65
23130 - Carpenter Maintenance 21.93
23140 - Carpet Layer 27.64
23160 - Electrician Maintenance 27.30
23181 - Electronics Technician Maintenance I 25.37
23182 - Electronics Technician Maintenance II 27.05
23183 - Electronics Technician Maintenance III 28.70
23260 - Fabric Worker 21.45
23290 - Fire Alarm System Mechanic 25.13
23310 - Fire Extinguisher Repairer 20.02
23311 - Fuel Distribution System Mechanic 31.70
23312 - Fuel Distribution System Operator 24.49
23370 - General Maintenance Worker 20.16
23380 - Ground Support Equipment Mechanic 28.90
23381 - Ground Support Equipment Servicer 23.93
23382 - Ground Support Equipment Worker 25.55
23391 - Gunsmith I 20.02
23392 - Gunsmith II 22.91
23393 - Gunsmith III 25.92
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.96
23430 - Heavy Equipment Mechanic 27.46
23440 - Heavy Equipment Operator 27.26
23460 - Instrument Mechanic 23.92
23465 - Laboratory/Shelter Mechanic 24.42
23470 - Laborer 16.29
23510 - Locksmith 26.63
23530 - Machinery Maintenance Mechanic 24.98
23550 - Machinist Maintenance 20.52
23580 - Maintenance Trades Helper 15.95
23591 - Metrology Technician I 23.92
23592 - Metrology Technician II 25.29
23593 - Metrology Technician III 26.65
23640 - Millwright 25.79
23710 - Office Appliance Repairer 20.60
23760 - Painter Maintenance 22.65
23790 - Pipefitter Maintenance 28.78
23810 - Plumber Maintenance 27.12
23820 - Pneudraulic Systems Mechanic 25.92
23850 - Rigger 25.92
23870 - Scale Mechanic 22.91
23890 - Sheet-Metal Worker Maintenance 27.08
23910 - Small Engine Mechanic 21.93
23931 - Telecommunications Mechanic I 25.50

23932 - Telecommunications Mechanic II 26.96
23950 - Telephone Lineman 23.76
23960 - Welder Combination Maintenance 19.58
23965 - Well Driller 23.46
23970 - Woodcraft Worker 25.92
23980 - Woodworker 20.02
24000 - Personal Needs Occupations
24550 - Case Manager 16.90
24570 - Child Care Attendant 12.27
24580 - Child Care Center Clerk 15.30
24610 - Chore Aide 13.21
24620 - Family Readiness And Support Services Coordinator 16.90
24630 - Homemaker 17.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.92
25040 - Sewage Plant Operator 27.66
25070 - Stationary Engineer 25.92
25190 - Ventilation Equipment Tender 18.57
25210 - Water Treatment Plant Operator 27.66
27000 - Protective Service Occupations
27004 - Alarm Monitor 26.70
27007 - Baggage Inspector 13.55
27008 - Corrections Officer 26.23
27010 - Court Security Officer 22.35
27030 - Detection Dog Handler 18.66
27040 - Detention Officer 26.23
27070 - Firefighter 20.16
27101 - Guard I 13.55
27102 - Guard II 18.66
27131 - Police Officer I 29.53
27132 - Police Officer II 32.81
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.82
28042 - Carnival Equipment Repairer 13.82
28043 - Carnival Worker 9.99
28210 - Gate Attendant/Gate Tender 14.22
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 15.91
28510 - Recreation Aide/Health Facility Attendant 11.61
28515 - Recreation Specialist 19.71
28630 - Sports Official 12.67
28690 - Swimming Pool Operator 15.97
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.87
29020 - Hatch Tender 26.87
29030 - Line Handler 26.87
29041 - Stevedore I 25.48
29042 - Stevedore II 28.48
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.64
30022 - Archeological Technician II 20.86
30023 - Archeological Technician III 25.84
30030 - Cartographic Technician 25.84
30040 - Civil Engineering Technician 25.22
30051 - Cryogenic Technician I 28.62
30052 - Cryogenic Technician II 31.61
30061 - Drafter/CAD Operator I 18.64
30062 - Drafter/CAD Operator II 20.86
30063 - Drafter/CAD Operator III 23.26
30064 - Drafter/CAD Operator IV 28.62
30081 - Engineering Technician I 15.76
30082 - Engineering Technician II 17.69
30083 - Engineering Technician III 19.79
30084 - Engineering Technician IV 24.51
30085 - Engineering Technician V 29.98
30086 - Engineering Technician VI 36.28
30090 - Environmental Technician 25.84
30095 - Evidence Control Specialist 25.84
30210 - Laboratory Technician 22.53
30221 - Latent Fingerprint Technician I 28.81
30222 - Latent Fingerprint Technician II 31.81
30240 - Mathematical Technician 25.84
30361 - Paralegal/Legal Assistant I 19.03
30362 - Paralegal/Legal Assistant II 23.63
30363 - Paralegal/Legal Assistant III 28.90
30364 - Paralegal/Legal Assistant IV 34.98
30375 - Petroleum Supply Specialist 31.61
30390 - Photo-Optics Technician 25.84
30395 - Radiation Control Technician 31.61
30461 - Technical Writer I 24.27
30462 - Technical Writer II 29.69
30463 - Technical Writer III 35.92
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.62
30502 - Weather Forecaster II 34.82
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.26
30621 - Weather Observer Senior (see 2) 25.84
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.73
31030 - Bus Driver 20.05

31043 - Driver Courier	14.88
31260 - Parking and Lot Attendant	11.96
31290 - Shuttle Bus Driver	16.05
31310 - Taxi Driver	13.59
31361 - Truckdriver Light	16.05
31362 - Truckdriver Medium	17.20
31363 - Truckdriver Heavy	23.39
31364 - Truckdriver Tractor-Trailer	23.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.06
99050 - Desk Clerk	12.60
99095 - Embalmer	30.82
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.28
99252 - Laboratory Animal Caretaker II	14.32
99260 - Marketing Analyst	32.09
99310 - Mortician	30.82
99410 - Pest Controller	20.59
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.98
99711 - Recycling Specialist	22.32
99730 - Refuse Collector	17.28
99810 - Sales Clerk	13.46
99820 - School Crossing Guard	15.83
99830 - Survey Party Chief	31.90
99831 - Surveying Aide	17.08
99832 - Surveying Technician	24.11
99840 - Vending Machine Attendant	16.09
99841 - Vending Machine Repairer	19.27
99842 - Vending Machine Repairer Helper	16.09

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4981
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa County of Dubuque

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.73
01012 - Accounting Clerk II		16.94
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		24.39
01035 - Court Reporter		22.43
01041 - Customer Service Representative I		14.51
01042 - Customer Service Representative II		16.32
01043 - Customer Service Representative III		17.81
01051 - Data Entry Operator I		13.74
01052 - Data Entry Operator II		16.02
01060 - Dispatcher Motor Vehicle		22.35
01070 - Document Preparation Clerk		16.76
01090 - Duplicating Machine Operator		16.76
01111 - General Clerk I		13.72
01112 - General Clerk II		14.97

01113 - General Clerk III 16.81
01120 - Housing Referral Assistant 19.57
01141 - Messenger Courier 13.67
01191 - Order Clerk I 17.01
01192 - Order Clerk II 18.56
01261 - Personnel Assistant (Employment) I 17.26
01262 - Personnel Assistant (Employment) II 19.32
01263 - Personnel Assistant (Employment) III 21.53
01270 - Production Control Clerk 22.45
01290 - Rental Clerk 11.33
01300 - Scheduler Maintenance 15.69
01311 - Secretary I 15.69
01312 - Secretary II 17.56
01313 - Secretary III 19.57
01320 - Service Order Dispatcher 19.97
01410 - Supply Technician 24.39
01420 - Survey Worker 15.44
01460 - Switchboard Operator/Receptionist 14.99
01531 - Travel Clerk I 14.75
01532 - Travel Clerk II 15.95
01533 - Travel Clerk III 17.26
01611 - Word Processor I 15.38
01612 - Word Processor II 17.26
01613 - Word Processor III 19.32
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.59
05010 - Automotive Electrician 20.59
05040 - Automotive Glass Installer 19.70
05070 - Automotive Worker 19.70
05110 - Mobile Equipment Servicer 17.89
05130 - Motor Equipment Metal Mechanic 21.47
05160 - Motor Equipment Metal Worker 19.70
05190 - Motor Vehicle Mechanic 21.47
05220 - Motor Vehicle Mechanic Helper 17.11
05250 - Motor Vehicle Upholstery Worker 18.78
05280 - Motor Vehicle Wrecker 19.70
05310 - Painter Automotive 20.59
05340 - Radiator Repair Specialist 19.70
05370 - Tire Repairer 15.19
05400 - Transmission Repair Specialist 21.47
07000 - Food Preparation And Service Occupations
07010 - Baker 16.20
07041 - Cook I 13.55
07042 - Cook II 14.92
07070 - Dishwasher 9.81
07130 - Food Service Worker 10.09
07210 - Meat Cutter 14.01
07260 - Waiter/Waitress 10.09
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.76

09040 - Furniture Handler 15.32
09080 - Furniture Refinisher 20.24
09090 - Furniture Refinisher Helper 16.46
09110 - Furniture Repairer Minor 18.49
09130 - Upholsterer 20.24
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.00
11060 - Elevator Operator 13.78
11090 - Gardener 17.18
11122 - Housekeeping Aide 13.78
11150 - Janitor 13.78
11210 - Laborer Grounds Maintenance 15.19
11240 - Maid or Houseman 11.63
11260 - Pruner 14.48
11270 - Tractor Operator 16.49
11330 - Trail Maintenance Worker 15.15
11360 - Window Cleaner 14.43
12000 - Health Occupations
12010 - Ambulance Driver 16.95
12011 - Breath Alcohol Technician 19.55
12012 - Certified Occupational Therapist Assistant 28.01
12015 - Certified Physical Therapist Assistant 24.48
12020 - Dental Assistant 20.46
12025 - Dental Hygienist 35.22
12030 - EKG Technician 28.77
12035 - Electroneurodiagnostic Technologist 28.77
12040 - Emergency Medical Technician 16.95
12071 - Licensed Practical Nurse I 17.47
12072 - Licensed Practical Nurse II 19.55
12073 - Licensed Practical Nurse III 21.78
12100 - Medical Assistant 17.57
12130 - Medical Laboratory Technician 24.40
12160 - Medical Record Clerk 17.09
12190 - Medical Record Technician 19.12
12195 - Medical Transcriptionist 17.47
12210 - Nuclear Medicine Technologist 42.94
12221 - Nursing Assistant I 11.69
12222 - Nursing Assistant II 13.14
12223 - Nursing Assistant III 14.34
12224 - Nursing Assistant IV 16.10
12235 - Optical Dispenser 18.50
12236 - Optical Technician 16.78
12250 - Pharmacy Technician 16.23
12280 - Phlebotomist 15.30
12305 - Radiologic Technologist 27.31
12311 - Registered Nurse I 23.83
12312 - Registered Nurse II 29.16
12313 - Registered Nurse II Specialist 29.16
12314 - Registered Nurse III 35.29
12315 - Registered Nurse III Anesthetist 35.29

12316 - Registered Nurse IV		42.26
12317 - Scheduler (Drug and Alcohol Testing)		24.21
12320 - Substance Abuse Treatment Counselor		17.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.10
13012 - Exhibits Specialist II		26.14
13013 - Exhibits Specialist III		31.98
13041 - Illustrator I		21.10
13042 - Illustrator II		26.14
13043 - Illustrator III		31.98
13047 - Librarian		28.95
13050 - Library Aide/Clerk		12.89
13054 - Library Information Technology Systems Administrator		26.14
13058 - Library Technician		19.51
13061 - Media Specialist I		18.86
13062 - Media Specialist II		21.10
13063 - Media Specialist III		23.53
13071 - Photographer I		18.11
13072 - Photographer II		20.25
13073 - Photographer III		25.09
13074 - Photographer IV		30.69
13075 - Photographer V		37.13
13090 - Technical Order Library Clerk		17.90
13110 - Video Teleconference Technician		18.86
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.35
14042 - Computer Operator II		18.28
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		22.83
14045 - Computer Operator V		25.29
14071 - Computer Programmer I	(see 1)	21.58
14072 - Computer Programmer II	(see 1)	26.73
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.35
14160 - Personal Computer Support Technician		22.83
14170 - System Support Specialist		24.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.94
15020 - Aircrew Training Devices Instructor (Rated)		35.01
15030 - Air Crew Training Devices Instructor (Pilot)		41.96
15050 - Computer Based Training Specialist / Instructor		28.94
15060 - Educational Technologist		30.82
15070 - Flight Instructor (Pilot)		41.96
15080 - Graphic Artist		21.56
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.96

15086 - Maintenance Test Pilot Rotary Wing 41.96
15088 - Non-Maintenance Test/Co-Pilot 41.96
15090 - Technical Instructor 23.35
15095 - Technical Instructor/Course Developer 28.57
15110 - Test Proctor 18.86
15120 - Tutor 18.86
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.56
19040 - Tool And Die Maker 26.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.16
21030 - Material Coordinator 22.45
21040 - Material Expediter 22.45
21050 - Material Handling Laborer 16.13
21071 - Order Filler 14.03
21080 - Production Line Worker (Food Processing) 18.16
21110 - Shipping Packer 17.70
21130 - Shipping/Receiving Clerk 17.70
21140 - Store Worker I 18.95
21150 - Stock Clerk 21.67
21210 - Tools And Parts Attendant 18.16
21410 - Warehouse Specialist 18.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.52
23019 - Aircraft Logs and Records Technician 22.30
23021 - Aircraft Mechanic I 25.49
23022 - Aircraft Mechanic II 26.52
23023 - Aircraft Mechanic III 27.57
23040 - Aircraft Mechanic Helper 20.38
23050 - Aircraft Painter 24.44
23060 - Aircraft Servicer 22.30
23070 - Aircraft Survival Flight Equipment Technician 24.44
23080 - Aircraft Worker 23.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.49
23110 - Appliance Mechanic 24.14

23120 - Bicycle Repairer 20.97
23125 - Cable Splicer 32.35
23130 - Carpenter Maintenance 23.69
23140 - Carpet Layer 24.01
23160 - Electrician Maintenance 29.42
23181 - Electronics Technician Maintenance I 25.60
23182 - Electronics Technician Maintenance II 26.57
23183 - Electronics Technician Maintenance III 27.84
23260 - Fabric Worker 22.02
23290 - Fire Alarm System Mechanic 25.17
23310 - Fire Extinguisher Repairer 20.97
23311 - Fuel Distribution System Mechanic 25.17
23312 - Fuel Distribution System Operator 20.97
23370 - General Maintenance Worker 19.21
23380 - Ground Support Equipment Mechanic 25.49
23381 - Ground Support Equipment Servicer 22.30
23382 - Ground Support Equipment Worker 23.38
23391 - Gunsmith I 20.97
23392 - Gunsmith II 23.09
23393 - Gunsmith III 25.17
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.51
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.59
23430 - Heavy Equipment Mechanic 26.24
23440 - Heavy Equipment Operator 27.38
23460 - Instrument Mechanic 25.17
23465 - Laboratory/Shelter Mechanic 24.14
23470 - Laborer 16.13
23510 - Locksmith 24.21
23530 - Machinery Maintenance Mechanic 24.28
23550 - Machinist Maintenance 20.44
23580 - Maintenance Trades Helper 17.41
23591 - Metrology Technician I 25.17
23592 - Metrology Technician II 26.19
23593 - Metrology Technician III 27.22
23640 - Millwright 25.43
23710 - Office Appliance Repairer 23.72
23760 - Painter Maintenance 21.56
23790 - Pipefitter Maintenance 31.44
23810 - Plumber Maintenance 30.14
23820 - Pneudraulic Systems Mechanic 25.17
23850 - Rigger 25.17
23870 - Scale Mechanic 23.09
23890 - Sheet-Metal Worker Maintenance 26.01
23910 - Small Engine Mechanic 23.09
23931 - Telecommunications Mechanic I 25.17
23932 - Telecommunications Mechanic II 26.19
23950 - Telephone Lineman 25.42
23960 - Welder Combination Maintenance 21.56

23965 - Well Driller	25.17
23970 - Woodcraft Worker	25.17
23980 - Woodworker	20.97
24000 - Personal Needs Occupations	
24550 - Case Manager	18.50
24570 - Child Care Attendant	10.59
24580 - Child Care Center Clerk	13.22
24610 - Chore Aide	12.40
24620 - Family Readiness And Support Services Coordinator	18.50
24630 - Homemaker	18.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.17
25040 - Sewage Plant Operator	27.37
25070 - Stationary Engineer	25.17
25190 - Ventilation Equipment Tender	20.06
25210 - Water Treatment Plant Operator	27.37
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.60
27007 - Baggage Inspector	13.28
27008 - Corrections Officer	22.90
27010 - Court Security Officer	21.05
27030 - Detection Dog Handler	15.45
27040 - Detention Officer	22.90
27070 - Firefighter	20.55
27101 - Guard I	13.28
27102 - Guard II	15.45
27131 - Police Officer I	28.38
27132 - Police Officer II	31.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.56
28042 - Carnival Equipment Repairer	12.08
28043 - Carnival Worker	10.14
28210 - Gate Attendant/Gate Tender	15.64
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	17.50
28510 - Recreation Aide/Health Facility Attendant	12.77
28515 - Recreation Specialist	21.68
28630 - Sports Official	13.94
28690 - Swimming Pool Operator	15.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.82
29020 - Hatch Tender	26.82
29030 - Line Handler	26.82
29041 - Stevedore I	25.58
29042 - Stevedore II	28.04
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.33
30022 - Archeological Technician II		21.58
30023 - Archeological Technician III		24.03
30030 - Cartographic Technician		24.03
30040 - Civil Engineering Technician		23.73
30051 - Cryogenic Technician I		26.28
30052 - Cryogenic Technician II		29.03
30061 - Drafter/CAD Operator I		17.33
30062 - Drafter/CAD Operator II		21.58
30063 - Drafter/CAD Operator III		22.11
30064 - Drafter/CAD Operator IV		26.60
30081 - Engineering Technician I		15.65
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		20.62
30084 - Engineering Technician IV		24.34
30085 - Engineering Technician V		29.79
30086 - Engineering Technician VI		36.05
30090 - Environmental Technician		24.44
30095 - Evidence Control Specialist		23.73
30210 - Laboratory Technician		25.15
30221 - Latent Fingerprint Technician I		26.28
30222 - Latent Fingerprint Technician II		29.03
30240 - Mathematical Technician		24.03
30361 - Paralegal/Legal Assistant I		17.68
30362 - Paralegal/Legal Assistant II		21.90
30363 - Paralegal/Legal Assistant III		26.79
30364 - Paralegal/Legal Assistant IV		32.41
30375 - Petroleum Supply Specialist		29.03
30390 - Photo-Optics Technician		24.03
30395 - Radiation Control Technician		29.03
30461 - Technical Writer I		24.27
30462 - Technical Writer II		29.69
30463 - Technical Writer III		35.92
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.60
30502 - Weather Forecaster II		32.35
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.11
30621 - Weather Observer Senior	(see 2)	24.03
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		17.58
31030 - Bus Driver		21.01
31043 - Driver Courier		15.97
31260 - Parking and Lot Attendant		16.29
31290 - Shuttle Bus Driver		16.67

31310 - Taxi Driver	16.53
31361 - Truckdriver Light	16.67
31362 - Truckdriver Medium	17.50
31363 - Truckdriver Heavy	23.39
31364 - Truckdriver Tractor-Trailer	23.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.22
99050 - Desk Clerk	11.45
99095 - Embalmer	27.03
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.55
99252 - Laboratory Animal Caretaker II	16.49
99260 - Marketing Analyst	28.02
99310 - Mortician	27.03
99410 - Pest Controller	22.84
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.77
99711 - Recycling Specialist	22.61
99730 - Refuse Collector	19.84
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	19.84
99830 - Survey Party Chief	27.01
99831 - Surveying Aide	13.52
99832 - Surveying Technician	18.52
99840 - Vending Machine Attendant	19.06
99841 - Vending Machine Repairer	21.84
99842 - Vending Machine Repairer Helper	19.06

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4982
Revision No.: 12
Date Of Last Revision: 06/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa County of Dubuque

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.73
01012 - Accounting Clerk II		16.94
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		24.39
01035 - Court Reporter		22.43
01041 - Customer Service Representative I		14.51
01042 - Customer Service Representative II		16.32
01043 - Customer Service Representative III		17.81
01051 - Data Entry Operator I		13.74
01052 - Data Entry Operator II		16.02
01060 - Dispatcher Motor Vehicle		22.35
01070 - Document Preparation Clerk		16.76

01090 - Duplicating Machine Operator 16.76
01111 - General Clerk I 13.72
01112 - General Clerk II 14.97
01113 - General Clerk III 16.81
01120 - Housing Referral Assistant 19.57
01141 - Messenger Courier 13.67
01191 - Order Clerk I 17.01
01192 - Order Clerk II 18.56
01261 - Personnel Assistant (Employment) I 17.26
01262 - Personnel Assistant (Employment) II 19.32
01263 - Personnel Assistant (Employment) III 21.53
01270 - Production Control Clerk 22.45
01290 - Rental Clerk 11.33
01300 - Scheduler Maintenance 15.69
01311 - Secretary I 15.69
01312 - Secretary II 17.56
01313 - Secretary III 19.57
01320 - Service Order Dispatcher 19.97
01410 - Supply Technician 24.39
01420 - Survey Worker 15.44
01460 - Switchboard Operator/Receptionist 14.99
01531 - Travel Clerk I 14.75
01532 - Travel Clerk II 15.95
01533 - Travel Clerk III 17.26
01611 - Word Processor I 15.38
01612 - Word Processor II 17.26
01613 - Word Processor III 19.32
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.59
05010 - Automotive Electrician 20.59
05040 - Automotive Glass Installer 19.70
05070 - Automotive Worker 19.70
05110 - Mobile Equipment Servicer 17.89
05130 - Motor Equipment Metal Mechanic 21.47
05160 - Motor Equipment Metal Worker 19.70
05190 - Motor Vehicle Mechanic 21.47
05220 - Motor Vehicle Mechanic Helper 17.11
05250 - Motor Vehicle Upholstery Worker 18.78
05280 - Motor Vehicle Wrecker 19.70
05310 - Painter Automotive 20.59
05340 - Radiator Repair Specialist 19.70
05370 - Tire Repairer 15.19
05400 - Transmission Repair Specialist 21.47
07000 - Food Preparation And Service Occupations
07010 - Baker 16.20
07041 - Cook I 13.55
07042 - Cook II 14.92
07070 - Dishwasher 9.81
07130 - Food Service Worker 10.09
07210 - Meat Cutter 14.01

07260 - Waiter/Waitress	10.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	15.32
09080 - Furniture Refinisher	20.24
09090 - Furniture Refinisher Helper	16.46
09110 - Furniture Repairer Minor	18.49
09130 - Upholsterer	20.24
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.00
11060 - Elevator Operator	13.78
11090 - Gardener	17.18
11122 - Housekeeping Aide	13.78
11150 - Janitor	13.78
11210 - Laborer Grounds Maintenance	15.19
11240 - Maid or Houseman	11.63
11260 - Pruner	14.48
11270 - Tractor Operator	16.49
11330 - Trail Maintenance Worker	15.15
11360 - Window Cleaner	14.43
12000 - Health Occupations	
12010 - Ambulance Driver	16.95
12011 - Breath Alcohol Technician	19.55
12012 - Certified Occupational Therapist Assistant	28.01
12015 - Certified Physical Therapist Assistant	24.48
12020 - Dental Assistant	20.46
12025 - Dental Hygienist	35.22
12030 - EKG Technician	28.77
12035 - Electroneurodiagnostic Technologist	28.77
12040 - Emergency Medical Technician	16.95
12071 - Licensed Practical Nurse I	17.47
12072 - Licensed Practical Nurse II	19.55
12073 - Licensed Practical Nurse III	21.78
12100 - Medical Assistant	17.57
12130 - Medical Laboratory Technician	24.40
12160 - Medical Record Clerk	17.09
12190 - Medical Record Technician	19.12
12195 - Medical Transcriptionist	17.47
12210 - Nuclear Medicine Technologist	42.94
12221 - Nursing Assistant I	11.69
12222 - Nursing Assistant II	13.14
12223 - Nursing Assistant III	14.34
12224 - Nursing Assistant IV	16.10
12235 - Optical Dispenser	18.50
12236 - Optical Technician	16.78
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	15.30
12305 - Radiologic Technologist	27.31
12311 - Registered Nurse I	23.83
12312 - Registered Nurse II	29.16

12313 - Registered Nurse II Specialist		29.16
12314 - Registered Nurse III		35.29
12315 - Registered Nurse III Anesthetist		35.29
12316 - Registered Nurse IV		42.26
12317 - Scheduler (Drug and Alcohol Testing)		24.21
12320 - Substance Abuse Treatment Counselor		17.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.10
13012 - Exhibits Specialist II		26.14
13013 - Exhibits Specialist III		31.98
13041 - Illustrator I		21.10
13042 - Illustrator II		26.14
13043 - Illustrator III		31.98
13047 - Librarian		28.95
13050 - Library Aide/Clerk		12.89
13054 - Library Information Technology Systems Administrator		26.14
13058 - Library Technician		19.51
13061 - Media Specialist I		18.86
13062 - Media Specialist II		21.10
13063 - Media Specialist III		23.53
13071 - Photographer I		18.11
13072 - Photographer II		20.25
13073 - Photographer III		25.09
13074 - Photographer IV		30.69
13075 - Photographer V		37.13
13090 - Technical Order Library Clerk		17.90
13110 - Video Teleconference Technician		18.86
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.35
14042 - Computer Operator II		18.28
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		22.83
14045 - Computer Operator V		25.29
14071 - Computer Programmer I	(see 1)	21.58
14072 - Computer Programmer II	(see 1)	26.73
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.35
14160 - Personal Computer Support Technician		22.83
14170 - System Support Specialist		24.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.94
15020 - Aircrew Training Devices Instructor (Rated)		35.01
15030 - Air Crew Training Devices Instructor (Pilot)		41.96
15050 - Computer Based Training Specialist / Instructor		28.94
15060 - Educational Technologist		30.82

15070 - Flight Instructor (Pilot) 41.96
15080 - Graphic Artist 21.56
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.96
15086 - Maintenance Test Pilot Rotary Wing 41.96
15088 - Non-Maintenance Test/Co-Pilot 41.96
15090 - Technical Instructor 23.35
15095 - Technical Instructor/Course Developer 28.57
15110 - Test Proctor 18.86
15120 - Tutor 18.86
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.56
19040 - Tool And Die Maker 26.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.16
21030 - Material Coordinator 22.45
21040 - Material Expediter 22.45
21050 - Material Handling Laborer 16.13
21071 - Order Filler 14.03
21080 - Production Line Worker (Food Processing) 18.16
21110 - Shipping Packer 17.70
21130 - Shipping/Receiving Clerk 17.70
21140 - Store Worker I 18.95
21150 - Stock Clerk 21.67
21210 - Tools And Parts Attendant 18.16
21410 - Warehouse Specialist 18.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.52
23019 - Aircraft Logs and Records Technician 22.30
23021 - Aircraft Mechanic I 25.49
23022 - Aircraft Mechanic II 26.52
23023 - Aircraft Mechanic III 27.57
23040 - Aircraft Mechanic Helper 20.38
23050 - Aircraft Painter 24.44
23060 - Aircraft Servicer 22.30
23070 - Aircraft Survival Flight Equipment Technician 24.44
23080 - Aircraft Worker 23.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.38

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.49
23110 - Appliance Mechanic 24.14
23120 - Bicycle Repairer 20.97
23125 - Cable Splicer 32.35
23130 - Carpenter Maintenance 23.69
23140 - Carpet Layer 24.01
23160 - Electrician Maintenance 29.42
23181 - Electronics Technician Maintenance I 25.60
23182 - Electronics Technician Maintenance II 26.57
23183 - Electronics Technician Maintenance III 27.84
23260 - Fabric Worker 22.02
23290 - Fire Alarm System Mechanic 25.17
23310 - Fire Extinguisher Repairer 20.97
23311 - Fuel Distribution System Mechanic 25.17
23312 - Fuel Distribution System Operator 20.97
23370 - General Maintenance Worker 19.21
23380 - Ground Support Equipment Mechanic 25.49
23381 - Ground Support Equipment Servicer 22.30
23382 - Ground Support Equipment Worker 23.38
23391 - Gunsmith I 20.97
23392 - Gunsmith II 23.09
23393 - Gunsmith III 25.17
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.51
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.59
23430 - Heavy Equipment Mechanic 26.24
23440 - Heavy Equipment Operator 27.38
23460 - Instrument Mechanic 25.17
23465 - Laboratory/Shelter Mechanic 24.14
23470 - Laborer 16.13
23510 - Locksmith 24.21
23530 - Machinery Maintenance Mechanic 24.28
23550 - Machinist Maintenance 20.44
23580 - Maintenance Trades Helper 17.41
23591 - Metrology Technician I 25.17
23592 - Metrology Technician II 26.19
23593 - Metrology Technician III 27.22
23640 - Millwright 25.43
23710 - Office Appliance Repairer 23.72
23760 - Painter Maintenance 21.56
23790 - Pipefitter Maintenance 31.44
23810 - Plumber Maintenance 30.14
23820 - Pneudraulic Systems Mechanic 25.17
23850 - Rigger 25.17
23870 - Scale Mechanic 23.09
23890 - Sheet-Metal Worker Maintenance 26.01
23910 - Small Engine Mechanic 23.09
23931 - Telecommunications Mechanic I 25.17

23932 - Telecommunications Mechanic II 26.19
23950 - Telephone Lineman 25.42
23960 - Welder Combination Maintenance 21.56
23965 - Well Driller 25.17
23970 - Woodcraft Worker 25.17
23980 - Woodworker 20.97
24000 - Personal Needs Occupations
24550 - Case Manager 18.50
24570 - Child Care Attendant 10.59
24580 - Child Care Center Clerk 13.22
24610 - Chore Aide 12.40
24620 - Family Readiness And Support Services Coordinator 18.50
24630 - Homemaker 18.50
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.17
25040 - Sewage Plant Operator 27.37
25070 - Stationary Engineer 25.17
25190 - Ventilation Equipment Tender 20.06
25210 - Water Treatment Plant Operator 27.37
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.60
27007 - Baggage Inspector 13.28
27008 - Corrections Officer 22.90
27010 - Court Security Officer 21.05
27030 - Detection Dog Handler 15.45
27040 - Detention Officer 22.90
27070 - Firefighter 20.55
27101 - Guard I 13.28
27102 - Guard II 15.45
27131 - Police Officer I 28.38
27132 - Police Officer II 31.53
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.56
28042 - Carnival Equipment Repairer 12.08
28043 - Carnival Worker 10.14
28210 - Gate Attendant/Gate Tender 15.64
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 17.50
28510 - Recreation Aide/Health Facility Attendant 12.77
28515 - Recreation Specialist 21.68
28630 - Sports Official 13.94
28690 - Swimming Pool Operator 15.27
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.82
29020 - Hatch Tender 26.82
29030 - Line Handler 26.82
29041 - Stevedore I 25.58
29042 - Stevedore II 28.04
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.33
30022 - Archeological Technician II 21.58
30023 - Archeological Technician III 24.03
30030 - Cartographic Technician 24.03
30040 - Civil Engineering Technician 23.73
30051 - Cryogenic Technician I 26.28
30052 - Cryogenic Technician II 29.03
30061 - Drafter/CAD Operator I 17.33
30062 - Drafter/CAD Operator II 21.58
30063 - Drafter/CAD Operator III 22.11
30064 - Drafter/CAD Operator IV 26.60
30081 - Engineering Technician I 15.65
30082 - Engineering Technician II 17.86
30083 - Engineering Technician III 20.62
30084 - Engineering Technician IV 24.34
30085 - Engineering Technician V 29.79
30086 - Engineering Technician VI 36.05
30090 - Environmental Technician 24.44
30095 - Evidence Control Specialist 23.73
30210 - Laboratory Technician 25.15
30221 - Latent Fingerprint Technician I 26.28
30222 - Latent Fingerprint Technician II 29.03
30240 - Mathematical Technician 24.03
30361 - Paralegal/Legal Assistant I 17.68
30362 - Paralegal/Legal Assistant II 21.90
30363 - Paralegal/Legal Assistant III 26.79
30364 - Paralegal/Legal Assistant IV 32.41
30375 - Petroleum Supply Specialist 29.03
30390 - Photo-Optics Technician 24.03
30395 - Radiation Control Technician 29.03
30461 - Technical Writer I 24.27
30462 - Technical Writer II 29.69
30463 - Technical Writer III 35.92
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.60
30502 - Weather Forecaster II 32.35
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.11
30621 - Weather Observer Senior (see 2) 24.03
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 17.58
31030 - Bus Driver 21.01

31043 - Driver Courier	15.97
31260 - Parking and Lot Attendant	16.29
31290 - Shuttle Bus Driver	16.67
31310 - Taxi Driver	16.53
31361 - Truckdriver Light	16.67
31362 - Truckdriver Medium	17.50
31363 - Truckdriver Heavy	23.39
31364 - Truckdriver Tractor-Trailer	23.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.22
99050 - Desk Clerk	11.45
99095 - Embalmer	27.03
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.55
99252 - Laboratory Animal Caretaker II	16.49
99260 - Marketing Analyst	28.02
99310 - Mortician	27.03
99410 - Pest Controller	22.84
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.77
99711 - Recycling Specialist	22.61
99730 - Refuse Collector	19.84
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	19.84
99830 - Survey Party Chief	27.01
99831 - Surveying Aide	13.52
99832 - Surveying Technician	18.52
99840 - Vending Machine Attendant	19.06
99841 - Vending Machine Repairer	21.84
99842 - Vending Machine Repairer Helper	19.06

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4983
Revision No.: 13
Date Of Last Revision: 04/07/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Johnson Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.31
01012 - Accounting Clerk II		17.20
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		25.01
01035 - Court Reporter		20.39
01041 - Customer Service Representative I		14.03
01042 - Customer Service Representative II		15.30
01043 - Customer Service Representative III		17.18
01051 - Data Entry Operator I		15.11
01052 - Data Entry Operator II		16.52
01060 - Dispatcher Motor Vehicle		19.24
01070 - Document Preparation Clerk		16.55
01090 - Duplicating Machine Operator		16.55
01111 - General Clerk I		15.73
01112 - General Clerk II		17.16

01113 - General Clerk III 19.27
01120 - Housing Referral Assistant 20.86
01141 - Messenger Courier 12.15
01191 - Order Clerk I 14.63
01192 - Order Clerk II 16.55
01261 - Personnel Assistant (Employment) I 17.72
01262 - Personnel Assistant (Employment) II 19.82
01263 - Personnel Assistant (Employment) III 22.09
01270 - Production Control Clerk 23.16
01290 - Rental Clerk 11.50
01300 - Scheduler Maintenance 16.74
01311 - Secretary I 16.74
01312 - Secretary II 18.71
01313 - Secretary III 20.86
01320 - Service Order Dispatcher 17.19
01410 - Supply Technician 25.01
01420 - Survey Worker 18.71
01460 - Switchboard Operator/Receptionist 14.08
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 14.90
01612 - Word Processor II 16.74
01613 - Word Processor III 18.71
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.08
05010 - Automotive Electrician 21.84
05040 - Automotive Glass Installer 20.82
05070 - Automotive Worker 20.82
05110 - Mobile Equipment Servicer 18.34
05130 - Motor Equipment Metal Mechanic 22.75
05160 - Motor Equipment Metal Worker 20.82
05190 - Motor Vehicle Mechanic 22.75
05220 - Motor Vehicle Mechanic Helper 17.29
05250 - Motor Vehicle Upholstery Worker 19.52
05280 - Motor Vehicle Wrecker 20.82
05310 - Painter Automotive 21.84
05340 - Radiator Repair Specialist 20.82
05370 - Tire Repairer 17.97
05400 - Transmission Repair Specialist 22.75
07000 - Food Preparation And Service Occupations
07010 - Baker 15.48
07041 - Cook I 14.80
07042 - Cook II 16.80
07070 - Dishwasher 10.86
07130 - Food Service Worker 13.80
07210 - Meat Cutter 14.01
07260 - Waiter/Waitress 9.58
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.78

09040 - Furniture Handler 17.88
09080 - Furniture Refinisher 25.78
09090 - Furniture Refinisher Helper 20.42
09110 - Furniture Repairer Minor 23.05
09130 - Upholsterer 25.78
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.94
11060 - Elevator Operator 14.94
11090 - Gardener 18.56
11122 - Housekeeping Aide 15.92
11150 - Janitor 15.92
11210 - Laborer Grounds Maintenance 15.33
11240 - Maid or Houseman 11.78
11260 - Pruner 14.25
11270 - Tractor Operator 17.50
11330 - Trail Maintenance Worker 15.33
11360 - Window Cleaner 17.12
12000 - Health Occupations
12010 - Ambulance Driver 20.65
12011 - Breath Alcohol Technician 20.63
12012 - Certified Occupational Therapist Assistant 28.30
12015 - Certified Physical Therapist Assistant 26.93
12020 - Dental Assistant 19.87
12025 - Dental Hygienist 35.67
12030 - EKG Technician 31.26
12035 - Electroneurodiagnostic Technologist 31.26
12040 - Emergency Medical Technician 20.65
12071 - Licensed Practical Nurse I 18.45
12072 - Licensed Practical Nurse II 20.63
12073 - Licensed Practical Nurse III 22.99
12100 - Medical Assistant 19.82
12130 - Medical Laboratory Technician 22.89
12160 - Medical Record Clerk 22.88
12190 - Medical Record Technician 26.44
12195 - Medical Transcriptionist 18.45
12210 - Nuclear Medicine Technologist 45.33
12221 - Nursing Assistant I 12.18
12222 - Nursing Assistant II 13.68
12223 - Nursing Assistant III 14.93
12224 - Nursing Assistant IV 16.77
12235 - Optical Dispenser 16.64
12236 - Optical Technician 18.45
12250 - Pharmacy Technician 17.84
12280 - Phlebotomist 15.20
12305 - Radiologic Technologist 26.83
12311 - Registered Nurse I 21.66
12312 - Registered Nurse II 26.51
12313 - Registered Nurse II Specialist 26.51
12314 - Registered Nurse III 32.08
12315 - Registered Nurse III Anesthetist 32.08

12316 - Registered Nurse IV		38.42
12317 - Scheduler (Drug and Alcohol Testing)		25.57
12320 - Substance Abuse Treatment Counselor		25.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.12
13012 - Exhibits Specialist II		27.40
13013 - Exhibits Specialist III		33.52
13041 - Illustrator I		22.12
13042 - Illustrator II		27.40
13043 - Illustrator III		33.52
13047 - Librarian		30.35
13050 - Library Aide/Clerk		13.12
13054 - Library Information Technology Systems Administrator		27.40
13058 - Library Technician		23.61
13061 - Media Specialist I		19.77
13062 - Media Specialist II		22.12
13063 - Media Specialist III		24.65
13071 - Photographer I		19.77
13072 - Photographer II		22.12
13073 - Photographer III		27.40
13074 - Photographer IV		33.52
13075 - Photographer V		40.55
13090 - Technical Order Library Clerk		16.48
13110 - Video Teleconference Technician		19.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.35
14042 - Computer Operator II		18.28
14043 - Computer Operator III		22.29
14044 - Computer Operator IV		24.78
14045 - Computer Operator V		27.44
14071 - Computer Programmer I	(see 1)	20.67
14072 - Computer Programmer II	(see 1)	25.59
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.53
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.35
14160 - Personal Computer Support Technician		24.78
14170 - System Support Specialist		27.44
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.53
15020 - Aircrew Training Devices Instructor (Rated)		33.31
15030 - Air Crew Training Devices Instructor (Pilot)		39.12
15050 - Computer Based Training Specialist / Instructor		27.53
15060 - Educational Technologist		35.96
15070 - Flight Instructor (Pilot)		39.12
15080 - Graphic Artist		25.73
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.12

15086 - Maintenance Test Pilot Rotary Wing 39.12
15088 - Non-Maintenance Test/Co-Pilot 39.12
15090 - Technical Instructor 23.33
15095 - Technical Instructor/Course Developer 28.54
15110 - Test Proctor 18.83
15120 - Tutor 18.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.31
16030 - Counter Attendant 15.31
16040 - Dry Cleaner 17.50
16070 - Finisher Flatwork Machine 15.31
16090 - Presser Hand 15.31
16110 - Presser Machine Drycleaning 15.31
16130 - Presser Machine Shirts 15.31
16160 - Presser Machine Wearing Apparel Laundry 15.31
16190 - Sewing Machine Operator 18.23
16220 - Tailor 18.96
16250 - Washer Machine 16.04
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.78
19040 - Tool And Die Maker 29.70
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.41
21030 - Material Coordinator 23.16
21040 - Material Expediter 23.16
21050 - Material Handling Laborer 15.82
21071 - Order Filler 14.29
21080 - Production Line Worker (Food Processing) 18.41
21110 - Shipping Packer 19.26
21130 - Shipping/Receiving Clerk 19.26
21140 - Store Worker I 16.23
21150 - Stock Clerk 20.25
21210 - Tools And Parts Attendant 18.41
21410 - Warehouse Specialist 18.41
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.93
23019 - Aircraft Logs and Records Technician 23.05
23021 - Aircraft Mechanic I 26.86
23022 - Aircraft Mechanic II 27.93
23023 - Aircraft Mechanic III 28.74
23040 - Aircraft Mechanic Helper 20.42
23050 - Aircraft Painter 25.78
23060 - Aircraft Servicer 23.05
23070 - Aircraft Survival Flight Equipment Technician 25.78
23080 - Aircraft Worker 24.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.86
23110 - Appliance Mechanic 25.78

23120 - Bicycle Repairer	21.66
23125 - Cable Splicer	39.01
23130 - Carpenter Maintenance	22.43
23140 - Carpet Layer	24.58
23160 - Electrician Maintenance	26.84
23181 - Electronics Technician Maintenance I	24.58
23182 - Electronics Technician Maintenance II	25.78
23183 - Electronics Technician Maintenance III	26.86
23260 - Fabric Worker	23.05
23290 - Fire Alarm System Mechanic	26.86
23310 - Fire Extinguisher Repairer	21.66
23311 - Fuel Distribution System Mechanic	26.86
23312 - Fuel Distribution System Operator	21.66
23370 - General Maintenance Worker	22.13
23380 - Ground Support Equipment Mechanic	26.86
23381 - Ground Support Equipment Servicer	23.05
23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	21.66
23392 - Gunsmith II	24.58
23393 - Gunsmith III	26.86
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.76
23430 - Heavy Equipment Mechanic	29.50
23440 - Heavy Equipment Operator	24.88
23460 - Instrument Mechanic	26.86
23465 - Laboratory/Shelter Mechanic	25.78
23470 - Laborer	14.15
23510 - Locksmith	25.78
23530 - Machinery Maintenance Mechanic	26.87
23550 - Machinist Maintenance	26.86
23580 - Maintenance Trades Helper	20.17
23591 - Metrology Technician I	26.86
23592 - Metrology Technician II	27.93
23593 - Metrology Technician III	28.74
23640 - Millwright	26.86
23710 - Office Appliance Repairer	25.78
23760 - Painter Maintenance	18.94
23790 - Pipefitter Maintenance	28.45
23810 - Plumber Maintenance	27.32
23820 - Pneudraulic Systems Mechanic	26.86
23850 - Rigger	26.86
23870 - Scale Mechanic	24.58
23890 - Sheet-Metal Worker Maintenance	23.33
23910 - Small Engine Mechanic	24.58
23931 - Telecommunications Mechanic I	28.83
23932 - Telecommunications Mechanic II	29.98
23950 - Telephone Lineman	26.86
23960 - Welder Combination Maintenance	20.37

23965 - Well Driller	26.86
23970 - Woodcraft Worker	26.86
23980 - Woodworker	21.66
24000 - Personal Needs Occupations	
24550 - Case Manager	18.80
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.11
24610 - Chore Aide	12.62
24620 - Family Readiness And Support Services Coordinator	18.80
24630 - Homemaker	18.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.30
25040 - Sewage Plant Operator	26.42
25070 - Stationary Engineer	29.30
25190 - Ventilation Equipment Tender	22.35
25210 - Water Treatment Plant Operator	26.42
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.31
27007 - Baggage Inspector	14.56
27008 - Corrections Officer	27.71
27010 - Court Security Officer	25.48
27030 - Detection Dog Handler	18.39
27040 - Detention Officer	27.71
27070 - Firefighter	24.86
27101 - Guard I	14.56
27102 - Guard II	18.39
27131 - Police Officer I	27.51
27132 - Police Officer II	30.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.99
28042 - Carnival Equipment Repairer	13.78
28043 - Carnival Worker	10.58
28210 - Gate Attendant/Gate Tender	16.33
28310 - Lifeguard	11.38
28350 - Park Attendant (Aide)	18.27
28510 - Recreation Aide/Health Facility Attendant	13.33
28515 - Recreation Specialist	22.63
28630 - Sports Official	14.54
28690 - Swimming Pool Operator	15.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.23
29020 - Hatch Tender	27.23
29030 - Line Handler	27.23
29041 - Stevedore I	25.53
29042 - Stevedore II	28.56
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		17.91
30022 - Archeological Technician II		21.58
30023 - Archeological Technician III		24.81
30030 - Cartographic Technician		24.81
30040 - Civil Engineering Technician		27.86
30051 - Cryogenic Technician I		27.48
30052 - Cryogenic Technician II		30.35
30061 - Drafter/CAD Operator I		17.91
30062 - Drafter/CAD Operator II		21.58
30063 - Drafter/CAD Operator III		22.32
30064 - Drafter/CAD Operator IV		27.48
30081 - Engineering Technician I		15.65
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		20.62
30084 - Engineering Technician IV		24.34
30085 - Engineering Technician V		29.79
30086 - Engineering Technician VI		36.05
30090 - Environmental Technician		24.96
30095 - Evidence Control Specialist		24.81
30210 - Laboratory Technician		25.15
30221 - Latent Fingerprint Technician I		27.48
30222 - Latent Fingerprint Technician II		30.35
30240 - Mathematical Technician		24.81
30361 - Paralegal/Legal Assistant I		19.72
30362 - Paralegal/Legal Assistant II		24.43
30363 - Paralegal/Legal Assistant III		29.88
30364 - Paralegal/Legal Assistant IV		36.16
30375 - Petroleum Supply Specialist		30.35
30390 - Photo-Optics Technician		24.81
30395 - Radiation Control Technician		30.35
30461 - Technical Writer I		24.81
30462 - Technical Writer II		30.35
30463 - Technical Writer III		36.73
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		27.48
30502 - Weather Forecaster II		33.43
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.32
30621 - Weather Observer Senior	(see 2)	24.81
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		16.68
31030 - Bus Driver		20.92
31043 - Driver Courier		14.78
31260 - Parking and Lot Attendant		14.78
31290 - Shuttle Bus Driver		17.23

31310 - Taxi Driver	15.47
31361 - Truckdriver Light	15.66
31362 - Truckdriver Medium	16.60
31363 - Truckdriver Heavy	22.24
31364 - Truckdriver Tractor-Trailer	22.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.59
99050 - Desk Clerk	12.21
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	14.89
99252 - Laboratory Animal Caretaker II	15.79
99260 - Marketing Analyst	25.12
99310 - Mortician	25.60
99410 - Pest Controller	24.37
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.81
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	18.42
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	17.58
99830 - Survey Party Chief	24.64
99831 - Surveying Aide	12.33
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	21.59
99841 - Vending Machine Repairer	25.30
99842 - Vending Machine Repairer Helper	21.59

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4984
Revision No.: 12
Date Of Last Revision: 06/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Johnson Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.13
01012 - Accounting Clerk II		16.98
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		25.01
01035 - Court Reporter		20.39
01041 - Customer Service Representative I		13.52
01042 - Customer Service Representative II		15.21
01043 - Customer Service Representative III		16.59
01051 - Data Entry Operator I		15.11
01052 - Data Entry Operator II		16.52
01060 - Dispatcher Motor Vehicle		17.49
01070 - Document Preparation Clerk		16.55

01090 - Duplicating Machine Operator 16.55
01111 - General Clerk I 15.73
01112 - General Clerk II 17.16
01113 - General Clerk III 19.27
01120 - Housing Referral Assistant 20.15
01141 - Messenger Courier 12.10
01191 - Order Clerk I 14.63
01192 - Order Clerk II 16.55
01261 - Personnel Assistant (Employment) I 17.23
01262 - Personnel Assistant (Employment) II 19.29
01263 - Personnel Assistant (Employment) III 21.50
01270 - Production Control Clerk 23.16
01290 - Rental Clerk 11.05
01300 - Scheduler Maintenance 16.20
01311 - Secretary I 16.20
01312 - Secretary II 18.14
01313 - Secretary III 20.15
01320 - Service Order Dispatcher 15.63
01410 - Supply Technician 25.01
01420 - Survey Worker 18.14
01460 - Switchboard Operator/Receptionist 14.08
01531 - Travel Clerk I 13.74
01532 - Travel Clerk II 14.86
01533 - Travel Clerk III 16.08
01611 - Word Processor I 14.44
01612 - Word Processor II 16.20
01613 - Word Processor III 18.14
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.80
05010 - Automotive Electrician 21.81
05040 - Automotive Glass Installer 20.79
05070 - Automotive Worker 20.79
05110 - Mobile Equipment Servicer 18.32
05130 - Motor Equipment Metal Mechanic 22.71
05160 - Motor Equipment Metal Worker 20.79
05190 - Motor Vehicle Mechanic 22.71
05220 - Motor Vehicle Mechanic Helper 17.26
05250 - Motor Vehicle Upholstery Worker 19.49
05280 - Motor Vehicle Wrecker 20.79
05310 - Painter Automotive 21.81
05340 - Radiator Repair Specialist 20.79
05370 - Tire Repairer 17.28
05400 - Transmission Repair Specialist 22.71
07000 - Food Preparation And Service Occupations
07010 - Baker 14.51
07041 - Cook I 14.63
07042 - Cook II 16.60
07070 - Dishwasher 10.64
07130 - Food Service Worker 12.57
07210 - Meat Cutter 14.01

07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.47
09040 - Furniture Handler	17.67
09080 - Furniture Refinisher	25.47
09090 - Furniture Refinisher Helper	20.17
09110 - Furniture Repairer Minor	22.76
09130 - Upholsterer	25.47
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.33
11060 - Elevator Operator	14.33
11090 - Gardener	17.54
11122 - Housekeeping Aide	15.81
11150 - Janitor	15.81
11210 - Laborer Grounds Maintenance	14.48
11240 - Maid or Houseman	11.50
11260 - Pruner	13.46
11270 - Tractor Operator	16.53
11330 - Trail Maintenance Worker	14.48
11360 - Window Cleaner	17.01
12000 - Health Occupations	
12010 - Ambulance Driver	20.65
12011 - Breath Alcohol Technician	19.97
12012 - Certified Occupational Therapist Assistant	27.39
12015 - Certified Physical Therapist Assistant	26.93
12020 - Dental Assistant	19.23
12025 - Dental Hygienist	35.66
12030 - EKG Technician	30.26
12035 - Electroneurodiagnostic Technologist	30.26
12040 - Emergency Medical Technician	20.65
12071 - Licensed Practical Nurse I	17.84
12072 - Licensed Practical Nurse II	19.97
12073 - Licensed Practical Nurse III	22.26
12100 - Medical Assistant	19.82
12130 - Medical Laboratory Technician	21.75
12160 - Medical Record Clerk	20.80
12190 - Medical Record Technician	24.04
12195 - Medical Transcriptionist	17.84
12210 - Nuclear Medicine Technologist	43.88
12221 - Nursing Assistant I	11.47
12222 - Nursing Assistant II	12.91
12223 - Nursing Assistant III	14.08
12224 - Nursing Assistant IV	15.80
12235 - Optical Dispenser	16.64
12236 - Optical Technician	17.84
12250 - Pharmacy Technician	17.84
12280 - Phlebotomist	15.20
12305 - Radiologic Technologist	26.83
12311 - Registered Nurse I	21.66
12312 - Registered Nurse II	26.51

12313 - Registered Nurse II Specialist		26.51
12314 - Registered Nurse III		32.08
12315 - Registered Nurse III Anesthetist		32.08
12316 - Registered Nurse IV		38.42
12317 - Scheduler (Drug and Alcohol Testing)		24.73
12320 - Substance Abuse Treatment Counselor		25.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.12
13012 - Exhibits Specialist II		27.40
13013 - Exhibits Specialist III		33.52
13041 - Illustrator I		22.12
13042 - Illustrator II		27.40
13043 - Illustrator III		33.52
13047 - Librarian		30.35
13050 - Library Aide/Clerk		12.72
13054 - Library Information Technology Systems Administrator		27.40
13058 - Library Technician		21.46
13061 - Media Specialist I		19.77
13062 - Media Specialist II		22.12
13063 - Media Specialist III		24.65
13071 - Photographer I		19.77
13072 - Photographer II		22.12
13073 - Photographer III		27.40
13074 - Photographer IV		33.52
13075 - Photographer V		40.55
13090 - Technical Order Library Clerk		15.98
13110 - Video Teleconference Technician		19.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.86
14042 - Computer Operator II		16.62
14043 - Computer Operator III		20.50
14044 - Computer Operator IV		22.78
14045 - Computer Operator V		25.23
14071 - Computer Programmer I	(see 1)	20.67
14072 - Computer Programmer II	(see 1)	25.59
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.53
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.86
14160 - Personal Computer Support Technician		22.78
14170 - System Support Specialist		27.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.53
15020 - Aircrew Training Devices Instructor (Rated)		33.31
15030 - Air Crew Training Devices Instructor (Pilot)		39.12
15050 - Computer Based Training Specialist / Instructor		27.53
15060 - Educational Technologist		34.06

15070 - Flight Instructor (Pilot) 39.12
15080 - Graphic Artist 23.39
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.12
15086 - Maintenance Test Pilot Rotary Wing 39.12
15088 - Non-Maintenance Test/Co-Pilot 39.12
15090 - Technical Instructor 22.14
15095 - Technical Instructor/Course Developer 27.09
15110 - Test Proctor 17.88
15120 - Tutor 17.88
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.47
19040 - Tool And Die Maker 29.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.89
21030 - Material Coordinator 23.16
21040 - Material Expediter 23.16
21050 - Material Handling Laborer 15.82
21071 - Order Filler 13.78
21080 - Production Line Worker (Food Processing) 17.89
21110 - Shipping Packer 17.51
21130 - Shipping/Receiving Clerk 17.51
21140 - Store Worker I 16.06
21150 - Stock Clerk 20.04
21210 - Tools And Parts Attendant 17.89
21410 - Warehouse Specialist 17.89
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.59
23019 - Aircraft Logs and Records Technician 22.76
23021 - Aircraft Mechanic I 26.53
23022 - Aircraft Mechanic II 27.59
23023 - Aircraft Mechanic III 28.39
23040 - Aircraft Mechanic Helper 20.17
23050 - Aircraft Painter 25.47
23060 - Aircraft Servicer 22.76
23070 - Aircraft Survival Flight Equipment Technician 25.47
23080 - Aircraft Worker 24.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.28

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.53
23110 - Appliance Mechanic 25.47
23120 - Bicycle Repairer 21.39
23125 - Cable Splicer 35.86
23130 - Carpenter Maintenance 22.43
23140 - Carpet Layer 24.28
23160 - Electrician Maintenance 26.72
23181 - Electronics Technician Maintenance I 24.28
23182 - Electronics Technician Maintenance II 25.47
23183 - Electronics Technician Maintenance III 26.53
23260 - Fabric Worker 22.76
23290 - Fire Alarm System Mechanic 26.53
23310 - Fire Extinguisher Repairer 21.39
23311 - Fuel Distribution System Mechanic 26.53
23312 - Fuel Distribution System Operator 21.39
23370 - General Maintenance Worker 21.83
23380 - Ground Support Equipment Mechanic 26.53
23381 - Ground Support Equipment Servicer 22.76
23382 - Ground Support Equipment Worker 24.28
23391 - Gunsmith I 21.39
23392 - Gunsmith II 24.28
23393 - Gunsmith III 26.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.76
23430 - Heavy Equipment Mechanic 29.47
23440 - Heavy Equipment Operator 22.62
23460 - Instrument Mechanic 26.53
23465 - Laboratory/Shelter Mechanic 25.47
23470 - Laborer 13.52
23510 - Locksmith 25.47
23530 - Machinery Maintenance Mechanic 26.87
23550 - Machinist Maintenance 26.13
23580 - Maintenance Trades Helper 20.17
23591 - Metrology Technician I 26.53
23592 - Metrology Technician II 27.59
23593 - Metrology Technician III 28.39
23640 - Millwright 26.53
23710 - Office Appliance Repairer 25.47
23760 - Painter Maintenance 18.94
23790 - Pipefitter Maintenance 28.45
23810 - Plumber Maintenance 27.32
23820 - Pneudraulic Systems Mechanic 26.53
23850 - Rigger 26.53
23870 - Scale Mechanic 24.28
23890 - Sheet-Metal Worker Maintenance 23.08
23910 - Small Engine Mechanic 24.28
23931 - Telecommunications Mechanic I 28.83

23932 - Telecommunications Mechanic II 29.98
23950 - Telephone Lineman 26.53
23960 - Welder Combination Maintenance 20.27
23965 - Well Driller 26.53
23970 - Woodcraft Worker 26.53
23980 - Woodworker 21.39
24000 - Personal Needs Occupations
24550 - Case Manager 17.71
24570 - Child Care Attendant 10.51
24580 - Child Care Center Clerk 13.11
24610 - Chore Aide 12.22
24620 - Family Readiness And Support Services Coordinator 17.71
24630 - Homemaker 17.71
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.30
25040 - Sewage Plant Operator 26.21
25070 - Stationary Engineer 29.30
25190 - Ventilation Equipment Tender 22.35
25210 - Water Treatment Plant Operator 26.21
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.31
27007 - Baggage Inspector 14.56
27008 - Corrections Officer 27.71
27010 - Court Security Officer 25.48
27030 - Detection Dog Handler 18.39
27040 - Detention Officer 27.71
27070 - Firefighter 24.86
27101 - Guard I 14.56
27102 - Guard II 18.39
27131 - Police Officer I 27.27
27132 - Police Officer II 30.30
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.99
28042 - Carnival Equipment Repairer 13.78
28043 - Carnival Worker 10.58
28210 - Gate Attendant/Gate Tender 16.33
28310 - Lifeguard 11.38
28350 - Park Attendant (Aide) 18.27
28510 - Recreation Aide/Health Facility Attendant 13.33
28515 - Recreation Specialist 22.63
28630 - Sports Official 14.54
28690 - Swimming Pool Operator 15.65
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.73
29020 - Hatch Tender 25.73
29030 - Line Handler 25.73
29041 - Stevedore I 24.12
29042 - Stevedore II 26.90
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.76
30022 - Archeological Technician II 21.58
30023 - Archeological Technician III 24.61
30030 - Cartographic Technician 24.61
30040 - Civil Engineering Technician 25.33
30051 - Cryogenic Technician I 27.26
30052 - Cryogenic Technician II 30.11
30061 - Drafter/CAD Operator I 17.76
30062 - Drafter/CAD Operator II 21.58
30063 - Drafter/CAD Operator III 22.15
30064 - Drafter/CAD Operator IV 27.26
30081 - Engineering Technician I 15.65
30082 - Engineering Technician II 17.86
30083 - Engineering Technician III 20.62
30084 - Engineering Technician IV 24.34
30085 - Engineering Technician V 29.79
30086 - Engineering Technician VI 36.05
30090 - Environmental Technician 24.96
30095 - Evidence Control Specialist 24.61
30210 - Laboratory Technician 25.15
30221 - Latent Fingerprint Technician I 27.26
30222 - Latent Fingerprint Technician II 30.11
30240 - Mathematical Technician 24.61
30361 - Paralegal/Legal Assistant I 18.49
30362 - Paralegal/Legal Assistant II 22.90
30363 - Paralegal/Legal Assistant III 28.02
30364 - Paralegal/Legal Assistant IV 33.90
30375 - Petroleum Supply Specialist 30.11
30390 - Photo-Optics Technician 24.61
30395 - Radiation Control Technician 30.11
30461 - Technical Writer I 23.89
30462 - Technical Writer II 29.23
30463 - Technical Writer III 35.35
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.26
30502 - Weather Forecaster II 33.16
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.15
30621 - Weather Observer Senior (see 2) 24.61
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.68
31030 - Bus Driver 20.92

31043 - Driver Courier	14.78
31260 - Parking and Lot Attendant	13.71
31290 - Shuttle Bus Driver	15.66
31310 - Taxi Driver	14.06
31361 - Truckdriver Light	15.66
31362 - Truckdriver Medium	16.60
31363 - Truckdriver Heavy	21.96
31364 - Truckdriver Tractor-Trailer	21.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.31
99050 - Desk Clerk	11.20
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.81
99252 - Laboratory Animal Caretaker II	14.65
99260 - Marketing Analyst	25.12
99310 - Mortician	25.35
99410 - Pest Controller	24.12
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.16
99711 - Recycling Specialist	21.87
99730 - Refuse Collector	17.81
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	17.40
99830 - Survey Party Chief	24.55
99831 - Surveying Aide	12.29
99832 - Surveying Technician	16.84
99840 - Vending Machine Attendant	20.96
99841 - Vending Machine Repairer	23.00
99842 - Vending Machine Repairer Helper	20.96

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4985
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Black Hawk Bremer Grundy

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.99
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		24.13
01035 - Court Reporter		20.39
01041 - Customer Service Representative I		13.33
01042 - Customer Service Representative II		14.99
01043 - Customer Service Representative III		16.35
01051 - Data Entry Operator I		13.86
01052 - Data Entry Operator II		16.02
01060 - Dispatcher Motor Vehicle		20.05
01070 - Document Preparation Clerk		14.86
01090 - Duplicating Machine Operator		14.86
01111 - General Clerk I		13.36
01112 - General Clerk II		14.58

01113 - General Clerk III 16.36
01120 - Housing Referral Assistant 20.81
01141 - Messenger Courier 13.38
01191 - Order Clerk I 14.55
01192 - Order Clerk II 15.87
01261 - Personnel Assistant (Employment) I 16.57
01262 - Personnel Assistant (Employment) II 18.54
01263 - Personnel Assistant (Employment) III 20.67
01270 - Production Control Clerk 24.51
01290 - Rental Clerk 10.87
01300 - Scheduler Maintenance 16.68
01311 - Secretary I 16.68
01312 - Secretary II 18.67
01313 - Secretary III 20.81
01320 - Service Order Dispatcher 17.92
01410 - Supply Technician 24.13
01420 - Survey Worker 16.17
01460 - Switchboard Operator/Receptionist 14.54
01531 - Travel Clerk I 16.26
01532 - Travel Clerk II 17.58
01533 - Travel Clerk III 19.02
01611 - Word Processor I 14.86
01612 - Word Processor II 16.68
01613 - Word Processor III 18.67
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.80
05010 - Automotive Electrician 19.50
05040 - Automotive Glass Installer 18.65
05070 - Automotive Worker 18.65
05110 - Mobile Equipment Servicer 16.94
05130 - Motor Equipment Metal Mechanic 20.31
05160 - Motor Equipment Metal Worker 18.65
05190 - Motor Vehicle Mechanic 20.31
05220 - Motor Vehicle Mechanic Helper 16.40
05250 - Motor Vehicle Upholstery Worker 17.49
05280 - Motor Vehicle Wrecker 18.65
05310 - Painter Automotive 19.50
05340 - Radiator Repair Specialist 18.65
05370 - Tire Repairer 18.11
05400 - Transmission Repair Specialist 20.31
07000 - Food Preparation And Service Occupations
07010 - Baker 12.33
07041 - Cook I 13.47
07042 - Cook II 15.29
07070 - Dishwasher 9.83
07130 - Food Service Worker 11.66
07210 - Meat Cutter 14.01
07260 - Waiter/Waitress 9.07
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.76

09040 - Furniture Handler 15.32
09080 - Furniture Refinisher 20.24
09090 - Furniture Refinisher Helper 16.46
09110 - Furniture Repairer Minor 18.49
09130 - Upholsterer 20.24
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.91
11060 - Elevator Operator 13.97
11090 - Gardener 16.53
11122 - Housekeeping Aide 13.97
11150 - Janitor 13.97
11210 - Laborer Grounds Maintenance 13.65
11240 - Maid or Houseman 11.32
11260 - Pruner 12.68
11270 - Tractor Operator 15.59
11330 - Trail Maintenance Worker 13.65
11360 - Window Cleaner 15.04
12000 - Health Occupations
12010 - Ambulance Driver 17.81
12011 - Breath Alcohol Technician 18.68
12012 - Certified Occupational Therapist Assistant 26.22
12015 - Certified Physical Therapist Assistant 25.73
12020 - Dental Assistant 18.14
12025 - Dental Hygienist 34.38
12030 - EKG Technician 25.22
12035 - Electroneurodiagnostic Technologist 25.22
12040 - Emergency Medical Technician 17.81
12071 - Licensed Practical Nurse I 16.69
12072 - Licensed Practical Nurse II 18.68
12073 - Licensed Practical Nurse III 20.82
12100 - Medical Assistant 15.52
12130 - Medical Laboratory Technician 21.75
12160 - Medical Record Clerk 17.67
12190 - Medical Record Technician 19.77
12195 - Medical Transcriptionist 15.90
12210 - Nuclear Medicine Technologist 41.04
12221 - Nursing Assistant I 11.56
12222 - Nursing Assistant II 13.00
12223 - Nursing Assistant III 14.18
12224 - Nursing Assistant IV 15.92
12235 - Optical Dispenser 17.30
12236 - Optical Technician 16.69
12250 - Pharmacy Technician 16.23
12280 - Phlebotomist 14.69
12305 - Radiologic Technologist 26.05
12311 - Registered Nurse I 22.78
12312 - Registered Nurse II 27.87
12313 - Registered Nurse II Specialist 27.87
12314 - Registered Nurse III 33.72
12315 - Registered Nurse III Anesthetist 33.72

12316 - Registered Nurse IV		40.41
12317 - Scheduler (Drug and Alcohol Testing)		23.13
12320 - Substance Abuse Treatment Counselor		25.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.88
13012 - Exhibits Specialist II		24.61
13013 - Exhibits Specialist III		30.11
13041 - Illustrator I		19.88
13042 - Illustrator II		24.61
13043 - Illustrator III		30.11
13047 - Librarian		27.26
13050 - Library Aide/Clerk		11.52
13054 - Library Information Technology Systems Administrator		24.61
13058 - Library Technician		16.35
13061 - Media Specialist I		17.77
13062 - Media Specialist II		19.88
13063 - Media Specialist III		22.14
13071 - Photographer I		16.19
13072 - Photographer II		19.43
13073 - Photographer III		23.03
13074 - Photographer IV		28.61
13075 - Photographer V		34.02
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		17.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.86
14042 - Computer Operator II		16.62
14043 - Computer Operator III		20.85
14044 - Computer Operator IV		23.19
14045 - Computer Operator V		25.66
14071 - Computer Programmer I	(see 1)	20.67
14072 - Computer Programmer II	(see 1)	25.59
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.86
14160 - Personal Computer Support Technician		23.19
14170 - System Support Specialist		25.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.56
15020 - Aircrew Training Devices Instructor (Rated)		34.56
15030 - Air Crew Training Devices Instructor (Pilot)		41.43
15050 - Computer Based Training Specialist / Instructor		28.56
15060 - Educational Technologist		38.94
15070 - Flight Instructor (Pilot)		41.43
15080 - Graphic Artist		20.34
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.43

15086 - Maintenance Test Pilot Rotary Wing 41.43
15088 - Non-Maintenance Test/Co-Pilot 41.43
15090 - Technical Instructor 18.70
15095 - Technical Instructor/Course Developer 22.98
15110 - Test Proctor 15.09
15120 - Tutor 15.09
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.14
19040 - Tool And Die Maker 25.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.69
21030 - Material Coordinator 24.51
21040 - Material Expediter 24.51
21050 - Material Handling Laborer 17.79
21071 - Order Filler 13.69
21080 - Production Line Worker (Food Processing) 17.69
21110 - Shipping Packer 17.16
21130 - Shipping/Receiving Clerk 16.77
21140 - Store Worker I 16.06
21150 - Stock Clerk 20.04
21210 - Tools And Parts Attendant 17.69
21410 - Warehouse Specialist 17.69
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.76
23019 - Aircraft Logs and Records Technician 21.33
23021 - Aircraft Mechanic I 24.77
23022 - Aircraft Mechanic II 25.76
23023 - Aircraft Mechanic III 26.51
23040 - Aircraft Mechanic Helper 18.90
23050 - Aircraft Painter 23.79
23060 - Aircraft Servicer 21.33
23070 - Aircraft Survival Flight Equipment Technician 23.79
23080 - Aircraft Worker 22.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.77
23110 - Appliance Mechanic 23.79

23120 - Bicycle Repairer	20.05
23125 - Cable Splicer	34.34
23130 - Carpenter Maintenance	21.17
23140 - Carpet Layer	22.75
23160 - Electrician Maintenance	25.46
23181 - Electronics Technician Maintenance I	26.01
23182 - Electronics Technician Maintenance II	27.20
23183 - Electronics Technician Maintenance III	28.32
23260 - Fabric Worker	21.33
23290 - Fire Alarm System Mechanic	24.77
23310 - Fire Extinguisher Repairer	20.05
23311 - Fuel Distribution System Mechanic	24.77
23312 - Fuel Distribution System Operator	20.05
23370 - General Maintenance Worker	20.89
23380 - Ground Support Equipment Mechanic	24.77
23381 - Ground Support Equipment Servicer	21.33
23382 - Ground Support Equipment Worker	22.75
23391 - Gunsmith I	20.05
23392 - Gunsmith II	22.75
23393 - Gunsmith III	24.77
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.88
23430 - Heavy Equipment Mechanic	28.60
23440 - Heavy Equipment Operator	26.51
23460 - Instrument Mechanic	24.77
23465 - Laboratory/Shelter Mechanic	23.79
23470 - Laborer	17.79
23510 - Locksmith	23.79
23530 - Machinery Maintenance Mechanic	25.61
23550 - Machinist Maintenance	20.56
23580 - Maintenance Trades Helper	17.77
23591 - Metrology Technician I	24.77
23592 - Metrology Technician II	25.76
23593 - Metrology Technician III	26.51
23640 - Millwright	24.77
23710 - Office Appliance Repairer	20.39
23760 - Painter Maintenance	21.94
23790 - Pipefitter Maintenance	25.63
23810 - Plumber Maintenance	23.65
23820 - Pneudraulic Systems Mechanic	24.77
23850 - Rigger	24.77
23870 - Scale Mechanic	22.75
23890 - Sheet-Metal Worker Maintenance	24.70
23910 - Small Engine Mechanic	21.80
23931 - Telecommunications Mechanic I	26.10
23932 - Telecommunications Mechanic II	27.13
23950 - Telephone Lineman	24.77
23960 - Welder Combination Maintenance	20.27

23965 - Well Driller	24.77
23970 - Woodcraft Worker	24.77
23980 - Woodworker	20.05
24000 - Personal Needs Occupations	
24550 - Case Manager	15.26
24570 - Child Care Attendant	9.63
24580 - Child Care Center Clerk	12.02
24610 - Chore Aide	12.41
24620 - Family Readiness And Support Services Coordinator	15.26
24630 - Homemaker	15.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.77
25040 - Sewage Plant Operator	23.76
25070 - Stationary Engineer	24.77
25190 - Ventilation Equipment Tender	18.90
25210 - Water Treatment Plant Operator	23.76
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.80
27007 - Baggage Inspector	12.19
27008 - Corrections Officer	19.60
27010 - Court Security Officer	19.83
27030 - Detection Dog Handler	14.39
27040 - Detention Officer	19.60
27070 - Firefighter	20.05
27101 - Guard I	12.19
27102 - Guard II	14.39
27131 - Police Officer I	25.96
27132 - Police Officer II	28.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.21
28042 - Carnival Equipment Repairer	11.90
28043 - Carnival Worker	9.13
28210 - Gate Attendant/Gate Tender	15.45
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	17.28
28510 - Recreation Aide/Health Facility Attendant	12.61
28515 - Recreation Specialist	21.41
28630 - Sports Official	13.76
28690 - Swimming Pool Operator	15.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.69
29020 - Hatch Tender	23.69
29030 - Line Handler	23.69
29041 - Stevedore I	22.21
29042 - Stevedore II	24.77
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		20.68
30022 - Archeological Technician II		23.14
30023 - Archeological Technician III		28.66
30030 - Cartographic Technician		28.66
30040 - Civil Engineering Technician		27.84
30051 - Cryogenic Technician I		30.77
30052 - Cryogenic Technician II		33.99
30061 - Drafter/CAD Operator I		20.68
30062 - Drafter/CAD Operator II		23.14
30063 - Drafter/CAD Operator III		25.79
30064 - Drafter/CAD Operator IV		31.75
30081 - Engineering Technician I		15.65
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		20.62
30084 - Engineering Technician IV		24.34
30085 - Engineering Technician V		29.79
30086 - Engineering Technician VI		36.05
30090 - Environmental Technician		28.66
30095 - Evidence Control Specialist		27.78
30210 - Laboratory Technician		25.79
30221 - Latent Fingerprint Technician I		30.77
30222 - Latent Fingerprint Technician II		33.99
30240 - Mathematical Technician		28.66
30361 - Paralegal/Legal Assistant I		19.03
30362 - Paralegal/Legal Assistant II		23.60
30363 - Paralegal/Legal Assistant III		28.86
30364 - Paralegal/Legal Assistant IV		34.93
30375 - Petroleum Supply Specialist		33.99
30390 - Photo-Optics Technician		28.66
30395 - Radiation Control Technician		33.99
30461 - Technical Writer I		27.14
30462 - Technical Writer II		33.21
30463 - Technical Writer III		40.18
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		31.75
30502 - Weather Forecaster II		38.61
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.79
30621 - Weather Observer Senior	(see 2)	28.66
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.30
31030 - Bus Driver		18.43
31043 - Driver Courier		14.45
31260 - Parking and Lot Attendant		13.30
31290 - Shuttle Bus Driver		15.33

31310 - Taxi Driver	12.42
31361 - Truckdriver Light	15.33
31362 - Truckdriver Medium	16.31
31363 - Truckdriver Heavy	19.87
31364 - Truckdriver Tractor-Trailer	19.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.13
99050 - Desk Clerk	9.64
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.82
99252 - Laboratory Animal Caretaker II	19.95
99260 - Marketing Analyst	23.61
99310 - Mortician	25.35
99410 - Pest Controller	21.62
99510 - Photofinishing Worker	12.95
99710 - Recycling Laborer	18.05
99711 - Recycling Specialist	20.60
99730 - Refuse Collector	16.76
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	17.40
99830 - Survey Party Chief	24.55
99831 - Surveying Aide	12.29
99832 - Surveying Technician	16.84
99840 - Vending Machine Attendant	17.03
99841 - Vending Machine Repairer	20.34
99842 - Vending Machine Repairer Helper	17.03

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4986
Revision No.: 13
Date Of Last Revision: 06/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Black Hawk Bremer Grundy

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.99
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		24.13
01035 - Court Reporter		20.39
01041 - Customer Service Representative I		13.33
01042 - Customer Service Representative II		14.99
01043 - Customer Service Representative III		16.35
01051 - Data Entry Operator I		13.86
01052 - Data Entry Operator II		16.02
01060 - Dispatcher Motor Vehicle		20.05
01070 - Document Preparation Clerk		14.86

01090 - Duplicating Machine Operator 14.86
01111 - General Clerk I 13.36
01112 - General Clerk II 14.58
01113 - General Clerk III 16.36
01120 - Housing Referral Assistant 20.81
01141 - Messenger Courier 13.38
01191 - Order Clerk I 14.55
01192 - Order Clerk II 15.87
01261 - Personnel Assistant (Employment) I 16.57
01262 - Personnel Assistant (Employment) II 18.54
01263 - Personnel Assistant (Employment) III 20.67
01270 - Production Control Clerk 24.51
01290 - Rental Clerk 10.87
01300 - Scheduler Maintenance 16.68
01311 - Secretary I 16.68
01312 - Secretary II 18.67
01313 - Secretary III 20.81
01320 - Service Order Dispatcher 17.92
01410 - Supply Technician 24.13
01420 - Survey Worker 16.17
01460 - Switchboard Operator/Receptionist 14.54
01531 - Travel Clerk I 16.26
01532 - Travel Clerk II 17.58
01533 - Travel Clerk III 19.02
01611 - Word Processor I 14.86
01612 - Word Processor II 16.68
01613 - Word Processor III 18.67
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.80
05010 - Automotive Electrician 19.50
05040 - Automotive Glass Installer 18.65
05070 - Automotive Worker 18.65
05110 - Mobile Equipment Servicer 16.94
05130 - Motor Equipment Metal Mechanic 20.31
05160 - Motor Equipment Metal Worker 18.65
05190 - Motor Vehicle Mechanic 20.31
05220 - Motor Vehicle Mechanic Helper 16.40
05250 - Motor Vehicle Upholstery Worker 17.49
05280 - Motor Vehicle Wrecker 18.65
05310 - Painter Automotive 19.50
05340 - Radiator Repair Specialist 18.65
05370 - Tire Repairer 18.11
05400 - Transmission Repair Specialist 20.31
07000 - Food Preparation And Service Occupations
07010 - Baker 12.33
07041 - Cook I 13.47
07042 - Cook II 15.29
07070 - Dishwasher 9.83
07130 - Food Service Worker 11.66
07210 - Meat Cutter 14.01

07260 - Waiter/Waitress	9.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	15.32
09080 - Furniture Refinisher	20.24
09090 - Furniture Refinisher Helper	16.46
09110 - Furniture Repairer Minor	18.49
09130 - Upholsterer	20.24
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.91
11060 - Elevator Operator	13.97
11090 - Gardener	16.53
11122 - Housekeeping Aide	13.97
11150 - Janitor	13.97
11210 - Laborer Grounds Maintenance	13.65
11240 - Maid or Houseman	11.32
11260 - Pruner	12.68
11270 - Tractor Operator	15.59
11330 - Trail Maintenance Worker	13.65
11360 - Window Cleaner	15.04
12000 - Health Occupations	
12010 - Ambulance Driver	17.81
12011 - Breath Alcohol Technician	18.68
12012 - Certified Occupational Therapist Assistant	26.22
12015 - Certified Physical Therapist Assistant	25.73
12020 - Dental Assistant	18.14
12025 - Dental Hygienist	34.38
12030 - EKG Technician	25.22
12035 - Electroneurodiagnostic Technologist	25.22
12040 - Emergency Medical Technician	17.81
12071 - Licensed Practical Nurse I	16.69
12072 - Licensed Practical Nurse II	18.68
12073 - Licensed Practical Nurse III	20.82
12100 - Medical Assistant	15.52
12130 - Medical Laboratory Technician	21.75
12160 - Medical Record Clerk	17.67
12190 - Medical Record Technician	19.77
12195 - Medical Transcriptionist	15.90
12210 - Nuclear Medicine Technologist	41.04
12221 - Nursing Assistant I	11.56
12222 - Nursing Assistant II	13.00
12223 - Nursing Assistant III	14.18
12224 - Nursing Assistant IV	15.92
12235 - Optical Dispenser	17.30
12236 - Optical Technician	16.69
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	14.69
12305 - Radiologic Technologist	26.05
12311 - Registered Nurse I	22.78
12312 - Registered Nurse II	27.87

12313 - Registered Nurse II Specialist		27.87
12314 - Registered Nurse III		33.72
12315 - Registered Nurse III Anesthetist		33.72
12316 - Registered Nurse IV		40.41
12317 - Scheduler (Drug and Alcohol Testing)		23.13
12320 - Substance Abuse Treatment Counselor		25.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.88
13012 - Exhibits Specialist II		24.61
13013 - Exhibits Specialist III		30.11
13041 - Illustrator I		19.88
13042 - Illustrator II		24.61
13043 - Illustrator III		30.11
13047 - Librarian		27.26
13050 - Library Aide/Clerk		11.52
13054 - Library Information Technology Systems Administrator		24.61
13058 - Library Technician		16.35
13061 - Media Specialist I		17.77
13062 - Media Specialist II		19.88
13063 - Media Specialist III		22.14
13071 - Photographer I		16.19
13072 - Photographer II		19.43
13073 - Photographer III		23.03
13074 - Photographer IV		28.61
13075 - Photographer V		34.02
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		17.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.86
14042 - Computer Operator II		16.62
14043 - Computer Operator III		20.85
14044 - Computer Operator IV		23.19
14045 - Computer Operator V		25.66
14071 - Computer Programmer I	(see 1)	20.67
14072 - Computer Programmer II	(see 1)	25.59
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.86
14160 - Personal Computer Support Technician		23.19
14170 - System Support Specialist		25.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.56
15020 - Aircrew Training Devices Instructor (Rated)		34.56
15030 - Air Crew Training Devices Instructor (Pilot)		41.43
15050 - Computer Based Training Specialist / Instructor		28.56
15060 - Educational Technologist		38.94

15070 - Flight Instructor (Pilot) 41.43
15080 - Graphic Artist 20.34
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.43
15086 - Maintenance Test Pilot Rotary Wing 41.43
15088 - Non-Maintenance Test/Co-Pilot 41.43
15090 - Technical Instructor 18.70
15095 - Technical Instructor/Course Developer 22.98
15110 - Test Proctor 15.09
15120 - Tutor 15.09
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.14
19040 - Tool And Die Maker 25.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.69
21030 - Material Coordinator 24.51
21040 - Material Expediter 24.51
21050 - Material Handling Laborer 17.79
21071 - Order Filler 13.69
21080 - Production Line Worker (Food Processing) 17.69
21110 - Shipping Packer 17.16
21130 - Shipping/Receiving Clerk 16.77
21140 - Store Worker I 16.06
21150 - Stock Clerk 20.04
21210 - Tools And Parts Attendant 17.69
21410 - Warehouse Specialist 17.69
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.76
23019 - Aircraft Logs and Records Technician 21.33
23021 - Aircraft Mechanic I 24.77
23022 - Aircraft Mechanic II 25.76
23023 - Aircraft Mechanic III 26.51
23040 - Aircraft Mechanic Helper 18.90
23050 - Aircraft Painter 23.79
23060 - Aircraft Servicer 21.33
23070 - Aircraft Survival Flight Equipment Technician 23.79
23080 - Aircraft Worker 22.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.75

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.77
23110 - Appliance Mechanic 23.79
23120 - Bicycle Repairer 20.05
23125 - Cable Splicer 34.34
23130 - Carpenter Maintenance 21.17
23140 - Carpet Layer 22.75
23160 - Electrician Maintenance 25.46
23181 - Electronics Technician Maintenance I 26.01
23182 - Electronics Technician Maintenance II 27.20
23183 - Electronics Technician Maintenance III 28.32
23260 - Fabric Worker 21.33
23290 - Fire Alarm System Mechanic 24.77
23310 - Fire Extinguisher Repairer 20.05
23311 - Fuel Distribution System Mechanic 24.77
23312 - Fuel Distribution System Operator 20.05
23370 - General Maintenance Worker 20.89
23380 - Ground Support Equipment Mechanic 24.77
23381 - Ground Support Equipment Servicer 21.33
23382 - Ground Support Equipment Worker 22.75
23391 - Gunsmith I 20.05
23392 - Gunsmith II 22.75
23393 - Gunsmith III 24.77
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.88
23430 - Heavy Equipment Mechanic 28.60
23440 - Heavy Equipment Operator 26.51
23460 - Instrument Mechanic 24.77
23465 - Laboratory/Shelter Mechanic 23.79
23470 - Laborer 17.79
23510 - Locksmith 23.79
23530 - Machinery Maintenance Mechanic 25.61
23550 - Machinist Maintenance 20.56
23580 - Maintenance Trades Helper 17.77
23591 - Metrology Technician I 24.77
23592 - Metrology Technician II 25.76
23593 - Metrology Technician III 26.51
23640 - Millwright 24.77
23710 - Office Appliance Repairer 20.39
23760 - Painter Maintenance 21.94
23790 - Pipefitter Maintenance 25.63
23810 - Plumber Maintenance 23.65
23820 - Pneudraulic Systems Mechanic 24.77
23850 - Rigger 24.77
23870 - Scale Mechanic 22.75
23890 - Sheet-Metal Worker Maintenance 24.70
23910 - Small Engine Mechanic 21.80
23931 - Telecommunications Mechanic I 26.10

23932 - Telecommunications Mechanic II 27.13
23950 - Telephone Lineman 24.77
23960 - Welder Combination Maintenance 20.27
23965 - Well Driller 24.77
23970 - Woodcraft Worker 24.77
23980 - Woodworker 20.05
24000 - Personal Needs Occupations
24550 - Case Manager 15.26
24570 - Child Care Attendant 9.63
24580 - Child Care Center Clerk 12.02
24610 - Chore Aide 12.41
24620 - Family Readiness And Support Services Coordinator 15.26
24630 - Homemaker 15.31
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.77
25040 - Sewage Plant Operator 23.76
25070 - Stationary Engineer 24.77
25190 - Ventilation Equipment Tender 18.90
25210 - Water Treatment Plant Operator 23.76
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.80
27007 - Baggage Inspector 12.19
27008 - Corrections Officer 19.60
27010 - Court Security Officer 19.83
27030 - Detection Dog Handler 14.39
27040 - Detention Officer 19.60
27070 - Firefighter 20.05
27101 - Guard I 12.19
27102 - Guard II 14.39
27131 - Police Officer I 25.96
27132 - Police Officer II 28.85
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.21
28042 - Carnival Equipment Repairer 11.90
28043 - Carnival Worker 9.13
28210 - Gate Attendant/Gate Tender 15.45
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 17.28
28510 - Recreation Aide/Health Facility Attendant 12.61
28515 - Recreation Specialist 21.41
28630 - Sports Official 13.76
28690 - Swimming Pool Operator 15.27
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.69
29020 - Hatch Tender 23.69
29030 - Line Handler 23.69
29041 - Stevedore I 22.21
29042 - Stevedore II 24.77
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 20.68
30022 - Archeological Technician II 23.14
30023 - Archeological Technician III 28.66
30030 - Cartographic Technician 28.66
30040 - Civil Engineering Technician 27.84
30051 - Cryogenic Technician I 30.77
30052 - Cryogenic Technician II 33.99
30061 - Drafter/CAD Operator I 20.68
30062 - Drafter/CAD Operator II 23.14
30063 - Drafter/CAD Operator III 25.79
30064 - Drafter/CAD Operator IV 31.75
30081 - Engineering Technician I 15.65
30082 - Engineering Technician II 17.86
30083 - Engineering Technician III 20.62
30084 - Engineering Technician IV 24.34
30085 - Engineering Technician V 29.79
30086 - Engineering Technician VI 36.05
30090 - Environmental Technician 28.66
30095 - Evidence Control Specialist 27.78
30210 - Laboratory Technician 25.79
30221 - Latent Fingerprint Technician I 30.77
30222 - Latent Fingerprint Technician II 33.99
30240 - Mathematical Technician 28.66
30361 - Paralegal/Legal Assistant I 19.03
30362 - Paralegal/Legal Assistant II 23.60
30363 - Paralegal/Legal Assistant III 28.86
30364 - Paralegal/Legal Assistant IV 34.93
30375 - Petroleum Supply Specialist 33.99
30390 - Photo-Optics Technician 28.66
30395 - Radiation Control Technician 33.99
30461 - Technical Writer I 27.14
30462 - Technical Writer II 33.21
30463 - Technical Writer III 40.18
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 31.75
30502 - Weather Forecaster II 38.61
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.79
30621 - Weather Observer Senior (see 2) 28.66
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.30
31030 - Bus Driver 18.43

31043 - Driver Courier	14.45
31260 - Parking and Lot Attendant	13.30
31290 - Shuttle Bus Driver	15.33
31310 - Taxi Driver	12.42
31361 - Truckdriver Light	15.33
31362 - Truckdriver Medium	16.31
31363 - Truckdriver Heavy	19.87
31364 - Truckdriver Tractor-Trailer	19.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.13
99050 - Desk Clerk	9.64
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.82
99252 - Laboratory Animal Caretaker II	19.95
99260 - Marketing Analyst	23.61
99310 - Mortician	25.35
99410 - Pest Controller	21.62
99510 - Photofinishing Worker	12.95
99710 - Recycling Laborer	18.05
99711 - Recycling Specialist	20.60
99730 - Refuse Collector	16.76
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	17.40
99830 - Survey Party Chief	24.55
99831 - Surveying Aide	12.29
99832 - Surveying Technician	16.84
99840 - Vending Machine Attendant	17.03
99841 - Vending Machine Repairer	20.34
99842 - Vending Machine Repairer Helper	17.03

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4987
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Allamakee Buchanan Butler Chickasaw Clayton Delaware Fayette Floyd Howard Mitchell Winneshiek

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		16.72
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		21.12
01035 - Court Reporter		20.39
01041 - Customer Service Representative I		13.57
01042 - Customer Service Representative II		15.27
01043 - Customer Service Representative III		16.66
01051 - Data Entry Operator I		13.66
01052 - Data Entry Operator II		14.91
01060 - Dispatcher Motor Vehicle		24.59
01070 - Document Preparation Clerk		14.31
01090 - Duplicating Machine Operator		14.31
01111 - General Clerk I		12.31

01112 - General Clerk II	13.43
01113 - General Clerk III	15.07
01120 - Housing Referral Assistant	19.15
01141 - Messenger Courier	14.64
01191 - Order Clerk I	15.85
01192 - Order Clerk II	17.29
01261 - Personnel Assistant (Employment) I	16.06
01262 - Personnel Assistant (Employment) II	17.97
01263 - Personnel Assistant (Employment) III	20.04
01270 - Production Control Clerk	21.95
01290 - Rental Clerk	10.87
01300 - Scheduler Maintenance	15.35
01311 - Secretary I	15.35
01312 - Secretary II	17.18
01313 - Secretary III	19.15
01320 - Service Order Dispatcher	21.97
01410 - Supply Technician	21.12
01420 - Survey Worker	16.08
01460 - Switchboard Operator/Receptionist	14.32
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.27
01533 - Travel Clerk III	15.44
01611 - Word Processor I	13.68
01612 - Word Processor II	15.35
01613 - Word Processor III	17.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.08
05010 - Automotive Electrician	18.89
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	18.00
05110 - Mobile Equipment Servicer	16.94
05130 - Motor Equipment Metal Mechanic	19.84
05160 - Motor Equipment Metal Worker	18.00
05190 - Motor Vehicle Mechanic	19.84
05220 - Motor Vehicle Mechanic Helper	16.40
05250 - Motor Vehicle Upholstery Worker	17.45
05280 - Motor Vehicle Wrecker	18.00
05310 - Painter Automotive	18.89
05340 - Radiator Repair Specialist	18.00
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	19.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.00
07041 - Cook I	12.81
07042 - Cook II	14.60
07070 - Dishwasher	8.80
07130 - Food Service Worker	9.86
07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	9.12
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 19.76
09040 - Furniture Handler 15.32
09080 - Furniture Refinisher 20.24
09090 - Furniture Refinisher Helper 16.46
09110 - Furniture Repairer Minor 18.49
09130 - Upholsterer 20.24
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.12
11060 - Elevator Operator 13.15
11090 - Gardener 15.94
11122 - Housekeeping Aide 13.15
11150 - Janitor 13.15
11210 - Laborer Grounds Maintenance 12.88
11240 - Maid or Houseman 11.48
11260 - Pruner 11.85
11270 - Tractor Operator 14.92
11330 - Trail Maintenance Worker 12.88
11360 - Window Cleaner 14.29
12000 - Health Occupations
12010 - Ambulance Driver 17.30
12011 - Breath Alcohol Technician 19.03
12012 - Certified Occupational Therapist Assistant 26.10
12015 - Certified Physical Therapist Assistant 23.41
12020 - Dental Assistant 20.88
12025 - Dental Hygienist 31.35
12030 - EKG Technician 28.83
12035 - Electroneurodiagnostic Technologist 28.83
12040 - Emergency Medical Technician 17.30
12071 - Licensed Practical Nurse I 17.00
12072 - Licensed Practical Nurse II 19.03
12073 - Licensed Practical Nurse III 21.21
12100 - Medical Assistant 16.10
12130 - Medical Laboratory Technician 23.13
12160 - Medical Record Clerk 16.48
12190 - Medical Record Technician 20.28
12195 - Medical Transcriptionist 16.89
12210 - Nuclear Medicine Technologist 41.81
12221 - Nursing Assistant I 10.97
12222 - Nursing Assistant II 12.34
12223 - Nursing Assistant III 13.47
12224 - Nursing Assistant IV 15.12
12235 - Optical Dispenser 15.51
12236 - Optical Technician 17.00
12250 - Pharmacy Technician 16.23
12280 - Phlebotomist 15.12
12305 - Radiologic Technologist 26.58
12311 - Registered Nurse I 22.82
12312 - Registered Nurse II 27.92
12313 - Registered Nurse II Specialist 27.92
12314 - Registered Nurse III 33.78

12315 - Registered Nurse III Anesthetist		33.78
12316 - Registered Nurse IV		40.49
12317 - Scheduler (Drug and Alcohol Testing)		23.56
12320 - Substance Abuse Treatment Counselor		25.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.56
13012 - Exhibits Specialist II		21.43
13013 - Exhibits Specialist III		26.17
13041 - Illustrator I		16.69
13042 - Illustrator II		20.69
13043 - Illustrator III		25.31
13047 - Librarian		22.91
13050 - Library Aide/Clerk		10.65
13054 - Library Information Technology Systems Administrator		20.69
13058 - Library Technician		13.33
13061 - Media Specialist I		14.93
13062 - Media Specialist II		16.69
13063 - Media Specialist III		18.62
13071 - Photographer I		14.95
13072 - Photographer II		17.66
13073 - Photographer III		20.94
13074 - Photographer IV		26.01
13075 - Photographer V		30.93
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.51
14042 - Computer Operator II		15.11
14043 - Computer Operator III		18.95
14044 - Computer Operator IV		21.08
14045 - Computer Operator V		23.33
14071 - Computer Programmer I	(see 1)	20.67
14072 - Computer Programmer II	(see 1)	25.59
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.51
14160 - Personal Computer Support Technician		21.08
14170 - System Support Specialist		25.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.02
15020 - Aircrew Training Devices Instructor (Rated)		33.90
15030 - Air Crew Training Devices Instructor (Pilot)		40.63
15050 - Computer Based Training Specialist / Instructor		28.02
15060 - Educational Technologist		30.45
15070 - Flight Instructor (Pilot)		40.63
15080 - Graphic Artist		19.60

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.63
15086 - Maintenance Test Pilot Rotary Wing 40.63
15088 - Non-Maintenance Test/Co-Pilot 40.63
15090 - Technical Instructor 18.70
15095 - Technical Instructor/Course Developer 22.98
15110 - Test Proctor 15.09
15120 - Tutor 15.09
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.42
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 13.37
16220 - Tailor 14.31
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.47
19040 - Tool And Die Maker 22.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.00
21030 - Material Coordinator 21.95
21040 - Material Expediter 21.95
21050 - Material Handling Laborer 16.02
21071 - Order Filler 12.88
21080 - Production Line Worker (Food Processing) 17.00
21110 - Shipping Packer 17.58
21130 - Shipping/Receiving Clerk 17.58
21140 - Store Worker I 14.65
21150 - Stock Clerk 18.82
21210 - Tools And Parts Attendant 17.00
21410 - Warehouse Specialist 17.00
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.06
23019 - Aircraft Logs and Records Technician 20.16
23021 - Aircraft Mechanic I 23.91
23022 - Aircraft Mechanic II 25.06
23023 - Aircraft Mechanic III 26.09
23040 - Aircraft Mechanic Helper 17.67
23050 - Aircraft Painter 22.76
23060 - Aircraft Servicer 20.16
23070 - Aircraft Survival Flight Equipment Technician 22.76
23080 - Aircraft Worker 21.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.91

23110 - Appliance Mechanic 22.18
23120 - Bicycle Repairer 18.88
23125 - Cable Splicer 38.72
23130 - Carpenter Maintenance 20.39
23140 - Carpet Layer 21.52
23160 - Electrician Maintenance 25.80
23181 - Electronics Technician Maintenance I 23.69
23182 - Electronics Technician Maintenance II 25.00
23183 - Electronics Technician Maintenance III 26.27
23260 - Fabric Worker 20.16
23290 - Fire Alarm System Mechanic 23.91
23310 - Fire Extinguisher Repairer 18.88
23311 - Fuel Distribution System Mechanic 28.27
23312 - Fuel Distribution System Operator 23.39
23370 - General Maintenance Worker 18.80
23380 - Ground Support Equipment Mechanic 23.91
23381 - Ground Support Equipment Servicer 20.16
23382 - Ground Support Equipment Worker 21.52
23391 - Gunsmith I 18.88
23392 - Gunsmith II 21.52
23393 - Gunsmith III 23.91
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.68
23430 - Heavy Equipment Mechanic 23.41
23440 - Heavy Equipment Operator 21.67
23460 - Instrument Mechanic 23.91
23465 - Laboratory/Shelter Mechanic 22.76
23470 - Laborer 16.02
23510 - Locksmith 22.76
23530 - Machinery Maintenance Mechanic 24.80
23550 - Machinist Maintenance 20.19
23580 - Maintenance Trades Helper 17.60
23591 - Metrology Technician I 23.91
23592 - Metrology Technician II 25.06
23593 - Metrology Technician III 26.09
23640 - Millwright 23.19
23710 - Office Appliance Repairer 22.18
23760 - Painter Maintenance 20.89
23790 - Pipefitter Maintenance 25.68
23810 - Plumber Maintenance 24.02
23820 - Pneudraulic Systems Mechanic 23.91
23850 - Rigger 23.91
23870 - Scale Mechanic 21.52
23890 - Sheet-Metal Worker Maintenance 22.17
23910 - Small Engine Mechanic 21.52
23931 - Telecommunications Mechanic I 28.82
23932 - Telecommunications Mechanic II 30.21
23950 - Telephone Lineman 23.91

23960 - Welder Combination Maintenance		20.27
23965 - Well Driller		23.91
23970 - Woodcraft Worker		23.91
23980 - Woodworker		18.88
24000 - Personal Needs Occupations		
24550 - Case Manager		18.15
24570 - Child Care Attendant		9.63
24580 - Child Care Center Clerk		12.02
24610 - Chore Aide		12.23
24620 - Family Readiness And Support Services Coordinator		18.15
24630 - Homemaker		18.15
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.91
25040 - Sewage Plant Operator		20.59
25070 - Stationary Engineer		23.91
25190 - Ventilation Equipment Tender		17.67
25210 - Water Treatment Plant Operator		20.59
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.11
27007 - Baggage Inspector		12.82
27008 - Corrections Officer		21.06
27010 - Court Security Officer		20.67
27030 - Detection Dog Handler		14.39
27040 - Detention Officer		21.06
27070 - Firefighter		21.54
27101 - Guard I		12.82
27102 - Guard II		14.39
27131 - Police Officer I		23.59
27132 - Police Officer II		26.21
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.77
28042 - Carnival Equipment Repairer		12.59
28043 - Carnival Worker		9.35
28210 - Gate Attendant/Gate Tender		15.87
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		17.76
28510 - Recreation Aide/Health Facility Attendant		12.96
28515 - Recreation Specialist		21.99
28630 - Sports Official		14.14
28690 - Swimming Pool Operator		16.80
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.15
29020 - Hatch Tender		23.15
29030 - Line Handler		23.15
29041 - Stevedore I		21.69
29042 - Stevedore II		24.48
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.33
30022 - Archeological Technician II 21.58
30023 - Archeological Technician III 24.03
30030 - Cartographic Technician 24.03
30040 - Civil Engineering Technician 28.56
30051 - Cryogenic Technician I 24.76
30052 - Cryogenic Technician II 27.35
30061 - Drafter/CAD Operator I 17.33
30062 - Drafter/CAD Operator II 21.58
30063 - Drafter/CAD Operator III 22.11
30064 - Drafter/CAD Operator IV 26.60
30081 - Engineering Technician I 15.65
30082 - Engineering Technician II 17.86
30083 - Engineering Technician III 20.62
30084 - Engineering Technician IV 24.34
30085 - Engineering Technician V 29.79
30086 - Engineering Technician VI 36.05
30090 - Environmental Technician 24.03
30095 - Evidence Control Specialist 22.35
30210 - Laboratory Technician 25.15
30221 - Latent Fingerprint Technician I 24.76
30222 - Latent Fingerprint Technician II 27.35
30240 - Mathematical Technician 24.03
30361 - Paralegal/Legal Assistant I 19.95
30362 - Paralegal/Legal Assistant II 24.71
30363 - Paralegal/Legal Assistant III 30.23
30364 - Paralegal/Legal Assistant IV 36.57
30375 - Petroleum Supply Specialist 27.35
30390 - Photo-Optics Technician 24.03
30395 - Radiation Control Technician 27.35
30461 - Technical Writer I 22.35
30462 - Technical Writer II 27.35
30463 - Technical Writer III 33.09
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.60
30502 - Weather Forecaster II 32.36
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.11
30621 - Weather Observer Senior (see 2) 24.03
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.77
31030 - Bus Driver 18.21
31043 - Driver Courier 13.66
31260 - Parking and Lot Attendant 12.67

31290 - Shuttle Bus Driver	14.60
31310 - Taxi Driver	15.03
31361 - Truckdriver Light	14.60
31362 - Truckdriver Medium	15.56
31363 - Truckdriver Heavy	19.87
31364 - Truckdriver Tractor-Trailer	19.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.53
99050 - Desk Clerk	10.60
99095 - Embalmer	32.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.10
99252 - Laboratory Animal Caretaker II	14.00
99260 - Marketing Analyst	24.85
99310 - Mortician	32.85
99410 - Pest Controller	23.05
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.59
99711 - Recycling Specialist	20.38
99730 - Refuse Collector	16.18
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	16.04
99830 - Survey Party Chief	24.55
99831 - Surveying Aide	12.29
99832 - Surveying Technician	16.84
99840 - Vending Machine Attendant	20.20
99841 - Vending Machine Repairer	23.00
99842 - Vending Machine Repairer Helper	20.20

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4988
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Allamakee Buchanan Butler Chickasaw Clayton Delaware Fayette Floyd Howard Mitchell Winneshiek

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		16.72
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		21.12
01035 - Court Reporter		20.39
01041 - Customer Service Representative I		13.57
01042 - Customer Service Representative II		15.27
01043 - Customer Service Representative III		16.66
01051 - Data Entry Operator I		13.66
01052 - Data Entry Operator II		14.91
01060 - Dispatcher Motor Vehicle		24.59

01070 - Document Preparation Clerk 14.31
01090 - Duplicating Machine Operator 14.31
01111 - General Clerk I 12.31
01112 - General Clerk II 13.43
01113 - General Clerk III 15.07
01120 - Housing Referral Assistant 19.15
01141 - Messenger Courier 14.64
01191 - Order Clerk I 15.85
01192 - Order Clerk II 17.29
01261 - Personnel Assistant (Employment) I 16.06
01262 - Personnel Assistant (Employment) II 17.97
01263 - Personnel Assistant (Employment) III 20.04
01270 - Production Control Clerk 21.95
01290 - Rental Clerk 10.87
01300 - Scheduler Maintenance 15.35
01311 - Secretary I 15.35
01312 - Secretary II 17.18
01313 - Secretary III 19.15
01320 - Service Order Dispatcher 21.97
01410 - Supply Technician 21.12
01420 - Survey Worker 16.08
01460 - Switchboard Operator/Receptionist 14.32
01531 - Travel Clerk I 13.20
01532 - Travel Clerk II 14.27
01533 - Travel Clerk III 15.44
01611 - Word Processor I 13.68
01612 - Word Processor II 15.35
01613 - Word Processor III 17.18
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.08
05010 - Automotive Electrician 18.89
05040 - Automotive Glass Installer 18.00
05070 - Automotive Worker 18.00
05110 - Mobile Equipment Servicer 16.94
05130 - Motor Equipment Metal Mechanic 19.84
05160 - Motor Equipment Metal Worker 18.00
05190 - Motor Vehicle Mechanic 19.84
05220 - Motor Vehicle Mechanic Helper 16.40
05250 - Motor Vehicle Upholstery Worker 17.45
05280 - Motor Vehicle Wrecker 18.00
05310 - Painter Automotive 18.89
05340 - Radiator Repair Specialist 18.00
05370 - Tire Repairer 15.47
05400 - Transmission Repair Specialist 19.84
07000 - Food Preparation And Service Occupations
07010 - Baker 13.00
07041 - Cook I 12.81
07042 - Cook II 14.60
07070 - Dishwasher 8.80
07130 - Food Service Worker 9.86

07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	9.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	15.32
09080 - Furniture Refinisher	20.24
09090 - Furniture Refinisher Helper	16.46
09110 - Furniture Repairer Minor	18.49
09130 - Upholsterer	20.24
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.12
11060 - Elevator Operator	13.15
11090 - Gardener	15.94
11122 - Housekeeping Aide	13.15
11150 - Janitor	13.15
11210 - Laborer Grounds Maintenance	12.88
11240 - Maid or Houseman	11.48
11260 - Pruner	11.85
11270 - Tractor Operator	14.92
11330 - Trail Maintenance Worker	12.88
11360 - Window Cleaner	14.29
12000 - Health Occupations	
12010 - Ambulance Driver	17.30
12011 - Breath Alcohol Technician	19.03
12012 - Certified Occupational Therapist Assistant	26.10
12015 - Certified Physical Therapist Assistant	23.41
12020 - Dental Assistant	20.88
12025 - Dental Hygienist	31.35
12030 - EKG Technician	28.83
12035 - Electroneurodiagnostic Technologist	28.83
12040 - Emergency Medical Technician	17.30
12071 - Licensed Practical Nurse I	17.00
12072 - Licensed Practical Nurse II	19.03
12073 - Licensed Practical Nurse III	21.21
12100 - Medical Assistant	16.10
12130 - Medical Laboratory Technician	23.13
12160 - Medical Record Clerk	16.48
12190 - Medical Record Technician	20.28
12195 - Medical Transcriptionist	16.89
12210 - Nuclear Medicine Technologist	41.81
12221 - Nursing Assistant I	10.97
12222 - Nursing Assistant II	12.34
12223 - Nursing Assistant III	13.47
12224 - Nursing Assistant IV	15.12
12235 - Optical Dispenser	15.51
12236 - Optical Technician	17.00
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	15.12
12305 - Radiologic Technologist	26.58
12311 - Registered Nurse I	22.82

12312 - Registered Nurse II		27.92
12313 - Registered Nurse II Specialist		27.92
12314 - Registered Nurse III		33.78
12315 - Registered Nurse III Anesthetist		33.78
12316 - Registered Nurse IV		40.49
12317 - Scheduler (Drug and Alcohol Testing)		23.56
12320 - Substance Abuse Treatment Counselor		25.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.56
13012 - Exhibits Specialist II		21.43
13013 - Exhibits Specialist III		26.17
13041 - Illustrator I		16.69
13042 - Illustrator II		20.69
13043 - Illustrator III		25.31
13047 - Librarian		22.91
13050 - Library Aide/Clerk		10.65
13054 - Library Information Technology Systems Administrator		20.69
13058 - Library Technician		13.33
13061 - Media Specialist I		14.93
13062 - Media Specialist II		16.69
13063 - Media Specialist III		18.62
13071 - Photographer I		14.95
13072 - Photographer II		17.66
13073 - Photographer III		20.94
13074 - Photographer IV		26.01
13075 - Photographer V		30.93
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.51
14042 - Computer Operator II		15.11
14043 - Computer Operator III		18.95
14044 - Computer Operator IV		21.08
14045 - Computer Operator V		23.33
14071 - Computer Programmer I	(see 1)	20.67
14072 - Computer Programmer II	(see 1)	25.59
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.51
14160 - Personal Computer Support Technician		21.08
14170 - System Support Specialist		25.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.02
15020 - Aircrew Training Devices Instructor (Rated)		33.90
15030 - Air Crew Training Devices Instructor (Pilot)		40.63
15050 - Computer Based Training Specialist / Instructor		28.02

15060 - Educational Technologist 30.45
15070 - Flight Instructor (Pilot) 40.63
15080 - Graphic Artist 19.60
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.63
15086 - Maintenance Test Pilot Rotary Wing 40.63
15088 - Non-Maintenance Test/Co-Pilot 40.63
15090 - Technical Instructor 18.70
15095 - Technical Instructor/Course Developer 22.98
15110 - Test Proctor 15.09
15120 - Tutor 15.09
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.42
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 13.37
16220 - Tailor 14.31
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.47
19040 - Tool And Die Maker 22.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.00
21030 - Material Coordinator 21.95
21040 - Material Expediter 21.95
21050 - Material Handling Laborer 16.02
21071 - Order Filler 12.88
21080 - Production Line Worker (Food Processing) 17.00
21110 - Shipping Packer 17.58
21130 - Shipping/Receiving Clerk 17.58
21140 - Store Worker I 14.65
21150 - Stock Clerk 18.82
21210 - Tools And Parts Attendant 17.00
21410 - Warehouse Specialist 17.00
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.06
23019 - Aircraft Logs and Records Technician 20.16
23021 - Aircraft Mechanic I 23.91
23022 - Aircraft Mechanic II 25.06
23023 - Aircraft Mechanic III 26.09
23040 - Aircraft Mechanic Helper 17.67
23050 - Aircraft Painter 22.76
23060 - Aircraft Servicer 20.16
23070 - Aircraft Survival Flight Equipment Technician 22.76
23080 - Aircraft Worker 21.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 21.52

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 23.91
II
23110 - Appliance Mechanic 22.18
23120 - Bicycle Repairer 18.88
23125 - Cable Splicer 38.72
23130 - Carpenter Maintenance 20.39
23140 - Carpet Layer 21.52
23160 - Electrician Maintenance 25.80
23181 - Electronics Technician Maintenance I 23.69
23182 - Electronics Technician Maintenance II 25.00
23183 - Electronics Technician Maintenance III 26.27
23260 - Fabric Worker 20.16
23290 - Fire Alarm System Mechanic 23.91
23310 - Fire Extinguisher Repairer 18.88
23311 - Fuel Distribution System Mechanic 28.27
23312 - Fuel Distribution System Operator 23.39
23370 - General Maintenance Worker 18.80
23380 - Ground Support Equipment Mechanic 23.91
23381 - Ground Support Equipment Servicer 20.16
23382 - Ground Support Equipment Worker 21.52
23391 - Gunsmith I 18.88
23392 - Gunsmith II 21.52
23393 - Gunsmith III 23.91
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.68
23430 - Heavy Equipment Mechanic 23.41
23440 - Heavy Equipment Operator 21.67
23460 - Instrument Mechanic 23.91
23465 - Laboratory/Shelter Mechanic 22.76
23470 - Laborer 16.02
23510 - Locksmith 22.76
23530 - Machinery Maintenance Mechanic 24.80
23550 - Machinist Maintenance 20.19
23580 - Maintenance Trades Helper 17.60
23591 - Metrology Technician I 23.91
23592 - Metrology Technician II 25.06
23593 - Metrology Technician III 26.09
23640 - Millwright 23.19
23710 - Office Appliance Repairer 22.18
23760 - Painter Maintenance 20.89
23790 - Pipefitter Maintenance 25.68
23810 - Plumber Maintenance 24.02
23820 - Pneudraulic Systems Mechanic 23.91
23850 - Rigger 23.91
23870 - Scale Mechanic 21.52
23890 - Sheet-Metal Worker Maintenance 22.17
23910 - Small Engine Mechanic 21.52

23931 - Telecommunications Mechanic I	28.82
23932 - Telecommunications Mechanic II	30.21
23950 - Telephone Lineman	23.91
23960 - Welder Combination Maintenance	20.27
23965 - Well Driller	23.91
23970 - Woodcraft Worker	23.91
23980 - Woodworker	18.88
24000 - Personal Needs Occupations	
24550 - Case Manager	18.15
24570 - Child Care Attendant	9.63
24580 - Child Care Center Clerk	12.02
24610 - Chore Aide	12.23
24620 - Family Readiness And Support Services Coordinator	18.15
24630 - Homemaker	18.15
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.91
25040 - Sewage Plant Operator	20.59
25070 - Stationary Engineer	23.91
25190 - Ventilation Equipment Tender	17.67
25210 - Water Treatment Plant Operator	20.59
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.11
27007 - Baggage Inspector	12.82
27008 - Corrections Officer	21.06
27010 - Court Security Officer	20.67
27030 - Detection Dog Handler	14.39
27040 - Detention Officer	21.06
27070 - Firefighter	21.54
27101 - Guard I	12.82
27102 - Guard II	14.39
27131 - Police Officer I	23.59
27132 - Police Officer II	26.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.77
28042 - Carnival Equipment Repairer	12.59
28043 - Carnival Worker	9.35
28210 - Gate Attendant/Gate Tender	15.87
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	17.76
28510 - Recreation Aide/Health Facility Attendant	12.96
28515 - Recreation Specialist	21.99
28630 - Sports Official	14.14
28690 - Swimming Pool Operator	16.80
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.15
29020 - Hatch Tender	23.15
29030 - Line Handler	23.15
29041 - Stevedore I	21.69
29042 - Stevedore II	24.48

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.33
30022 - Archeological Technician II		21.58
30023 - Archeological Technician III		24.03
30030 - Cartographic Technician		24.03
30040 - Civil Engineering Technician		28.56
30051 - Cryogenic Technician I		24.76
30052 - Cryogenic Technician II		27.35
30061 - Drafter/CAD Operator I		17.33
30062 - Drafter/CAD Operator II		21.58
30063 - Drafter/CAD Operator III		22.11
30064 - Drafter/CAD Operator IV		26.60
30081 - Engineering Technician I		15.65
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		20.62
30084 - Engineering Technician IV		24.34
30085 - Engineering Technician V		29.79
30086 - Engineering Technician VI		36.05
30090 - Environmental Technician		24.03
30095 - Evidence Control Specialist		22.35
30210 - Laboratory Technician		25.15
30221 - Latent Fingerprint Technician I		24.76
30222 - Latent Fingerprint Technician II		27.35
30240 - Mathematical Technician		24.03
30361 - Paralegal/Legal Assistant I		19.95
30362 - Paralegal/Legal Assistant II		24.71
30363 - Paralegal/Legal Assistant III		30.23
30364 - Paralegal/Legal Assistant IV		36.57
30375 - Petroleum Supply Specialist		27.35
30390 - Photo-Optics Technician		24.03
30395 - Radiation Control Technician		27.35
30461 - Technical Writer I		22.35
30462 - Technical Writer II		27.35
30463 - Technical Writer III		33.09
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.60
30502 - Weather Forecaster II		32.36
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.11
30621 - Weather Observer Senior	(see 2)	24.03

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.77

31030 - Bus Driver	18.21
31043 - Driver Courier	13.66
31260 - Parking and Lot Attendant	12.67
31290 - Shuttle Bus Driver	14.60
31310 - Taxi Driver	15.03
31361 - Truckdriver Light	14.60
31362 - Truckdriver Medium	15.56
31363 - Truckdriver Heavy	19.87
31364 - Truckdriver Tractor-Trailer	19.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.53
99050 - Desk Clerk	10.60
99095 - Embalmer	32.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.10
99252 - Laboratory Animal Caretaker II	14.00
99260 - Marketing Analyst	24.85
99310 - Mortician	32.85
99410 - Pest Controller	23.05
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.59
99711 - Recycling Specialist	20.38
99730 - Refuse Collector	16.18
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	16.04
99830 - Survey Party Chief	24.55
99831 - Surveying Aide	12.29
99832 - Surveying Technician	16.84
99840 - Vending Machine Attendant	20.20
99841 - Vending Machine Repairer	23.00
99842 - Vending Machine Repairer Helper	20.20

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4989
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Cerro Gordo Franklin Hardin Worth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.04
01012 - Accounting Clerk II		15.76
01013 - Accounting Clerk III		17.63
01020 - Administrative Assistant		22.14
01035 - Court Reporter		17.18
01041 - Customer Service Representative I		13.57
01042 - Customer Service Representative II		15.27
01043 - Customer Service Representative III		16.66
01051 - Data Entry Operator I		13.59
01052 - Data Entry Operator II		14.82
01060 - Dispatcher Motor Vehicle		27.20
01070 - Document Preparation Clerk		13.79
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		12.53
01112 - General Clerk II		13.68

01113 - General Clerk III 15.35
01120 - Housing Referral Assistant 19.15
01141 - Messenger Courier 15.46
01191 - Order Clerk I 15.85
01192 - Order Clerk II 18.54
01261 - Personnel Assistant (Employment) I 16.47
01262 - Personnel Assistant (Employment) II 18.43
01263 - Personnel Assistant (Employment) III 21.01
01270 - Production Control Clerk 21.95
01290 - Rental Clerk 12.28
01300 - Scheduler Maintenance 15.35
01311 - Secretary I 15.35
01312 - Secretary II 17.18
01313 - Secretary III 19.15
01320 - Service Order Dispatcher 24.31
01410 - Supply Technician 22.14
01420 - Survey Worker 16.09
01460 - Switchboard Operator/Receptionist 14.32
01531 - Travel Clerk I 12.42
01532 - Travel Clerk II 13.21
01533 - Travel Clerk III 14.02
01611 - Word Processor I 13.68
01612 - Word Processor II 15.35
01613 - Word Processor III 17.18
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.28
05010 - Automotive Electrician 20.43
05040 - Automotive Glass Installer 19.68
05070 - Automotive Worker 19.68
05110 - Mobile Equipment Servicer 18.10
05130 - Motor Equipment Metal Mechanic 21.62
05160 - Motor Equipment Metal Worker 19.68
05190 - Motor Vehicle Mechanic 19.87
05220 - Motor Vehicle Mechanic Helper 17.33
05250 - Motor Vehicle Upholstery Worker 18.88
05280 - Motor Vehicle Wrecker 19.68
05310 - Painter Automotive 20.02
05340 - Radiator Repair Specialist 19.68
05370 - Tire Repairer 15.16
05400 - Transmission Repair Specialist 21.62
07000 - Food Preparation And Service Occupations
07010 - Baker 13.00
07041 - Cook I 12.81
07042 - Cook II 14.60
07070 - Dishwasher 8.80
07130 - Food Service Worker 9.86
07210 - Meat Cutter 12.99
07260 - Waiter/Waitress 9.12
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.53

09040 - Furniture Handler 14.77
09080 - Furniture Refinisher 17.53
09090 - Furniture Refinisher Helper 14.53
09110 - Furniture Repairer Minor 15.83
09130 - Upholsterer 17.49
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.12
11060 - Elevator Operator 13.15
11090 - Gardener 15.94
11122 - Housekeeping Aide 13.15
11150 - Janitor 13.15
11210 - Laborer Grounds Maintenance 12.88
11240 - Maid or Houseman 11.48
11260 - Pruner 11.85
11270 - Tractor Operator 14.92
11330 - Trail Maintenance Worker 13.08
11360 - Window Cleaner 14.29
12000 - Health Occupations
12010 - Ambulance Driver 17.72
12011 - Breath Alcohol Technician 19.03
12012 - Certified Occupational Therapist Assistant 26.10
12015 - Certified Physical Therapist Assistant 23.41
12020 - Dental Assistant 20.88
12025 - Dental Hygienist 31.76
12030 - EKG Technician 28.83
12035 - Electroneurodiagnostic Technologist 28.83
12040 - Emergency Medical Technician 17.72
12071 - Licensed Practical Nurse I 17.00
12072 - Licensed Practical Nurse II 19.03
12073 - Licensed Practical Nurse III 21.21
12100 - Medical Assistant 16.10
12130 - Medical Laboratory Technician 23.13
12160 - Medical Record Clerk 16.48
12190 - Medical Record Technician 20.28
12195 - Medical Transcriptionist 16.89
12210 - Nuclear Medicine Technologist 41.81
12221 - Nursing Assistant I 10.97
12222 - Nursing Assistant II 12.34
12223 - Nursing Assistant III 13.47
12224 - Nursing Assistant IV 15.12
12235 - Optical Dispenser 16.10
12236 - Optical Technician 17.00
12250 - Pharmacy Technician 15.06
12280 - Phlebotomist 15.12
12305 - Radiologic Technologist 26.58
12311 - Registered Nurse I 22.82
12312 - Registered Nurse II 27.92
12313 - Registered Nurse II Specialist 27.92
12314 - Registered Nurse III 33.78
12315 - Registered Nurse III Anesthetist 33.78

12316 - Registered Nurse IV		40.49
12317 - Scheduler (Drug and Alcohol Testing)		23.56
12320 - Substance Abuse Treatment Counselor		25.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.57
13012 - Exhibits Specialist II		21.77
13013 - Exhibits Specialist III		26.63
13041 - Illustrator I		17.57
13042 - Illustrator II		21.77
13043 - Illustrator III		26.63
13047 - Librarian		24.10
13050 - Library Aide/Clerk		11.11
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		12.56
13061 - Media Specialist I		14.39
13062 - Media Specialist II		16.12
13063 - Media Specialist III		18.05
13071 - Photographer I		15.38
13072 - Photographer II		17.57
13073 - Photographer III		21.76
13074 - Photographer IV		26.74
13075 - Photographer V		32.21
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.71
14042 - Computer Operator II		16.46
14043 - Computer Operator III		18.36
14044 - Computer Operator IV		20.40
14045 - Computer Operator V		22.58
14071 - Computer Programmer I	(see 1)	22.64
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.71
14160 - Personal Computer Support Technician		22.33
14170 - System Support Specialist		25.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.63
15050 - Computer Based Training Specialist / Instructor		28.72
15060 - Educational Technologist		30.99
15070 - Flight Instructor (Pilot)		41.63
15080 - Graphic Artist		22.58
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.63

15086 - Maintenance Test Pilot Rotary Wing 40.63
15088 - Non-Maintenance Test/Co-Pilot 40.63
15090 - Technical Instructor 19.97
15095 - Technical Instructor/Course Developer 24.42
15110 - Test Proctor 16.12
15120 - Tutor 16.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.74
19040 - Tool And Die Maker 22.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.00
21030 - Material Coordinator 21.95
21040 - Material Expediter 21.95
21050 - Material Handling Laborer 16.02
21071 - Order Filler 13.82
21080 - Production Line Worker (Food Processing) 17.00
21110 - Shipping Packer 17.58
21130 - Shipping/Receiving Clerk 17.58
21140 - Store Worker I 14.65
21150 - Stock Clerk 18.82
21210 - Tools And Parts Attendant 17.00
21410 - Warehouse Specialist 17.00
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.77
23019 - Aircraft Logs and Records Technician 20.92
23021 - Aircraft Mechanic I 25.32
23022 - Aircraft Mechanic II 26.77
23023 - Aircraft Mechanic III 28.21
23040 - Aircraft Mechanic Helper 19.20
23050 - Aircraft Painter 23.15
23060 - Aircraft Servicer 20.92
23070 - Aircraft Survival Flight Equipment Technician 23.15
23080 - Aircraft Worker 21.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.32
23110 - Appliance Mechanic 22.18

23120 - Bicycle Repairer 18.88
23125 - Cable Splicer 36.65
23130 - Carpenter Maintenance 19.03
23140 - Carpet Layer 21.52
23160 - Electrician Maintenance 25.80
23181 - Electronics Technician Maintenance I 24.42
23182 - Electronics Technician Maintenance II 26.02
23183 - Electronics Technician Maintenance III 27.60
23260 - Fabric Worker 20.16
23290 - Fire Alarm System Mechanic 23.91
23310 - Fire Extinguisher Repairer 18.88
23311 - Fuel Distribution System Mechanic 31.82
23312 - Fuel Distribution System Operator 25.20
23370 - General Maintenance Worker 18.80
23380 - Ground Support Equipment Mechanic 25.32
23381 - Ground Support Equipment Servicer 20.92
23382 - Ground Support Equipment Worker 21.81
23391 - Gunsmith I 18.88
23392 - Gunsmith II 21.52
23393 - Gunsmith III 23.91
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.73
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.83
23430 - Heavy Equipment Mechanic 23.41
23440 - Heavy Equipment Operator 22.46
23460 - Instrument Mechanic 23.91
23465 - Laboratory/Shelter Mechanic 22.76
23470 - Laborer 16.02
23510 - Locksmith 22.76
23530 - Machinery Maintenance Mechanic 24.80
23550 - Machinist Maintenance 20.19
23580 - Maintenance Trades Helper 17.60
23591 - Metrology Technician I 23.91
23592 - Metrology Technician II 25.06
23593 - Metrology Technician III 26.09
23640 - Millwright 22.42
23710 - Office Appliance Repairer 20.36
23760 - Painter Maintenance 20.89
23790 - Pipefitter Maintenance 25.68
23810 - Plumber Maintenance 24.42
23820 - Pneudraulic Systems Mechanic 23.91
23850 - Rigger 23.91
23870 - Scale Mechanic 21.52
23890 - Sheet-Metal Worker Maintenance 22.02
23910 - Small Engine Mechanic 21.52
23931 - Telecommunications Mechanic I 28.82
23932 - Telecommunications Mechanic II 30.21
23950 - Telephone Lineman 23.91
23960 - Welder Combination Maintenance 19.58

23965 - Well Driller		23.91
23970 - Woodcraft Worker		23.91
23980 - Woodworker		18.88
24000 - Personal Needs Occupations		
24550 - Case Manager		18.15
24570 - Child Care Attendant		10.51
24580 - Child Care Center Clerk		13.10
24610 - Chore Aide		12.44
24620 - Family Readiness And Support Services Coordinator		18.15
24630 - Homemaker		18.15
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.91
25040 - Sewage Plant Operator		21.83
25070 - Stationary Engineer		23.91
25190 - Ventilation Equipment Tender		17.67
25210 - Water Treatment Plant Operator		21.83
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.77
27007 - Baggage Inspector		13.55
27008 - Corrections Officer		22.35
27010 - Court Security Officer		20.95
27030 - Detection Dog Handler		18.66
27040 - Detention Officer		22.35
27070 - Firefighter		21.54
27101 - Guard I		13.55
27102 - Guard II		18.66
27131 - Police Officer I		23.98
27132 - Police Officer II		26.63
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.77
28042 - Carnival Equipment Repairer		12.59
28043 - Carnival Worker		9.35
28210 - Gate Attendant/Gate Tender		15.87
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		17.76
28510 - Recreation Aide/Health Facility Attendant		12.96
28515 - Recreation Specialist		21.99
28630 - Sports Official		14.14
28690 - Swimming Pool Operator		17.35
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.15
29020 - Hatch Tender		23.15
29030 - Line Handler		23.15
29041 - Stevedore I		21.69
29042 - Stevedore II		24.48
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		16.46
30022 - Archeological Technician II		18.42
30023 - Archeological Technician III		22.80
30030 - Cartographic Technician		22.80
30040 - Civil Engineering Technician		28.56
30051 - Cryogenic Technician I		24.76
30052 - Cryogenic Technician II		27.35
30061 - Drafter/CAD Operator I		16.29
30062 - Drafter/CAD Operator II		18.42
30063 - Drafter/CAD Operator III		20.32
30064 - Drafter/CAD Operator IV		25.00
30081 - Engineering Technician I		15.76
30082 - Engineering Technician II		17.69
30083 - Engineering Technician III		19.79
30084 - Engineering Technician IV		24.51
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		36.28
30090 - Environmental Technician		24.12
30095 - Evidence Control Specialist		22.35
30210 - Laboratory Technician		20.36
30221 - Latent Fingerprint Technician I		24.76
30222 - Latent Fingerprint Technician II		27.35
30240 - Mathematical Technician		22.80
30361 - Paralegal/Legal Assistant I		20.06
30362 - Paralegal/Legal Assistant II		24.84
30363 - Paralegal/Legal Assistant III		30.39
30364 - Paralegal/Legal Assistant IV		36.77
30375 - Petroleum Supply Specialist		27.35
30390 - Photo-Optics Technician		25.08
30395 - Radiation Control Technician		27.35
30461 - Technical Writer I		22.42
30462 - Technical Writer II		28.41
30463 - Technical Writer III		34.37
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.00
30502 - Weather Forecaster II		30.41
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.32
30621 - Weather Observer Senior	(see 2)	24.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.77
31030 - Bus Driver		18.21
31043 - Driver Courier		14.48
31260 - Parking and Lot Attendant		12.67
31290 - Shuttle Bus Driver		15.81

31310 - Taxi Driver	12.06
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	16.06
31363 - Truckdriver Heavy	19.88
31364 - Truckdriver Tractor-Trailer	19.88
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.53
99050 - Desk Clerk	10.60
99095 - Embalmer	32.86
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.54
99252 - Laboratory Animal Caretaker II	13.41
99260 - Marketing Analyst	24.85
99310 - Mortician	32.86
99410 - Pest Controller	23.05
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.59
99711 - Recycling Specialist	20.38
99730 - Refuse Collector	16.18
99810 - Sales Clerk	13.46
99820 - School Crossing Guard	16.04
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	20.20
99841 - Vending Machine Repairer	24.60
99842 - Vending Machine Repairer Helper	20.20

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4990
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Cerro Gordo Franklin Hardin Worth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.04
01012 - Accounting Clerk II		15.76
01013 - Accounting Clerk III		17.63
01020 - Administrative Assistant		22.14
01035 - Court Reporter		17.18
01041 - Customer Service Representative I		13.57
01042 - Customer Service Representative II		15.27
01043 - Customer Service Representative III		16.66
01051 - Data Entry Operator I		13.59
01052 - Data Entry Operator II		14.82
01060 - Dispatcher Motor Vehicle		27.20
01070 - Document Preparation Clerk		13.79

01090 - Duplicating Machine Operator 13.79
01111 - General Clerk I 12.53
01112 - General Clerk II 13.68
01113 - General Clerk III 15.35
01120 - Housing Referral Assistant 19.15
01141 - Messenger Courier 15.46
01191 - Order Clerk I 15.85
01192 - Order Clerk II 18.54
01261 - Personnel Assistant (Employment) I 16.47
01262 - Personnel Assistant (Employment) II 18.43
01263 - Personnel Assistant (Employment) III 21.01
01270 - Production Control Clerk 21.95
01290 - Rental Clerk 12.28
01300 - Scheduler Maintenance 15.35
01311 - Secretary I 15.35
01312 - Secretary II 17.18
01313 - Secretary III 19.15
01320 - Service Order Dispatcher 24.31
01410 - Supply Technician 22.14
01420 - Survey Worker 16.09
01460 - Switchboard Operator/Receptionist 14.32
01531 - Travel Clerk I 12.42
01532 - Travel Clerk II 13.21
01533 - Travel Clerk III 14.02
01611 - Word Processor I 13.68
01612 - Word Processor II 15.35
01613 - Word Processor III 17.18
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.28
05010 - Automotive Electrician 20.43
05040 - Automotive Glass Installer 19.68
05070 - Automotive Worker 19.68
05110 - Mobile Equipment Servicer 18.10
05130 - Motor Equipment Metal Mechanic 21.62
05160 - Motor Equipment Metal Worker 19.68
05190 - Motor Vehicle Mechanic 19.87
05220 - Motor Vehicle Mechanic Helper 17.33
05250 - Motor Vehicle Upholstery Worker 18.88
05280 - Motor Vehicle Wrecker 19.68
05310 - Painter Automotive 20.02
05340 - Radiator Repair Specialist 19.68
05370 - Tire Repairer 15.16
05400 - Transmission Repair Specialist 21.62
07000 - Food Preparation And Service Occupations
07010 - Baker 13.00
07041 - Cook I 12.81
07042 - Cook II 14.60
07070 - Dishwasher 8.80
07130 - Food Service Worker 9.86
07210 - Meat Cutter 12.99

07260 - Waiter/Waitress	9.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.53
09040 - Furniture Handler	14.77
09080 - Furniture Refinisher	17.53
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer Minor	15.83
09130 - Upholsterer	17.49
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.12
11060 - Elevator Operator	13.15
11090 - Gardener	15.94
11122 - Housekeeping Aide	13.15
11150 - Janitor	13.15
11210 - Laborer Grounds Maintenance	12.88
11240 - Maid or Houseman	11.48
11260 - Pruner	11.85
11270 - Tractor Operator	14.92
11330 - Trail Maintenance Worker	13.08
11360 - Window Cleaner	14.29
12000 - Health Occupations	
12010 - Ambulance Driver	17.72
12011 - Breath Alcohol Technician	19.03
12012 - Certified Occupational Therapist Assistant	26.10
12015 - Certified Physical Therapist Assistant	23.41
12020 - Dental Assistant	20.88
12025 - Dental Hygienist	31.76
12030 - EKG Technician	28.83
12035 - Electroneurodiagnostic Technologist	28.83
12040 - Emergency Medical Technician	17.72
12071 - Licensed Practical Nurse I	17.00
12072 - Licensed Practical Nurse II	19.03
12073 - Licensed Practical Nurse III	21.21
12100 - Medical Assistant	16.10
12130 - Medical Laboratory Technician	23.13
12160 - Medical Record Clerk	16.48
12190 - Medical Record Technician	20.28
12195 - Medical Transcriptionist	16.89
12210 - Nuclear Medicine Technologist	41.81
12221 - Nursing Assistant I	10.97
12222 - Nursing Assistant II	12.34
12223 - Nursing Assistant III	13.47
12224 - Nursing Assistant IV	15.12
12235 - Optical Dispenser	16.10
12236 - Optical Technician	17.00
12250 - Pharmacy Technician	15.06
12280 - Phlebotomist	15.12
12305 - Radiologic Technologist	26.58
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.92

12313 - Registered Nurse II Specialist		27.92
12314 - Registered Nurse III		33.78
12315 - Registered Nurse III Anesthetist		33.78
12316 - Registered Nurse IV		40.49
12317 - Scheduler (Drug and Alcohol Testing)		23.56
12320 - Substance Abuse Treatment Counselor		25.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.57
13012 - Exhibits Specialist II		21.77
13013 - Exhibits Specialist III		26.63
13041 - Illustrator I		17.57
13042 - Illustrator II		21.77
13043 - Illustrator III		26.63
13047 - Librarian		24.10
13050 - Library Aide/Clerk		11.11
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		12.56
13061 - Media Specialist I		14.39
13062 - Media Specialist II		16.12
13063 - Media Specialist III		18.05
13071 - Photographer I		15.38
13072 - Photographer II		17.57
13073 - Photographer III		21.76
13074 - Photographer IV		26.74
13075 - Photographer V		32.21
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.71
14042 - Computer Operator II		16.46
14043 - Computer Operator III		18.36
14044 - Computer Operator IV		20.40
14045 - Computer Operator V		22.58
14071 - Computer Programmer I	(see 1)	22.64
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.71
14160 - Personal Computer Support Technician		22.33
14170 - System Support Specialist		25.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.63
15050 - Computer Based Training Specialist / Instructor		28.72
15060 - Educational Technologist		30.99

15070 - Flight Instructor (Pilot) 41.63
15080 - Graphic Artist 22.58
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.63
15086 - Maintenance Test Pilot Rotary Wing 40.63
15088 - Non-Maintenance Test/Co-Pilot 40.63
15090 - Technical Instructor 19.97
15095 - Technical Instructor/Course Developer 24.42
15110 - Test Proctor 16.12
15120 - Tutor 16.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.74
19040 - Tool And Die Maker 22.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.00
21030 - Material Coordinator 21.95
21040 - Material Expediter 21.95
21050 - Material Handling Laborer 16.02
21071 - Order Filler 13.82
21080 - Production Line Worker (Food Processing) 17.00
21110 - Shipping Packer 17.58
21130 - Shipping/Receiving Clerk 17.58
21140 - Store Worker I 14.65
21150 - Stock Clerk 18.82
21210 - Tools And Parts Attendant 17.00
21410 - Warehouse Specialist 17.00
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.77
23019 - Aircraft Logs and Records Technician 20.92
23021 - Aircraft Mechanic I 25.32
23022 - Aircraft Mechanic II 26.77
23023 - Aircraft Mechanic III 28.21
23040 - Aircraft Mechanic Helper 19.20
23050 - Aircraft Painter 23.15
23060 - Aircraft Servicer 20.92
23070 - Aircraft Survival Flight Equipment Technician 23.15
23080 - Aircraft Worker 21.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.81

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.32
23110 - Appliance Mechanic 22.18
23120 - Bicycle Repairer 18.88
23125 - Cable Splicer 36.65
23130 - Carpenter Maintenance 19.03
23140 - Carpet Layer 21.52
23160 - Electrician Maintenance 25.80
23181 - Electronics Technician Maintenance I 24.42
23182 - Electronics Technician Maintenance II 26.02
23183 - Electronics Technician Maintenance III 27.60
23260 - Fabric Worker 20.16
23290 - Fire Alarm System Mechanic 23.91
23310 - Fire Extinguisher Repairer 18.88
23311 - Fuel Distribution System Mechanic 31.82
23312 - Fuel Distribution System Operator 25.20
23370 - General Maintenance Worker 18.80
23380 - Ground Support Equipment Mechanic 25.32
23381 - Ground Support Equipment Servicer 20.92
23382 - Ground Support Equipment Worker 21.81
23391 - Gunsmith I 18.88
23392 - Gunsmith II 21.52
23393 - Gunsmith III 23.91
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.73
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.83
23430 - Heavy Equipment Mechanic 23.41
23440 - Heavy Equipment Operator 22.46
23460 - Instrument Mechanic 23.91
23465 - Laboratory/Shelter Mechanic 22.76
23470 - Laborer 16.02
23510 - Locksmith 22.76
23530 - Machinery Maintenance Mechanic 24.80
23550 - Machinist Maintenance 20.19
23580 - Maintenance Trades Helper 17.60
23591 - Metrology Technician I 23.91
23592 - Metrology Technician II 25.06
23593 - Metrology Technician III 26.09
23640 - Millwright 22.42
23710 - Office Appliance Repairer 20.36
23760 - Painter Maintenance 20.89
23790 - Pipefitter Maintenance 25.68
23810 - Plumber Maintenance 24.42
23820 - Pneudraulic Systems Mechanic 23.91
23850 - Rigger 23.91
23870 - Scale Mechanic 21.52
23890 - Sheet-Metal Worker Maintenance 22.02
23910 - Small Engine Mechanic 21.52
23931 - Telecommunications Mechanic I 28.82

23932 - Telecommunications Mechanic II 30.21
23950 - Telephone Lineman 23.91
23960 - Welder Combination Maintenance 19.58
23965 - Well Driller 23.91
23970 - Woodcraft Worker 23.91
23980 - Woodworker 18.88
24000 - Personal Needs Occupations
24550 - Case Manager 18.15
24570 - Child Care Attendant 10.51
24580 - Child Care Center Clerk 13.10
24610 - Chore Aide 12.44
24620 - Family Readiness And Support Services Coordinator 18.15
24630 - Homemaker 18.15
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.91
25040 - Sewage Plant Operator 21.83
25070 - Stationary Engineer 23.91
25190 - Ventilation Equipment Tender 17.67
25210 - Water Treatment Plant Operator 21.83
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.77
27007 - Baggage Inspector 13.55
27008 - Corrections Officer 22.35
27010 - Court Security Officer 20.95
27030 - Detection Dog Handler 18.66
27040 - Detention Officer 22.35
27070 - Firefighter 21.54
27101 - Guard I 13.55
27102 - Guard II 18.66
27131 - Police Officer I 23.98
27132 - Police Officer II 26.63
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.77
28042 - Carnival Equipment Repairer 12.59
28043 - Carnival Worker 9.35
28210 - Gate Attendant/Gate Tender 15.87
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 17.76
28510 - Recreation Aide/Health Facility Attendant 12.96
28515 - Recreation Specialist 21.99
28630 - Sports Official 14.14
28690 - Swimming Pool Operator 17.35
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.15
29020 - Hatch Tender 23.15
29030 - Line Handler 23.15
29041 - Stevedore I 21.69
29042 - Stevedore II 24.48
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.46
30022 - Archeological Technician II 18.42
30023 - Archeological Technician III 22.80
30030 - Cartographic Technician 22.80
30040 - Civil Engineering Technician 28.56
30051 - Cryogenic Technician I 24.76
30052 - Cryogenic Technician II 27.35
30061 - Drafter/CAD Operator I 16.29
30062 - Drafter/CAD Operator II 18.42
30063 - Drafter/CAD Operator III 20.32
30064 - Drafter/CAD Operator IV 25.00
30081 - Engineering Technician I 15.76
30082 - Engineering Technician II 17.69
30083 - Engineering Technician III 19.79
30084 - Engineering Technician IV 24.51
30085 - Engineering Technician V 29.98
30086 - Engineering Technician VI 36.28
30090 - Environmental Technician 24.12
30095 - Evidence Control Specialist 22.35
30210 - Laboratory Technician 20.36
30221 - Latent Fingerprint Technician I 24.76
30222 - Latent Fingerprint Technician II 27.35
30240 - Mathematical Technician 22.80
30361 - Paralegal/Legal Assistant I 20.06
30362 - Paralegal/Legal Assistant II 24.84
30363 - Paralegal/Legal Assistant III 30.39
30364 - Paralegal/Legal Assistant IV 36.77
30375 - Petroleum Supply Specialist 27.35
30390 - Photo-Optics Technician 25.08
30395 - Radiation Control Technician 27.35
30461 - Technical Writer I 22.42
30462 - Technical Writer II 28.41
30463 - Technical Writer III 34.37
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.00
30502 - Weather Forecaster II 30.41
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.32
30621 - Weather Observer Senior (see 2) 24.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.77
31030 - Bus Driver 18.21

31043 - Driver Courier	14.48
31260 - Parking and Lot Attendant	12.67
31290 - Shuttle Bus Driver	15.81
31310 - Taxi Driver	12.06
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	16.06
31363 - Truckdriver Heavy	19.88
31364 - Truckdriver Tractor-Trailer	19.88
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.53
99050 - Desk Clerk	10.60
99095 - Embalmer	32.86
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.54
99252 - Laboratory Animal Caretaker II	13.41
99260 - Marketing Analyst	24.85
99310 - Mortician	32.86
99410 - Pest Controller	23.05
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.59
99711 - Recycling Specialist	20.38
99730 - Refuse Collector	16.18
99810 - Sales Clerk	13.46
99820 - School Crossing Guard	16.04
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	20.20
99841 - Vending Machine Repairer	24.60
99842 - Vending Machine Repairer Helper	20.20

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4991
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Calhoun Emmet Hamilton Hancock Humboldt Kossuth Palo Alto Pocahontas Webster Winnebago Wright

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.81
01012 - Accounting Clerk II		15.50
01013 - Accounting Clerk III		17.34
01020 - Administrative Assistant		23.32
01035 - Court Reporter		17.49
01041 - Customer Service Representative I		12.92
01042 - Customer Service Representative II		14.53
01043 - Customer Service Representative III		15.85
01051 - Data Entry Operator I		15.04
01052 - Data Entry Operator II		16.41
01060 - Dispatcher Motor Vehicle		20.71
01070 - Document Preparation Clerk		13.93
01090 - Duplicating Machine Operator		13.93
01111 - General Clerk I		13.10

01112 - General Clerk II	14.29
01113 - General Clerk III	16.04
01120 - Housing Referral Assistant	19.50
01141 - Messenger Courier	11.84
01191 - Order Clerk I	15.21
01192 - Order Clerk II	18.54
01261 - Personnel Assistant (Employment) I	15.74
01262 - Personnel Assistant (Employment) II	17.61
01263 - Personnel Assistant (Employment) III	21.01
01270 - Production Control Clerk	22.48
01290 - Rental Clerk	12.28
01300 - Scheduler Maintenance	15.63
01311 - Secretary I	15.63
01312 - Secretary II	17.49
01313 - Secretary III	19.50
01320 - Service Order Dispatcher	18.51
01410 - Supply Technician	23.32
01420 - Survey Worker	16.09
01460 - Switchboard Operator/Receptionist	14.12
01531 - Travel Clerk I	13.13
01532 - Travel Clerk II	13.97
01533 - Travel Clerk III	14.83
01611 - Word Processor I	13.93
01612 - Word Processor II	15.63
01613 - Word Processor III	17.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.28
05010 - Automotive Electrician	20.43
05040 - Automotive Glass Installer	19.68
05070 - Automotive Worker	19.68
05110 - Mobile Equipment Servicer	18.10
05130 - Motor Equipment Metal Mechanic	21.62
05160 - Motor Equipment Metal Worker	19.68
05190 - Motor Vehicle Mechanic	20.61
05220 - Motor Vehicle Mechanic Helper	17.33
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.68
05310 - Painter Automotive	20.02
05340 - Radiator Repair Specialist	19.68
05370 - Tire Repairer	18.04
05400 - Transmission Repair Specialist	21.62
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.13
07041 - Cook I	12.06
07042 - Cook II	13.71
07070 - Dishwasher	9.02
07130 - Food Service Worker	11.15
07210 - Meat Cutter	12.99
07260 - Waiter/Waitress	9.45
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 19.35
09040 - Furniture Handler 14.77
09080 - Furniture Refinisher 19.35
09090 - Furniture Refinisher Helper 15.98
09110 - Furniture Repairer Minor 17.41
09130 - Upholsterer 19.35
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.36
11060 - Elevator Operator 13.23
11090 - Gardener 18.18
11122 - Housekeeping Aide 13.23
11150 - Janitor 13.23
11210 - Laborer Grounds Maintenance 14.85
11240 - Maid or Houseman 11.03
11260 - Pruner 13.54
11270 - Tractor Operator 16.95
11330 - Trail Maintenance Worker 14.85
11360 - Window Cleaner 14.51
12000 - Health Occupations
12010 - Ambulance Driver 17.72
12011 - Breath Alcohol Technician 18.62
12012 - Certified Occupational Therapist Assistant 25.55
12015 - Certified Physical Therapist Assistant 21.60
12020 - Dental Assistant 19.89
12025 - Dental Hygienist 34.79
12030 - EKG Technician 28.22
12035 - Electroneurodiagnostic Technologist 28.22
12040 - Emergency Medical Technician 17.72
12071 - Licensed Practical Nurse I 16.64
12072 - Licensed Practical Nurse II 18.62
12073 - Licensed Practical Nurse III 20.76
12100 - Medical Assistant 16.59
12130 - Medical Laboratory Technician 23.84
12160 - Medical Record Clerk 15.32
12190 - Medical Record Technician 18.62
12195 - Medical Transcriptionist 17.13
12210 - Nuclear Medicine Technologist 40.92
12221 - Nursing Assistant I 10.98
12222 - Nursing Assistant II 12.34
12223 - Nursing Assistant III 13.46
12224 - Nursing Assistant IV 15.11
12235 - Optical Dispenser 16.77
12236 - Optical Technician 16.64
12250 - Pharmacy Technician 15.85
12280 - Phlebotomist 16.64
12305 - Radiologic Technologist 24.33
12311 - Registered Nurse I 22.59
12312 - Registered Nurse II 27.64
12313 - Registered Nurse II Specialist 27.64
12314 - Registered Nurse III 33.44

12315 - Registered Nurse III Anesthetist		33.44
12316 - Registered Nurse IV		40.08
12317 - Scheduler (Drug and Alcohol Testing)		23.06
12320 - Substance Abuse Treatment Counselor		19.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.57
13012 - Exhibits Specialist II		21.77
13013 - Exhibits Specialist III		26.63
13041 - Illustrator I		17.57
13042 - Illustrator II		21.77
13043 - Illustrator III		26.63
13047 - Librarian		24.10
13050 - Library Aide/Clerk		11.11
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		14.26
13061 - Media Specialist I		14.39
13062 - Media Specialist II		16.12
13063 - Media Specialist III		18.05
13071 - Photographer I		15.38
13072 - Photographer II		17.57
13073 - Photographer III		21.76
13074 - Photographer IV		26.74
13075 - Photographer V		32.21
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.71
14042 - Computer Operator II		16.46
14043 - Computer Operator III		18.36
14044 - Computer Operator IV		20.40
14045 - Computer Operator V		22.58
14071 - Computer Programmer I	(see 1)	22.64
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.71
14160 - Personal Computer Support Technician		22.33
14170 - System Support Specialist		25.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.63
15050 - Computer Based Training Specialist / Instructor		28.72
15060 - Educational Technologist		33.84
15070 - Flight Instructor (Pilot)		41.63
15080 - Graphic Artist		22.58

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.37
15086 - Maintenance Test Pilot Rotary Wing 40.37
15088 - Non-Maintenance Test/Co-Pilot 40.37
15090 - Technical Instructor 19.97
15095 - Technical Instructor/Course Developer 24.42
15110 - Test Proctor 16.12
15120 - Tutor 16.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.45
19040 - Tool And Die Maker 24.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.92
21030 - Material Coordinator 22.48
21040 - Material Expediter 22.48
21050 - Material Handling Laborer 16.36
21071 - Order Filler 14.00
21080 - Production Line Worker (Food Processing) 15.92
21110 - Shipping Packer 17.39
21130 - Shipping/Receiving Clerk 17.39
21140 - Store Worker I 12.90
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 15.92
21410 - Warehouse Specialist 15.92
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.40
23019 - Aircraft Logs and Records Technician 25.31
23021 - Aircraft Mechanic I 30.64
23022 - Aircraft Mechanic II 32.40
23023 - Aircraft Mechanic III 34.13
23040 - Aircraft Mechanic Helper 23.23
23050 - Aircraft Painter 28.02
23060 - Aircraft Servicer 25.31
23070 - Aircraft Survival Flight Equipment Technician 28.02
23080 - Aircraft Worker 26.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.39
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.64

23110 - Appliance Mechanic 22.26
23120 - Bicycle Repairer 18.46
23125 - Cable Splicer 33.32
23130 - Carpenter Maintenance 19.94
23140 - Carpet Layer 20.98
23160 - Electrician Maintenance 26.38
23181 - Electronics Technician Maintenance I 24.42
23182 - Electronics Technician Maintenance II 26.02
23183 - Electronics Technician Maintenance III 27.60
23260 - Fabric Worker 19.71
23290 - Fire Alarm System Mechanic 23.45
23310 - Fire Extinguisher Repairer 18.46
23311 - Fuel Distribution System Mechanic 28.31
23312 - Fuel Distribution System Operator 22.29
23370 - General Maintenance Worker 19.47
23380 - Ground Support Equipment Mechanic 30.64
23381 - Ground Support Equipment Servicer 25.31
23382 - Ground Support Equipment Worker 26.39
23391 - Gunsmith I 18.46
23392 - Gunsmith II 20.98
23393 - Gunsmith III 23.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.07
23430 - Heavy Equipment Mechanic 23.06
23440 - Heavy Equipment Operator 22.46
23460 - Instrument Mechanic 23.45
23465 - Laboratory/Shelter Mechanic 22.26
23470 - Laborer 16.36
23510 - Locksmith 22.26
23530 - Machinery Maintenance Mechanic 21.92
23550 - Machinist Maintenance 18.83
23580 - Maintenance Trades Helper 14.86
23591 - Metrology Technician I 23.45
23592 - Metrology Technician II 24.67
23593 - Metrology Technician III 25.78
23640 - Millwright 25.00
23710 - Office Appliance Repairer 22.26
23760 - Painter Maintenance 20.84
23790 - Pipefitter Maintenance 24.14
23810 - Plumber Maintenance 22.91
23820 - Pneudraulic Systems Mechanic 23.45
23850 - Rigger 23.45
23870 - Scale Mechanic 20.98
23890 - Sheet-Metal Worker Maintenance 24.22
23910 - Small Engine Mechanic 20.98
23931 - Telecommunications Mechanic I 24.08
23932 - Telecommunications Mechanic II 25.33
23950 - Telephone Lineman 22.81

23960 - Welder Combination Maintenance		19.58
23965 - Well Driller		23.45
23970 - Woodcraft Worker		23.45
23980 - Woodworker		18.46
24000 - Personal Needs Occupations		
24550 - Case Manager		16.19
24570 - Child Care Attendant		10.51
24580 - Child Care Center Clerk		13.10
24610 - Chore Aide		12.44
24620 - Family Readiness And Support Services Coordinator		16.19
24630 - Homemaker		17.64
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.31
25040 - Sewage Plant Operator		21.67
25070 - Stationary Engineer		26.31
25190 - Ventilation Equipment Tender		19.28
25210 - Water Treatment Plant Operator		21.67
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.71
27007 - Baggage Inspector		14.84
27008 - Corrections Officer		23.47
27010 - Court Security Officer		20.95
27030 - Detection Dog Handler		18.66
27040 - Detention Officer		23.47
27070 - Firefighter		19.70
27101 - Guard I		14.84
27102 - Guard II		18.66
27131 - Police Officer I		24.13
27132 - Police Officer II		26.81
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.50
28042 - Carnival Equipment Repairer		13.41
28043 - Carnival Worker		9.79
28210 - Gate Attendant/Gate Tender		14.52
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		16.25
28510 - Recreation Aide/Health Facility Attendant		11.86
28515 - Recreation Specialist		20.13
28630 - Sports Official		12.94
28690 - Swimming Pool Operator		15.77
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.20
29020 - Hatch Tender		27.20
29030 - Line Handler		27.20
29041 - Stevedore I		25.55
29042 - Stevedore II		28.86
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.79
30022 - Archeological Technician II 19.90
30023 - Archeological Technician III 24.65
30030 - Cartographic Technician 24.65
30040 - Civil Engineering Technician 24.83
30051 - Cryogenic Technician I 27.31
30052 - Cryogenic Technician II 30.16
30061 - Drafter/CAD Operator I 17.79
30062 - Drafter/CAD Operator II 19.90
30063 - Drafter/CAD Operator III 22.18
30064 - Drafter/CAD Operator IV 27.31
30081 - Engineering Technician I 15.76
30082 - Engineering Technician II 17.69
30083 - Engineering Technician III 19.79
30084 - Engineering Technician IV 24.51
30085 - Engineering Technician V 29.98
30086 - Engineering Technician VI 36.28
30090 - Environmental Technician 24.20
30095 - Evidence Control Specialist 24.65
30210 - Laboratory Technician 22.20
30221 - Latent Fingerprint Technician I 27.31
30222 - Latent Fingerprint Technician II 30.16
30240 - Mathematical Technician 24.65
30361 - Paralegal/Legal Assistant I 19.03
30362 - Paralegal/Legal Assistant II 23.63
30363 - Paralegal/Legal Assistant III 28.90
30364 - Paralegal/Legal Assistant IV 34.98
30375 - Petroleum Supply Specialist 30.16
30390 - Photo-Optics Technician 25.08
30395 - Radiation Control Technician 30.16
30461 - Technical Writer I 24.65
30462 - Technical Writer II 30.16
30463 - Technical Writer III 36.48
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.31
30502 - Weather Forecaster II 33.20
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.18
30621 - Weather Observer Senior (see 2) 24.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.10
31030 - Bus Driver 17.54
31043 - Driver Courier 14.48
31260 - Parking and Lot Attendant 11.72

31290 - Shuttle Bus Driver	15.81
31310 - Taxi Driver	12.01
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	16.06
31363 - Truckdriver Heavy	19.88
31364 - Truckdriver Tractor-Trailer	19.88
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.55
99050 - Desk Clerk	11.10
99095 - Embalmer	33.75
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.16
99252 - Laboratory Animal Caretaker II	17.16
99260 - Marketing Analyst	22.35
99310 - Mortician	33.75
99410 - Pest Controller	20.89
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.93
99711 - Recycling Specialist	23.29
99730 - Refuse Collector	18.17
99810 - Sales Clerk	13.46
99820 - School Crossing Guard	14.23
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	18.24
99841 - Vending Machine Repairer	22.24
99842 - Vending Machine Repairer Helper	18.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4992
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Calhoun Emmet Hamilton Hancock Humboldt Kossuth Palo Alto Pocahontas Webster Winnebago Wright

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.81
01012 - Accounting Clerk II		15.50
01013 - Accounting Clerk III		17.34
01020 - Administrative Assistant		23.32
01035 - Court Reporter		17.49
01041 - Customer Service Representative I		12.92
01042 - Customer Service Representative II		14.53
01043 - Customer Service Representative III		15.85
01051 - Data Entry Operator I		15.04
01052 - Data Entry Operator II		16.41
01060 - Dispatcher Motor Vehicle		20.71

01070 - Document Preparation Clerk 13.93
01090 - Duplicating Machine Operator 13.93
01111 - General Clerk I 13.10
01112 - General Clerk II 14.29
01113 - General Clerk III 16.04
01120 - Housing Referral Assistant 19.50
01141 - Messenger Courier 11.84
01191 - Order Clerk I 15.21
01192 - Order Clerk II 18.54
01261 - Personnel Assistant (Employment) I 15.74
01262 - Personnel Assistant (Employment) II 17.61
01263 - Personnel Assistant (Employment) III 21.01
01270 - Production Control Clerk 22.48
01290 - Rental Clerk 12.28
01300 - Scheduler Maintenance 15.63
01311 - Secretary I 15.63
01312 - Secretary II 17.49
01313 - Secretary III 19.50
01320 - Service Order Dispatcher 18.51
01410 - Supply Technician 23.32
01420 - Survey Worker 16.09
01460 - Switchboard Operator/Receptionist 14.12
01531 - Travel Clerk I 13.13
01532 - Travel Clerk II 13.97
01533 - Travel Clerk III 14.83
01611 - Word Processor I 13.93
01612 - Word Processor II 15.63
01613 - Word Processor III 17.49
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.28
05010 - Automotive Electrician 20.43
05040 - Automotive Glass Installer 19.68
05070 - Automotive Worker 19.68
05110 - Mobile Equipment Servicer 18.10
05130 - Motor Equipment Metal Mechanic 21.62
05160 - Motor Equipment Metal Worker 19.68
05190 - Motor Vehicle Mechanic 20.61
05220 - Motor Vehicle Mechanic Helper 17.33
05250 - Motor Vehicle Upholstery Worker 18.88
05280 - Motor Vehicle Wrecker 19.68
05310 - Painter Automotive 20.02
05340 - Radiator Repair Specialist 19.68
05370 - Tire Repairer 18.04
05400 - Transmission Repair Specialist 21.62
07000 - Food Preparation And Service Occupations
07010 - Baker 13.13
07041 - Cook I 12.06
07042 - Cook II 13.71
07070 - Dishwasher 9.02
07130 - Food Service Worker 11.15

07210 - Meat Cutter	12.99
07260 - Waiter/Waitress	9.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.35
09040 - Furniture Handler	14.77
09080 - Furniture Refinisher	19.35
09090 - Furniture Refinisher Helper	15.98
09110 - Furniture Repairer Minor	17.41
09130 - Upholsterer	19.35
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.36
11060 - Elevator Operator	13.23
11090 - Gardener	18.18
11122 - Housekeeping Aide	13.23
11150 - Janitor	13.23
11210 - Laborer Grounds Maintenance	14.85
11240 - Maid or Houseman	11.03
11260 - Pruner	13.54
11270 - Tractor Operator	16.95
11330 - Trail Maintenance Worker	14.85
11360 - Window Cleaner	14.51
12000 - Health Occupations	
12010 - Ambulance Driver	17.72
12011 - Breath Alcohol Technician	18.62
12012 - Certified Occupational Therapist Assistant	25.55
12015 - Certified Physical Therapist Assistant	21.60
12020 - Dental Assistant	19.89
12025 - Dental Hygienist	34.79
12030 - EKG Technician	28.22
12035 - Electroneurodiagnostic Technologist	28.22
12040 - Emergency Medical Technician	17.72
12071 - Licensed Practical Nurse I	16.64
12072 - Licensed Practical Nurse II	18.62
12073 - Licensed Practical Nurse III	20.76
12100 - Medical Assistant	16.59
12130 - Medical Laboratory Technician	23.84
12160 - Medical Record Clerk	15.32
12190 - Medical Record Technician	18.62
12195 - Medical Transcriptionist	17.13
12210 - Nuclear Medicine Technologist	40.92
12221 - Nursing Assistant I	10.98
12222 - Nursing Assistant II	12.34
12223 - Nursing Assistant III	13.46
12224 - Nursing Assistant IV	15.11
12235 - Optical Dispenser	16.77
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	15.85
12280 - Phlebotomist	16.64
12305 - Radiologic Technologist	24.33
12311 - Registered Nurse I	22.59

12312 - Registered Nurse II		27.64
12313 - Registered Nurse II Specialist		27.64
12314 - Registered Nurse III		33.44
12315 - Registered Nurse III Anesthetist		33.44
12316 - Registered Nurse IV		40.08
12317 - Scheduler (Drug and Alcohol Testing)		23.06
12320 - Substance Abuse Treatment Counselor		19.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.57
13012 - Exhibits Specialist II		21.77
13013 - Exhibits Specialist III		26.63
13041 - Illustrator I		17.57
13042 - Illustrator II		21.77
13043 - Illustrator III		26.63
13047 - Librarian		24.10
13050 - Library Aide/Clerk		11.11
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		14.26
13061 - Media Specialist I		14.39
13062 - Media Specialist II		16.12
13063 - Media Specialist III		18.05
13071 - Photographer I		15.38
13072 - Photographer II		17.57
13073 - Photographer III		21.76
13074 - Photographer IV		26.74
13075 - Photographer V		32.21
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.71
14042 - Computer Operator II		16.46
14043 - Computer Operator III		18.36
14044 - Computer Operator IV		20.40
14045 - Computer Operator V		22.58
14071 - Computer Programmer I	(see 1)	22.64
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.71
14160 - Personal Computer Support Technician		22.33
14170 - System Support Specialist		25.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.63
15050 - Computer Based Training Specialist / Instructor		28.72

15060 - Educational Technologist 33.84
15070 - Flight Instructor (Pilot) 41.63
15080 - Graphic Artist 22.58
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.37
15086 - Maintenance Test Pilot Rotary Wing 40.37
15088 - Non-Maintenance Test/Co-Pilot 40.37
15090 - Technical Instructor 19.97
15095 - Technical Instructor/Course Developer 24.42
15110 - Test Proctor 16.12
15120 - Tutor 16.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.45
19040 - Tool And Die Maker 24.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.92
21030 - Material Coordinator 22.48
21040 - Material Expediter 22.48
21050 - Material Handling Laborer 16.36
21071 - Order Filler 14.00
21080 - Production Line Worker (Food Processing) 15.92
21110 - Shipping Packer 17.39
21130 - Shipping/Receiving Clerk 17.39
21140 - Store Worker I 12.90
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 15.92
21410 - Warehouse Specialist 15.92
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.40
23019 - Aircraft Logs and Records Technician 25.31
23021 - Aircraft Mechanic I 30.64
23022 - Aircraft Mechanic II 32.40
23023 - Aircraft Mechanic III 34.13
23040 - Aircraft Mechanic Helper 23.23
23050 - Aircraft Painter 28.02
23060 - Aircraft Servicer 25.31
23070 - Aircraft Survival Flight Equipment Technician 28.02
23080 - Aircraft Worker 26.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 26.39

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 30.64
II
23110 - Appliance Mechanic 22.26
23120 - Bicycle Repairer 18.46
23125 - Cable Splicer 33.32
23130 - Carpenter Maintenance 19.94
23140 - Carpet Layer 20.98
23160 - Electrician Maintenance 26.38
23181 - Electronics Technician Maintenance I 24.42
23182 - Electronics Technician Maintenance II 26.02
23183 - Electronics Technician Maintenance III 27.60
23260 - Fabric Worker 19.71
23290 - Fire Alarm System Mechanic 23.45
23310 - Fire Extinguisher Repairer 18.46
23311 - Fuel Distribution System Mechanic 28.31
23312 - Fuel Distribution System Operator 22.29
23370 - General Maintenance Worker 19.47
23380 - Ground Support Equipment Mechanic 30.64
23381 - Ground Support Equipment Servicer 25.31
23382 - Ground Support Equipment Worker 26.39
23391 - Gunsmith I 18.46
23392 - Gunsmith II 20.98
23393 - Gunsmith III 23.45
23410 - Heating Ventilation And Air-Conditioning 21.96
Mechanic
23411 - Heating Ventilation And Air Contidioning 23.07
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 23.06
23440 - Heavy Equipment Operator 22.46
23460 - Instrument Mechanic 23.45
23465 - Laboratory/Shelter Mechanic 22.26
23470 - Laborer 16.36
23510 - Locksmith 22.26
23530 - Machinery Maintenance Mechanic 21.92
23550 - Machinist Maintenance 18.83
23580 - Maintenance Trades Helper 14.86
23591 - Metrology Technician I 23.45
23592 - Metrology Technician II 24.67
23593 - Metrology Technician III 25.78
23640 - Millwright 25.00
23710 - Office Appliance Repairer 22.26
23760 - Painter Maintenance 20.84
23790 - Pipefitter Maintenance 24.14
23810 - Plumber Maintenance 22.91
23820 - Pneudraulic Systems Mechanic 23.45
23850 - Rigger 23.45
23870 - Scale Mechanic 20.98
23890 - Sheet-Metal Worker Maintenance 24.22
23910 - Small Engine Mechanic 20.98

23931 - Telecommunications Mechanic I	24.08
23932 - Telecommunications Mechanic II	25.33
23950 - Telephone Lineman	22.81
23960 - Welder Combination Maintenance	19.58
23965 - Well Driller	23.45
23970 - Woodcraft Worker	23.45
23980 - Woodworker	18.46
24000 - Personal Needs Occupations	
24550 - Case Manager	16.19
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.10
24610 - Chore Aide	12.44
24620 - Family Readiness And Support Services Coordinator	16.19
24630 - Homemaker	17.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.31
25040 - Sewage Plant Operator	21.67
25070 - Stationary Engineer	26.31
25190 - Ventilation Equipment Tender	19.28
25210 - Water Treatment Plant Operator	21.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.71
27007 - Baggage Inspector	14.84
27008 - Corrections Officer	23.47
27010 - Court Security Officer	20.95
27030 - Detection Dog Handler	18.66
27040 - Detention Officer	23.47
27070 - Firefighter	19.70
27101 - Guard I	14.84
27102 - Guard II	18.66
27131 - Police Officer I	24.13
27132 - Police Officer II	26.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.50
28042 - Carnival Equipment Repairer	13.41
28043 - Carnival Worker	9.79
28210 - Gate Attendant/Gate Tender	14.52
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.25
28510 - Recreation Aide/Health Facility Attendant	11.86
28515 - Recreation Specialist	20.13
28630 - Sports Official	12.94
28690 - Swimming Pool Operator	15.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.20
29020 - Hatch Tender	27.20
29030 - Line Handler	27.20
29041 - Stevedore I	25.55
29042 - Stevedore II	28.86

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.79
30022 - Archeological Technician II		19.90
30023 - Archeological Technician III		24.65
30030 - Cartographic Technician		24.65
30040 - Civil Engineering Technician		24.83
30051 - Cryogenic Technician I		27.31
30052 - Cryogenic Technician II		30.16
30061 - Drafter/CAD Operator I		17.79
30062 - Drafter/CAD Operator II		19.90
30063 - Drafter/CAD Operator III		22.18
30064 - Drafter/CAD Operator IV		27.31
30081 - Engineering Technician I		15.76
30082 - Engineering Technician II		17.69
30083 - Engineering Technician III		19.79
30084 - Engineering Technician IV		24.51
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		36.28
30090 - Environmental Technician		24.20
30095 - Evidence Control Specialist		24.65
30210 - Laboratory Technician		22.20
30221 - Latent Fingerprint Technician I		27.31
30222 - Latent Fingerprint Technician II		30.16
30240 - Mathematical Technician		24.65
30361 - Paralegal/Legal Assistant I		19.03
30362 - Paralegal/Legal Assistant II		23.63
30363 - Paralegal/Legal Assistant III		28.90
30364 - Paralegal/Legal Assistant IV		34.98
30375 - Petroleum Supply Specialist		30.16
30390 - Photo-Optics Technician		25.08
30395 - Radiation Control Technician		30.16
30461 - Technical Writer I		24.65
30462 - Technical Writer II		30.16
30463 - Technical Writer III		36.48
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.31
30502 - Weather Forecaster II		33.20
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.18
30621 - Weather Observer Senior	(see 2)	24.83

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.10

31030 - Bus Driver	17.54
31043 - Driver Courier	14.48
31260 - Parking and Lot Attendant	11.72
31290 - Shuttle Bus Driver	15.81
31310 - Taxi Driver	12.01
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	16.06
31363 - Truckdriver Heavy	19.88
31364 - Truckdriver Tractor-Trailer	19.88
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.55
99050 - Desk Clerk	11.10
99095 - Embalmer	33.75
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.16
99252 - Laboratory Animal Caretaker II	17.16
99260 - Marketing Analyst	22.35
99310 - Mortician	33.75
99410 - Pest Controller	20.89
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.93
99711 - Recycling Specialist	23.29
99730 - Refuse Collector	18.17
99810 - Sales Clerk	13.46
99820 - School Crossing Guard	14.23
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	18.24
99841 - Vending Machine Repairer	22.24
99842 - Vending Machine Repairer Helper	18.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4993
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Buena Vista Cherokee Clay Dickinson Ida Lyon Obrien Osceola Sac Sioux

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.81
01012 - Accounting Clerk II		15.50
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		23.32
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		12.92
01042 - Customer Service Representative II		14.53
01043 - Customer Service Representative III		15.85
01051 - Data Entry Operator I		15.04
01052 - Data Entry Operator II		16.41
01060 - Dispatcher Motor Vehicle		20.71
01070 - Document Preparation Clerk		13.93
01090 - Duplicating Machine Operator		13.93
01111 - General Clerk I		13.10

01112 - General Clerk II	14.29
01113 - General Clerk III	17.51
01120 - Housing Referral Assistant	19.50
01141 - Messenger Courier	11.84
01191 - Order Clerk I	13.68
01192 - Order Clerk II	14.93
01261 - Personnel Assistant (Employment) I	15.74
01262 - Personnel Assistant (Employment) II	17.61
01263 - Personnel Assistant (Employment) III	19.63
01270 - Production Control Clerk	22.48
01290 - Rental Clerk	12.30
01300 - Scheduler Maintenance	15.63
01311 - Secretary I	15.63
01312 - Secretary II	17.49
01313 - Secretary III	19.50
01320 - Service Order Dispatcher	18.51
01410 - Supply Technician	23.32
01420 - Survey Worker	14.17
01460 - Switchboard Operator/Receptionist	14.12
01531 - Travel Clerk I	13.13
01532 - Travel Clerk II	13.97
01533 - Travel Clerk III	14.83
01611 - Word Processor I	13.93
01612 - Word Processor II	15.63
01613 - Word Processor III	17.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.22
05010 - Automotive Electrician	19.56
05040 - Automotive Glass Installer	18.44
05070 - Automotive Worker	18.44
05110 - Mobile Equipment Servicer	16.99
05130 - Motor Equipment Metal Mechanic	20.61
05160 - Motor Equipment Metal Worker	18.44
05190 - Motor Vehicle Mechanic	19.95
05220 - Motor Vehicle Mechanic Helper	16.21
05250 - Motor Vehicle Upholstery Worker	18.08
05280 - Motor Vehicle Wrecker	18.44
05310 - Painter Automotive	19.56
05340 - Radiator Repair Specialist	18.44
05370 - Tire Repairer	18.04
05400 - Transmission Repair Specialist	20.61
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.13
07041 - Cook I	12.06
07042 - Cook II	13.71
07070 - Dishwasher	9.02
07130 - Food Service Worker	11.15
07210 - Meat Cutter	12.74
07260 - Waiter/Waitress	9.45
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 19.35
09040 - Furniture Handler 13.54
09080 - Furniture Refinisher 19.35
09090 - Furniture Refinisher Helper 15.39
09110 - Furniture Repairer Minor 17.14
09130 - Upholsterer 19.35
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.36
11060 - Elevator Operator 13.23
11090 - Gardener 18.18
11122 - Housekeeping Aide 13.23
11150 - Janitor 13.23
11210 - Laborer Grounds Maintenance 14.53
11240 - Maid or Houseman 11.03
11260 - Pruner 13.44
11270 - Tractor Operator 16.95
11330 - Trail Maintenance Worker 14.53
11360 - Window Cleaner 14.51
12000 - Health Occupations
12010 - Ambulance Driver 17.56
12011 - Breath Alcohol Technician 18.62
12012 - Certified Occupational Therapist Assistant 25.55
12015 - Certified Physical Therapist Assistant 21.60
12020 - Dental Assistant 19.89
12025 - Dental Hygienist 34.79
12030 - EKG Technician 28.22
12035 - Electroneurodiagnostic Technologist 28.22
12040 - Emergency Medical Technician 17.56
12071 - Licensed Practical Nurse I 16.64
12072 - Licensed Practical Nurse II 18.62
12073 - Licensed Practical Nurse III 20.76
12100 - Medical Assistant 16.46
12130 - Medical Laboratory Technician 23.84
12160 - Medical Record Clerk 15.32
12190 - Medical Record Technician 18.62
12195 - Medical Transcriptionist 17.13
12210 - Nuclear Medicine Technologist 40.92
12221 - Nursing Assistant I 10.98
12222 - Nursing Assistant II 12.34
12223 - Nursing Assistant III 13.46
12224 - Nursing Assistant IV 15.11
12235 - Optical Dispenser 16.77
12236 - Optical Technician 16.64
12250 - Pharmacy Technician 15.85
12280 - Phlebotomist 16.64
12305 - Radiologic Technologist 24.33
12311 - Registered Nurse I 22.59
12312 - Registered Nurse II 27.64
12313 - Registered Nurse II Specialist 27.64
12314 - Registered Nurse III 33.44

12315 - Registered Nurse III Anesthetist		33.44
12316 - Registered Nurse IV		40.08
12317 - Scheduler (Drug and Alcohol Testing)		23.06
12320 - Substance Abuse Treatment Counselor		19.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.43
13012 - Exhibits Specialist II		21.58
13013 - Exhibits Specialist III		26.39
13041 - Illustrator I		19.13
13042 - Illustrator II		23.71
13043 - Illustrator III		29.00
13047 - Librarian		23.91
13050 - Library Aide/Clerk		10.52
13054 - Library Information Technology Systems Administrator		21.59
13058 - Library Technician		15.42
13061 - Media Specialist I		15.58
13062 - Media Specialist II		17.42
13063 - Media Specialist III		19.42
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		24.79
13075 - Photographer V		30.00
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.26
14042 - Computer Operator II		17.08
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		22.16
14045 - Computer Operator V		24.58
14071 - Computer Programmer I	(see 1)	24.18
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.26
14160 - Personal Computer Support Technician		22.16
14170 - System Support Specialist		25.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.60
15020 - Aircrew Training Devices Instructor (Rated)		34.46
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		30.60
15060 - Educational Technologist		33.22
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		21.89

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.37
15086 - Maintenance Test Pilot Rotary Wing 40.37
15088 - Non-Maintenance Test/Co-Pilot 40.37
15090 - Technical Instructor 21.17
15095 - Technical Instructor/Course Developer 23.58
15110 - Test Proctor 17.08
15120 - Tutor 17.08
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.45
19040 - Tool And Die Maker 24.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.92
21030 - Material Coordinator 22.48
21040 - Material Expediter 22.48
21050 - Material Handling Laborer 16.36
21071 - Order Filler 14.00
21080 - Production Line Worker (Food Processing) 15.92
21110 - Shipping Packer 17.39
21130 - Shipping/Receiving Clerk 17.39
21140 - Store Worker I 12.90
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 15.92
21410 - Warehouse Specialist 15.92
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.63
23019 - Aircraft Logs and Records Technician 27.09
23021 - Aircraft Mechanic I 30.12
23022 - Aircraft Mechanic II 31.63
23023 - Aircraft Mechanic III 33.22
23040 - Aircraft Mechanic Helper 23.65
23050 - Aircraft Painter 29.65
23060 - Aircraft Servicer 27.09
23070 - Aircraft Survival Flight Equipment Technician 29.65
23080 - Aircraft Worker 28.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.12

23110 - Appliance Mechanic 22.21
23120 - Bicycle Repairer 18.46
23125 - Cable Splicer 33.54
23130 - Carpenter Maintenance 19.94
23140 - Carpet Layer 20.98
23160 - Electrician Maintenance 26.21
23181 - Electronics Technician Maintenance I 22.93
23182 - Electronics Technician Maintenance II 24.32
23183 - Electronics Technician Maintenance III 25.63
23260 - Fabric Worker 19.71
23290 - Fire Alarm System Mechanic 23.45
23310 - Fire Extinguisher Repairer 18.46
23311 - Fuel Distribution System Mechanic 28.31
23312 - Fuel Distribution System Operator 22.29
23370 - General Maintenance Worker 19.47
23380 - Ground Support Equipment Mechanic 30.12
23381 - Ground Support Equipment Servicer 27.09
23382 - Ground Support Equipment Worker 28.31
23391 - Gunsmith I 18.46
23392 - Gunsmith II 20.98
23393 - Gunsmith III 23.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.40
23430 - Heavy Equipment Mechanic 23.06
23440 - Heavy Equipment Operator 21.22
23460 - Instrument Mechanic 23.45
23465 - Laboratory/Shelter Mechanic 22.26
23470 - Laborer 16.36
23510 - Locksmith 22.26
23530 - Machinery Maintenance Mechanic 21.92
23550 - Machinist Maintenance 18.26
23580 - Maintenance Trades Helper 14.65
23591 - Metrology Technician I 23.45
23592 - Metrology Technician II 24.67
23593 - Metrology Technician III 25.78
23640 - Millwright 25.00
23710 - Office Appliance Repairer 22.26
23760 - Painter Maintenance 20.84
23790 - Pipefitter Maintenance 26.10
23810 - Plumber Maintenance 25.32
23820 - Pneudraulic Systems Mechanic 23.45
23850 - Rigger 23.45
23870 - Scale Mechanic 20.98
23890 - Sheet-Metal Worker Maintenance 25.00
23910 - Small Engine Mechanic 20.98
23931 - Telecommunications Mechanic I 24.08
23932 - Telecommunications Mechanic II 26.07
23950 - Telephone Lineman 22.81

23960 - Welder Combination Maintenance		18.31
23965 - Well Driller		23.45
23970 - Woodcraft Worker		23.45
23980 - Woodworker		18.46
24000 - Personal Needs Occupations		
24550 - Case Manager		16.19
24570 - Child Care Attendant		9.72
24580 - Child Care Center Clerk		13.42
24610 - Chore Aide		11.45
24620 - Family Readiness And Support Services Coordinator		16.19
24630 - Homemaker		16.19
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.85
25040 - Sewage Plant Operator		21.67
25070 - Stationary Engineer		25.85
25190 - Ventilation Equipment Tender		18.96
25210 - Water Treatment Plant Operator		21.67
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.71
27007 - Baggage Inspector		14.31
27008 - Corrections Officer		23.47
27010 - Court Security Officer		22.20
27030 - Detection Dog Handler		16.61
27040 - Detention Officer		23.47
27070 - Firefighter		22.36
27101 - Guard I		14.31
27102 - Guard II		16.61
27131 - Police Officer I		24.13
27132 - Police Officer II		26.81
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.50
28042 - Carnival Equipment Repairer		13.41
28043 - Carnival Worker		9.79
28210 - Gate Attendant/Gate Tender		14.52
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		16.25
28510 - Recreation Aide/Health Facility Attendant		11.86
28515 - Recreation Specialist		20.13
28630 - Sports Official		12.94
28690 - Swimming Pool Operator		17.03
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.20
29020 - Hatch Tender		27.20
29030 - Line Handler		27.20
29041 - Stevedore I		25.55
29042 - Stevedore II		28.86
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.46
30022 - Archeological Technician II 20.64
30023 - Archeological Technician III 25.57
30030 - Cartographic Technician 25.57
30040 - Civil Engineering Technician 22.72
30051 - Cryogenic Technician I 27.31
30052 - Cryogenic Technician II 30.16
30061 - Drafter/CAD Operator I 18.46
30062 - Drafter/CAD Operator II 20.64
30063 - Drafter/CAD Operator III 23.02
30064 - Drafter/CAD Operator IV 27.98
30081 - Engineering Technician I 16.00
30082 - Engineering Technician II 17.95
30083 - Engineering Technician III 20.08
30084 - Engineering Technician IV 24.89
30085 - Engineering Technician V 30.45
30086 - Engineering Technician VI 36.83
30090 - Environmental Technician 24.20
30095 - Evidence Control Specialist 24.65
30210 - Laboratory Technician 22.74
30221 - Latent Fingerprint Technician I 27.31
30222 - Latent Fingerprint Technician II 30.16
30240 - Mathematical Technician 25.41
30361 - Paralegal/Legal Assistant I 18.36
30362 - Paralegal/Legal Assistant II 22.74
30363 - Paralegal/Legal Assistant III 27.82
30364 - Paralegal/Legal Assistant IV 33.66
30375 - Petroleum Supply Specialist 30.16
30390 - Photo-Optics Technician 25.37
30395 - Radiation Control Technician 30.16
30461 - Technical Writer I 24.65
30462 - Technical Writer II 30.16
30463 - Technical Writer III 36.48
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.98
30502 - Weather Forecaster II 34.04
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.02
30621 - Weather Observer Senior (see 2) 25.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.83
31030 - Bus Driver 16.89
31043 - Driver Courier 13.68
31260 - Parking and Lot Attendant 11.72

31290 - Shuttle Bus Driver	14.68
31310 - Taxi Driver	11.96
31361 - Truckdriver Light	14.68
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	19.94
31364 - Truckdriver Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.55
99050 - Desk Clerk	11.10
99095 - Embalmer	41.29
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.32
99252 - Laboratory Animal Caretaker II	17.51
99260 - Marketing Analyst	22.35
99310 - Mortician	41.29
99410 - Pest Controller	20.89
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.93
99711 - Recycling Specialist	23.29
99730 - Refuse Collector	18.17
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	14.23
99830 - Survey Party Chief	28.72
99831 - Surveying Aide	15.55
99832 - Surveying Technician	19.72
99840 - Vending Machine Attendant	18.24
99841 - Vending Machine Repairer	22.24
99842 - Vending Machine Repairer Helper	18.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4994
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Buena Vista Cherokee Clay Dickinson Ida Lyon Obrien Osceola Sac Sioux

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.81
01012 - Accounting Clerk II		15.50
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		23.32
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		12.92
01042 - Customer Service Representative II		14.53
01043 - Customer Service Representative III		15.85
01051 - Data Entry Operator I		15.04
01052 - Data Entry Operator II		16.41
01060 - Dispatcher Motor Vehicle		20.71

01070 - Document Preparation Clerk 13.93
01090 - Duplicating Machine Operator 13.93
01111 - General Clerk I 13.10
01112 - General Clerk II 14.29
01113 - General Clerk III 17.51
01120 - Housing Referral Assistant 19.50
01141 - Messenger Courier 11.84
01191 - Order Clerk I 13.68
01192 - Order Clerk II 14.93
01261 - Personnel Assistant (Employment) I 15.74
01262 - Personnel Assistant (Employment) II 17.61
01263 - Personnel Assistant (Employment) III 19.63
01270 - Production Control Clerk 22.48
01290 - Rental Clerk 12.30
01300 - Scheduler Maintenance 15.63
01311 - Secretary I 15.63
01312 - Secretary II 17.49
01313 - Secretary III 19.50
01320 - Service Order Dispatcher 18.51
01410 - Supply Technician 23.32
01420 - Survey Worker 14.17
01460 - Switchboard Operator/Receptionist 14.12
01531 - Travel Clerk I 13.13
01532 - Travel Clerk II 13.97
01533 - Travel Clerk III 14.83
01611 - Word Processor I 13.93
01612 - Word Processor II 15.63
01613 - Word Processor III 17.49
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.22
05010 - Automotive Electrician 19.56
05040 - Automotive Glass Installer 18.44
05070 - Automotive Worker 18.44
05110 - Mobile Equipment Servicer 16.99
05130 - Motor Equipment Metal Mechanic 20.61
05160 - Motor Equipment Metal Worker 18.44
05190 - Motor Vehicle Mechanic 19.95
05220 - Motor Vehicle Mechanic Helper 16.21
05250 - Motor Vehicle Upholstery Worker 18.08
05280 - Motor Vehicle Wrecker 18.44
05310 - Painter Automotive 19.56
05340 - Radiator Repair Specialist 18.44
05370 - Tire Repairer 18.04
05400 - Transmission Repair Specialist 20.61
07000 - Food Preparation And Service Occupations
07010 - Baker 13.13
07041 - Cook I 12.06
07042 - Cook II 13.71
07070 - Dishwasher 9.02
07130 - Food Service Worker 11.15

07210 - Meat Cutter	12.74
07260 - Waiter/Waitress	9.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.35
09040 - Furniture Handler	13.54
09080 - Furniture Refinisher	19.35
09090 - Furniture Refinisher Helper	15.39
09110 - Furniture Repairer Minor	17.14
09130 - Upholsterer	19.35
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.36
11060 - Elevator Operator	13.23
11090 - Gardener	18.18
11122 - Housekeeping Aide	13.23
11150 - Janitor	13.23
11210 - Laborer Grounds Maintenance	14.53
11240 - Maid or Houseman	11.03
11260 - Pruner	13.44
11270 - Tractor Operator	16.95
11330 - Trail Maintenance Worker	14.53
11360 - Window Cleaner	14.51
12000 - Health Occupations	
12010 - Ambulance Driver	17.56
12011 - Breath Alcohol Technician	18.62
12012 - Certified Occupational Therapist Assistant	25.55
12015 - Certified Physical Therapist Assistant	21.60
12020 - Dental Assistant	19.89
12025 - Dental Hygienist	34.79
12030 - EKG Technician	28.22
12035 - Electroneurodiagnostic Technologist	28.22
12040 - Emergency Medical Technician	17.56
12071 - Licensed Practical Nurse I	16.64
12072 - Licensed Practical Nurse II	18.62
12073 - Licensed Practical Nurse III	20.76
12100 - Medical Assistant	16.46
12130 - Medical Laboratory Technician	23.84
12160 - Medical Record Clerk	15.32
12190 - Medical Record Technician	18.62
12195 - Medical Transcriptionist	17.13
12210 - Nuclear Medicine Technologist	40.92
12221 - Nursing Assistant I	10.98
12222 - Nursing Assistant II	12.34
12223 - Nursing Assistant III	13.46
12224 - Nursing Assistant IV	15.11
12235 - Optical Dispenser	16.77
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	15.85
12280 - Phlebotomist	16.64
12305 - Radiologic Technologist	24.33
12311 - Registered Nurse I	22.59

12312 - Registered Nurse II		27.64
12313 - Registered Nurse II Specialist		27.64
12314 - Registered Nurse III		33.44
12315 - Registered Nurse III Anesthetist		33.44
12316 - Registered Nurse IV		40.08
12317 - Scheduler (Drug and Alcohol Testing)		23.06
12320 - Substance Abuse Treatment Counselor		19.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.43
13012 - Exhibits Specialist II		21.58
13013 - Exhibits Specialist III		26.39
13041 - Illustrator I		19.13
13042 - Illustrator II		23.71
13043 - Illustrator III		29.00
13047 - Librarian		23.91
13050 - Library Aide/Clerk		10.52
13054 - Library Information Technology Systems Administrator		21.59
13058 - Library Technician		15.42
13061 - Media Specialist I		15.58
13062 - Media Specialist II		17.42
13063 - Media Specialist III		19.42
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		24.79
13075 - Photographer V		30.00
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.26
14042 - Computer Operator II		17.08
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		22.16
14045 - Computer Operator V		24.58
14071 - Computer Programmer I	(see 1)	24.18
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.26
14160 - Personal Computer Support Technician		22.16
14170 - System Support Specialist		25.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.60
15020 - Aircrew Training Devices Instructor (Rated)		34.46
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		30.60

15060 - Educational Technologist 33.22
15070 - Flight Instructor (Pilot) 40.44
15080 - Graphic Artist 21.89
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.37
15086 - Maintenance Test Pilot Rotary Wing 40.37
15088 - Non-Maintenance Test/Co-Pilot 40.37
15090 - Technical Instructor 21.17
15095 - Technical Instructor/Course Developer 23.58
15110 - Test Proctor 17.08
15120 - Tutor 17.08
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.45
19040 - Tool And Die Maker 24.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.92
21030 - Material Coordinator 22.48
21040 - Material Expediter 22.48
21050 - Material Handling Laborer 16.36
21071 - Order Filler 14.00
21080 - Production Line Worker (Food Processing) 15.92
21110 - Shipping Packer 17.39
21130 - Shipping/Receiving Clerk 17.39
21140 - Store Worker I 12.90
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 15.92
21410 - Warehouse Specialist 15.92
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.63
23019 - Aircraft Logs and Records Technician 27.09
23021 - Aircraft Mechanic I 30.12
23022 - Aircraft Mechanic II 31.63
23023 - Aircraft Mechanic III 33.22
23040 - Aircraft Mechanic Helper 23.65
23050 - Aircraft Painter 29.65
23060 - Aircraft Servicer 27.09
23070 - Aircraft Survival Flight Equipment Technician 29.65
23080 - Aircraft Worker 28.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 28.31

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 30.12
II
23110 - Appliance Mechanic 22.21
23120 - Bicycle Repairer 18.46
23125 - Cable Splicer 33.54
23130 - Carpenter Maintenance 19.94
23140 - Carpet Layer 20.98
23160 - Electrician Maintenance 26.21
23181 - Electronics Technician Maintenance I 22.93
23182 - Electronics Technician Maintenance II 24.32
23183 - Electronics Technician Maintenance III 25.63
23260 - Fabric Worker 19.71
23290 - Fire Alarm System Mechanic 23.45
23310 - Fire Extinguisher Repairer 18.46
23311 - Fuel Distribution System Mechanic 28.31
23312 - Fuel Distribution System Operator 22.29
23370 - General Maintenance Worker 19.47
23380 - Ground Support Equipment Mechanic 30.12
23381 - Ground Support Equipment Servicer 27.09
23382 - Ground Support Equipment Worker 28.31
23391 - Gunsmith I 18.46
23392 - Gunsmith II 20.98
23393 - Gunsmith III 23.45
23410 - Heating Ventilation And Air-Conditioning 22.40
Mechanic
23411 - Heating Ventilation And Air Contidioning 23.40
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 23.06
23440 - Heavy Equipment Operator 21.22
23460 - Instrument Mechanic 23.45
23465 - Laboratory/Shelter Mechanic 22.26
23470 - Laborer 16.36
23510 - Locksmith 22.26
23530 - Machinery Maintenance Mechanic 21.92
23550 - Machinist Maintenance 18.26
23580 - Maintenance Trades Helper 14.65
23591 - Metrology Technician I 23.45
23592 - Metrology Technician II 24.67
23593 - Metrology Technician III 25.78
23640 - Millwright 25.00
23710 - Office Appliance Repairer 22.26
23760 - Painter Maintenance 20.84
23790 - Pipefitter Maintenance 26.10
23810 - Plumber Maintenance 25.32
23820 - Pneudraulic Systems Mechanic 23.45
23850 - Rigger 23.45
23870 - Scale Mechanic 20.98
23890 - Sheet-Metal Worker Maintenance 25.00
23910 - Small Engine Mechanic 20.98

23931 - Telecommunications Mechanic I	24.08
23932 - Telecommunications Mechanic II	26.07
23950 - Telephone Lineman	22.81
23960 - Welder Combination Maintenance	18.31
23965 - Well Driller	23.45
23970 - Woodcraft Worker	23.45
23980 - Woodworker	18.46
24000 - Personal Needs Occupations	
24550 - Case Manager	16.19
24570 - Child Care Attendant	9.72
24580 - Child Care Center Clerk	13.42
24610 - Chore Aide	11.45
24620 - Family Readiness And Support Services Coordinator	16.19
24630 - Homemaker	16.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.85
25040 - Sewage Plant Operator	21.67
25070 - Stationary Engineer	25.85
25190 - Ventilation Equipment Tender	18.96
25210 - Water Treatment Plant Operator	21.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.71
27007 - Baggage Inspector	14.31
27008 - Corrections Officer	23.47
27010 - Court Security Officer	22.20
27030 - Detection Dog Handler	16.61
27040 - Detention Officer	23.47
27070 - Firefighter	22.36
27101 - Guard I	14.31
27102 - Guard II	16.61
27131 - Police Officer I	24.13
27132 - Police Officer II	26.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.50
28042 - Carnival Equipment Repairer	13.41
28043 - Carnival Worker	9.79
28210 - Gate Attendant/Gate Tender	14.52
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.25
28510 - Recreation Aide/Health Facility Attendant	11.86
28515 - Recreation Specialist	20.13
28630 - Sports Official	12.94
28690 - Swimming Pool Operator	17.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.20
29020 - Hatch Tender	27.20
29030 - Line Handler	27.20
29041 - Stevedore I	25.55
29042 - Stevedore II	28.86

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.46
30022 - Archeological Technician II		20.64
30023 - Archeological Technician III		25.57
30030 - Cartographic Technician		25.57
30040 - Civil Engineering Technician		22.72
30051 - Cryogenic Technician I		27.31
30052 - Cryogenic Technician II		30.16
30061 - Drafter/CAD Operator I		18.46
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		27.98
30081 - Engineering Technician I		16.00
30082 - Engineering Technician II		17.95
30083 - Engineering Technician III		20.08
30084 - Engineering Technician IV		24.89
30085 - Engineering Technician V		30.45
30086 - Engineering Technician VI		36.83
30090 - Environmental Technician		24.20
30095 - Evidence Control Specialist		24.65
30210 - Laboratory Technician		22.74
30221 - Latent Fingerprint Technician I		27.31
30222 - Latent Fingerprint Technician II		30.16
30240 - Mathematical Technician		25.41
30361 - Paralegal/Legal Assistant I		18.36
30362 - Paralegal/Legal Assistant II		22.74
30363 - Paralegal/Legal Assistant III		27.82
30364 - Paralegal/Legal Assistant IV		33.66
30375 - Petroleum Supply Specialist		30.16
30390 - Photo-Optics Technician		25.37
30395 - Radiation Control Technician		30.16
30461 - Technical Writer I		24.65
30462 - Technical Writer II		30.16
30463 - Technical Writer III		36.48
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.98
30502 - Weather Forecaster II		34.04
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer Senior	(see 2)	25.27

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.83

31030 - Bus Driver	16.89
31043 - Driver Courier	13.68
31260 - Parking and Lot Attendant	11.72
31290 - Shuttle Bus Driver	14.68
31310 - Taxi Driver	11.96
31361 - Truckdriver Light	14.68
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	19.94
31364 - Truckdriver Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.55
99050 - Desk Clerk	11.10
99095 - Embalmer	41.29
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.32
99252 - Laboratory Animal Caretaker II	17.51
99260 - Marketing Analyst	22.35
99310 - Mortician	41.29
99410 - Pest Controller	20.89
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.93
99711 - Recycling Specialist	23.29
99730 - Refuse Collector	18.17
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	14.23
99830 - Survey Party Chief	28.72
99831 - Surveying Aide	15.55
99832 - Surveying Technician	19.72
99840 - Vending Machine Attendant	18.24
99841 - Vending Machine Repairer	22.24
99842 - Vending Machine Repairer Helper	18.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4995
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Adair Audubon Boone Carroll Clarke Decatur Greene Lucas Ringgold Taylor Union Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.29
01013 - Accounting Clerk III		17.11
01020 - Administrative Assistant		24.35
01035 - Court Reporter		17.32
01041 - Customer Service Representative I		13.09
01042 - Customer Service Representative II		14.72
01043 - Customer Service Representative III		16.06
01051 - Data Entry Operator I		13.31
01052 - Data Entry Operator II		14.52
01060 - Dispatcher Motor Vehicle		22.71
01070 - Document Preparation Clerk		13.79
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		13.28

01112 - General Clerk II	14.49
01113 - General Clerk III	16.26
01120 - Housing Referral Assistant	19.31
01141 - Messenger Courier	11.61
01191 - Order Clerk I	15.21
01192 - Order Clerk II	18.54
01261 - Personnel Assistant (Employment) I	15.46
01262 - Personnel Assistant (Employment) II	17.30
01263 - Personnel Assistant (Employment) III	21.01
01270 - Production Control Clerk	24.61
01290 - Rental Clerk	12.86
01300 - Scheduler Maintenance	15.48
01311 - Secretary I	15.48
01312 - Secretary II	17.32
01313 - Secretary III	19.31
01320 - Service Order Dispatcher	20.29
01410 - Supply Technician	24.35
01420 - Survey Worker	16.09
01460 - Switchboard Operator/Receptionist	14.53
01531 - Travel Clerk I	16.50
01532 - Travel Clerk II	17.55
01533 - Travel Clerk III	18.63
01611 - Word Processor I	13.79
01612 - Word Processor II	15.48
01613 - Word Processor III	17.32
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.75
05010 - Automotive Electrician	20.43
05040 - Automotive Glass Installer	19.68
05070 - Automotive Worker	19.68
05110 - Mobile Equipment Servicer	18.10
05130 - Motor Equipment Metal Mechanic	21.62
05160 - Motor Equipment Metal Worker	19.68
05190 - Motor Vehicle Mechanic	19.87
05220 - Motor Vehicle Mechanic Helper	17.33
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.68
05310 - Painter Automotive	20.02
05340 - Radiator Repair Specialist	19.68
05370 - Tire Repairer	16.72
05400 - Transmission Repair Specialist	21.62
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.28
07041 - Cook I	12.29
07042 - Cook II	13.95
07070 - Dishwasher	9.20
07130 - Food Service Worker	10.72
07210 - Meat Cutter	12.99
07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 19.33
09040 - Furniture Handler 14.77
09080 - Furniture Refinisher 19.33
09090 - Furniture Refinisher Helper 15.98
09110 - Furniture Repairer Minor 17.41
09130 - Upholsterer 19.33
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.28
11060 - Elevator Operator 13.15
11090 - Gardener 16.02
11122 - Housekeeping Aide 13.15
11150 - Janitor 13.15
11210 - Laborer Grounds Maintenance 12.80
11240 - Maid or Houseman 11.00
11260 - Pruner 11.72
11270 - Tractor Operator 14.91
11330 - Trail Maintenance Worker 13.08
11360 - Window Cleaner 14.37
12000 - Health Occupations
12010 - Ambulance Driver 19.13
12011 - Breath Alcohol Technician 18.99
12012 - Certified Occupational Therapist Assistant 27.68
12015 - Certified Physical Therapist Assistant 23.97
12020 - Dental Assistant 20.32
12025 - Dental Hygienist 34.86
12030 - EKG Technician 28.98
12035 - Electroneurodiagnostic Technologist 28.98
12040 - Emergency Medical Technician 19.13
12071 - Licensed Practical Nurse I 17.09
12072 - Licensed Practical Nurse II 19.13
12073 - Licensed Practical Nurse III 21.32
12100 - Medical Assistant 16.03
12130 - Medical Laboratory Technician 23.69
12160 - Medical Record Clerk 15.41
12190 - Medical Record Technician 18.96
12195 - Medical Transcriptionist 18.99
12210 - Nuclear Medicine Technologist 42.02
12221 - Nursing Assistant I 10.86
12222 - Nursing Assistant II 12.21
12223 - Nursing Assistant III 13.32
12224 - Nursing Assistant IV 14.96
12235 - Optical Dispenser 16.67
12236 - Optical Technician 17.09
12250 - Pharmacy Technician 15.30
12280 - Phlebotomist 14.70
12305 - Radiologic Technologist 24.91
12311 - Registered Nurse I 22.19
12312 - Registered Nurse II 27.15
12313 - Registered Nurse II Specialist 27.15
12314 - Registered Nurse III 32.85

12315 - Registered Nurse III Anesthetist		32.85
12316 - Registered Nurse IV		39.37
12317 - Scheduler (Drug and Alcohol Testing)		23.52
12320 - Substance Abuse Treatment Counselor		21.03
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.57
13012 - Exhibits Specialist II		21.77
13013 - Exhibits Specialist III		26.63
13041 - Illustrator I		17.57
13042 - Illustrator II		21.77
13043 - Illustrator III		26.63
13047 - Librarian		24.10
13050 - Library Aide/Clerk		11.11
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		12.56
13061 - Media Specialist I		14.39
13062 - Media Specialist II		16.12
13063 - Media Specialist III		18.05
13071 - Photographer I		15.38
13072 - Photographer II		17.57
13073 - Photographer III		21.76
13074 - Photographer IV		26.74
13075 - Photographer V		32.21
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.71
14042 - Computer Operator II		16.46
14043 - Computer Operator III		18.36
14044 - Computer Operator IV		20.40
14045 - Computer Operator V		22.58
14071 - Computer Programmer I	(see 1)	22.64
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.71
14160 - Personal Computer Support Technician		22.33
14170 - System Support Specialist		25.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.63
15050 - Computer Based Training Specialist / Instructor		28.72
15060 - Educational Technologist		34.09
15070 - Flight Instructor (Pilot)		41.63
15080 - Graphic Artist		22.58

15085 - Maintenance Test Pilot Fixed Jet/Prop 41.10
15086 - Maintenance Test Pilot Rotary Wing 41.10
15088 - Non-Maintenance Test/Co-Pilot 41.10
15090 - Technical Instructor 19.97
15095 - Technical Instructor/Course Developer 24.42
15110 - Test Proctor 16.12
15120 - Tutor 16.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.87
19040 - Tool And Die Maker 24.88
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.94
21030 - Material Coordinator 24.61
21040 - Material Expediter 24.61
21050 - Material Handling Laborer 16.68
21071 - Order Filler 15.92
21080 - Production Line Worker (Food Processing) 18.94
21110 - Shipping Packer 17.93
21130 - Shipping/Receiving Clerk 17.93
21140 - Store Worker I 13.32
21150 - Stock Clerk 17.33
21210 - Tools And Parts Attendant 18.94
21410 - Warehouse Specialist 18.94
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.77
23019 - Aircraft Logs and Records Technician 20.92
23021 - Aircraft Mechanic I 25.32
23022 - Aircraft Mechanic II 26.77
23023 - Aircraft Mechanic III 28.21
23040 - Aircraft Mechanic Helper 19.20
23050 - Aircraft Painter 23.15
23060 - Aircraft Servicer 20.92
23070 - Aircraft Survival Flight Equipment Technician 23.15
23080 - Aircraft Worker 21.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.32

23110 - Appliance Mechanic 22.21
23120 - Bicycle Repairer 18.45
23125 - Cable Splicer 35.46
23130 - Carpenter Maintenance 21.06
23140 - Carpet Layer 20.96
23160 - Electrician Maintenance 23.63
23181 - Electronics Technician Maintenance I 24.42
23182 - Electronics Technician Maintenance II 26.02
23183 - Electronics Technician Maintenance III 27.60
23260 - Fabric Worker 19.70
23290 - Fire Alarm System Mechanic 23.35
23310 - Fire Extinguisher Repairer 18.45
23311 - Fuel Distribution System Mechanic 31.82
23312 - Fuel Distribution System Operator 25.20
23370 - General Maintenance Worker 18.25
23380 - Ground Support Equipment Mechanic 25.32
23381 - Ground Support Equipment Servicer 20.92
23382 - Ground Support Equipment Worker 21.81
23391 - Gunsmith I 18.45
23392 - Gunsmith II 20.96
23393 - Gunsmith III 23.35
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.56
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.72
23430 - Heavy Equipment Mechanic 21.40
23440 - Heavy Equipment Operator 22.46
23460 - Instrument Mechanic 23.35
23465 - Laboratory/Shelter Mechanic 22.21
23470 - Laborer 16.68
23510 - Locksmith 22.21
23530 - Machinery Maintenance Mechanic 24.30
23550 - Machinist Maintenance 18.83
23580 - Maintenance Trades Helper 15.18
23591 - Metrology Technician I 23.35
23592 - Metrology Technician II 24.55
23593 - Metrology Technician III 25.61
23640 - Millwright 22.22
23710 - Office Appliance Repairer 22.21
23760 - Painter Maintenance 22.21
23790 - Pipefitter Maintenance 23.55
23810 - Plumber Maintenance 22.20
23820 - Pneudraulic Systems Mechanic 23.35
23850 - Rigger 23.35
23870 - Scale Mechanic 20.96
23890 - Sheet-Metal Worker Maintenance 23.35
23910 - Small Engine Mechanic 19.94
23931 - Telecommunications Mechanic I 25.54
23932 - Telecommunications Mechanic II 26.85
23950 - Telephone Lineman 24.44

23960 - Welder Combination Maintenance		19.58
23965 - Well Driller		23.35
23970 - Woodcraft Worker		23.35
23980 - Woodworker		18.45
24000 - Personal Needs Occupations		
24550 - Case Manager		15.93
24570 - Child Care Attendant		10.51
24580 - Child Care Center Clerk		13.10
24610 - Chore Aide		12.44
24620 - Family Readiness And Support Services Coordinator		15.93
24630 - Homemaker		17.64
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.35
25040 - Sewage Plant Operator		21.64
25070 - Stationary Engineer		23.35
25190 - Ventilation Equipment Tender		17.18
25210 - Water Treatment Plant Operator		21.64
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.77
27007 - Baggage Inspector		13.55
27008 - Corrections Officer		27.84
27010 - Court Security Officer		23.05
27030 - Detection Dog Handler		18.66
27040 - Detention Officer		27.84
27070 - Firefighter		23.84
27101 - Guard I		13.55
27102 - Guard II		18.66
27131 - Police Officer I		23.98
27132 - Police Officer II		26.63
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.82
28042 - Carnival Equipment Repairer		14.84
28043 - Carnival Worker		10.84
28210 - Gate Attendant/Gate Tender		15.92
28310 - Lifeguard		11.38
28350 - Park Attendant (Aide)		17.81
28510 - Recreation Aide/Health Facility Attendant		12.99
28515 - Recreation Specialist		22.06
28630 - Sports Official		14.17
28690 - Swimming Pool Operator		16.85
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.21
29020 - Hatch Tender		22.21
29030 - Line Handler		22.21
29041 - Stevedore I		21.05
29042 - Stevedore II		23.26
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.59
30022 - Archeological Technician II 19.68
30023 - Archeological Technician III 24.37
30030 - Cartographic Technician 24.37
30040 - Civil Engineering Technician 26.94
30051 - Cryogenic Technician I 27.00
30052 - Cryogenic Technician II 29.82
30061 - Drafter/CAD Operator I 17.59
30062 - Drafter/CAD Operator II 19.68
30063 - Drafter/CAD Operator III 21.94
30064 - Drafter/CAD Operator IV 27.00
30081 - Engineering Technician I 15.76
30082 - Engineering Technician II 17.69
30083 - Engineering Technician III 19.79
30084 - Engineering Technician IV 24.51
30085 - Engineering Technician V 29.98
30086 - Engineering Technician VI 36.28
30090 - Environmental Technician 24.37
30095 - Evidence Control Specialist 24.37
30210 - Laboratory Technician 20.36
30221 - Latent Fingerprint Technician I 27.00
30222 - Latent Fingerprint Technician II 29.82
30240 - Mathematical Technician 24.37
30361 - Paralegal/Legal Assistant I 19.03
30362 - Paralegal/Legal Assistant II 23.63
30363 - Paralegal/Legal Assistant III 28.90
30364 - Paralegal/Legal Assistant IV 34.98
30375 - Petroleum Supply Specialist 29.82
30390 - Photo-Optics Technician 25.08
30395 - Radiation Control Technician 29.82
30461 - Technical Writer I 24.37
30462 - Technical Writer II 29.82
30463 - Technical Writer III 36.08
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.00
30502 - Weather Forecaster II 32.84
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.94
30621 - Weather Observer Senior (see 2) 24.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.57
31030 - Bus Driver 16.61
31043 - Driver Courier 14.48
31260 - Parking and Lot Attendant 12.07

31290 - Shuttle Bus Driver	15.81
31310 - Taxi Driver	12.63
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	16.27
31363 - Truckdriver Heavy	19.88
31364 - Truckdriver Tractor-Trailer	19.88
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.72
99050 - Desk Clerk	10.92
99095 - Embalmer	28.68
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.07
99252 - Laboratory Animal Caretaker II	16.18
99260 - Marketing Analyst	23.76
99310 - Mortician	28.68
99410 - Pest Controller	21.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.00
99711 - Recycling Specialist	18.82
99730 - Refuse Collector	14.56
99810 - Sales Clerk	13.46
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	18.66
99841 - Vending Machine Repairer	22.76
99842 - Vending Machine Repairer Helper	18.66

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4996
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Adair Audubon Boone Carroll Clarke Decatur Greene Lucas Ringgold Taylor Union Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.29
01013 - Accounting Clerk III		17.11
01020 - Administrative Assistant		24.35
01035 - Court Reporter		17.32
01041 - Customer Service Representative I		13.09
01042 - Customer Service Representative II		14.72
01043 - Customer Service Representative III		16.06
01051 - Data Entry Operator I		13.31
01052 - Data Entry Operator II		14.52
01060 - Dispatcher Motor Vehicle		22.71

01070 - Document Preparation Clerk 13.79
01090 - Duplicating Machine Operator 13.79
01111 - General Clerk I 13.28
01112 - General Clerk II 14.49
01113 - General Clerk III 16.26
01120 - Housing Referral Assistant 19.31
01141 - Messenger Courier 11.61
01191 - Order Clerk I 15.21
01192 - Order Clerk II 18.54
01261 - Personnel Assistant (Employment) I 15.46
01262 - Personnel Assistant (Employment) II 17.30
01263 - Personnel Assistant (Employment) III 21.01
01270 - Production Control Clerk 24.61
01290 - Rental Clerk 12.86
01300 - Scheduler Maintenance 15.48
01311 - Secretary I 15.48
01312 - Secretary II 17.32
01313 - Secretary III 19.31
01320 - Service Order Dispatcher 20.29
01410 - Supply Technician 24.35
01420 - Survey Worker 16.09
01460 - Switchboard Operator/Receptionist 14.53
01531 - Travel Clerk I 16.50
01532 - Travel Clerk II 17.55
01533 - Travel Clerk III 18.63
01611 - Word Processor I 13.79
01612 - Word Processor II 15.48
01613 - Word Processor III 17.32
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.75
05010 - Automotive Electrician 20.43
05040 - Automotive Glass Installer 19.68
05070 - Automotive Worker 19.68
05110 - Mobile Equipment Servicer 18.10
05130 - Motor Equipment Metal Mechanic 21.62
05160 - Motor Equipment Metal Worker 19.68
05190 - Motor Vehicle Mechanic 19.87
05220 - Motor Vehicle Mechanic Helper 17.33
05250 - Motor Vehicle Upholstery Worker 18.88
05280 - Motor Vehicle Wrecker 19.68
05310 - Painter Automotive 20.02
05340 - Radiator Repair Specialist 19.68
05370 - Tire Repairer 16.72
05400 - Transmission Repair Specialist 21.62
07000 - Food Preparation And Service Occupations
07010 - Baker 14.28
07041 - Cook I 12.29
07042 - Cook II 13.95
07070 - Dishwasher 9.20
07130 - Food Service Worker 10.72

07210 - Meat Cutter 12.99
07260 - Waiter/Waitress 9.10
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.33
09040 - Furniture Handler 14.77
09080 - Furniture Refinisher 19.33
09090 - Furniture Refinisher Helper 15.98
09110 - Furniture Repairer Minor 17.41
09130 - Upholsterer 19.33
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.28
11060 - Elevator Operator 13.15
11090 - Gardener 16.02
11122 - Housekeeping Aide 13.15
11150 - Janitor 13.15
11210 - Laborer Grounds Maintenance 12.80
11240 - Maid or Houseman 11.00
11260 - Pruner 11.72
11270 - Tractor Operator 14.91
11330 - Trail Maintenance Worker 13.08
11360 - Window Cleaner 14.37
12000 - Health Occupations
12010 - Ambulance Driver 19.13
12011 - Breath Alcohol Technician 18.99
12012 - Certified Occupational Therapist Assistant 27.68
12015 - Certified Physical Therapist Assistant 23.97
12020 - Dental Assistant 20.32
12025 - Dental Hygienist 34.86
12030 - EKG Technician 28.98
12035 - Electroneurodiagnostic Technologist 28.98
12040 - Emergency Medical Technician 19.13
12071 - Licensed Practical Nurse I 17.09
12072 - Licensed Practical Nurse II 19.13
12073 - Licensed Practical Nurse III 21.32
12100 - Medical Assistant 16.03
12130 - Medical Laboratory Technician 23.69
12160 - Medical Record Clerk 15.41
12190 - Medical Record Technician 18.96
12195 - Medical Transcriptionist 18.99
12210 - Nuclear Medicine Technologist 42.02
12221 - Nursing Assistant I 10.86
12222 - Nursing Assistant II 12.21
12223 - Nursing Assistant III 13.32
12224 - Nursing Assistant IV 14.96
12235 - Optical Dispenser 16.67
12236 - Optical Technician 17.09
12250 - Pharmacy Technician 15.30
12280 - Phlebotomist 14.70
12305 - Radiologic Technologist 24.91
12311 - Registered Nurse I 22.19

12312 - Registered Nurse II		27.15
12313 - Registered Nurse II Specialist		27.15
12314 - Registered Nurse III		32.85
12315 - Registered Nurse III Anesthetist		32.85
12316 - Registered Nurse IV		39.37
12317 - Scheduler (Drug and Alcohol Testing)		23.52
12320 - Substance Abuse Treatment Counselor		21.03
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.57
13012 - Exhibits Specialist II		21.77
13013 - Exhibits Specialist III		26.63
13041 - Illustrator I		17.57
13042 - Illustrator II		21.77
13043 - Illustrator III		26.63
13047 - Librarian		24.10
13050 - Library Aide/Clerk		11.11
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		12.56
13061 - Media Specialist I		14.39
13062 - Media Specialist II		16.12
13063 - Media Specialist III		18.05
13071 - Photographer I		15.38
13072 - Photographer II		17.57
13073 - Photographer III		21.76
13074 - Photographer IV		26.74
13075 - Photographer V		32.21
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.71
14042 - Computer Operator II		16.46
14043 - Computer Operator III		18.36
14044 - Computer Operator IV		20.40
14045 - Computer Operator V		22.58
14071 - Computer Programmer I	(see 1)	22.64
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.71
14160 - Personal Computer Support Technician		22.33
14170 - System Support Specialist		25.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.63
15050 - Computer Based Training Specialist / Instructor		28.72

15060 - Educational Technologist 34.09
15070 - Flight Instructor (Pilot) 41.63
15080 - Graphic Artist 22.58
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.10
15086 - Maintenance Test Pilot Rotary Wing 41.10
15088 - Non-Maintenance Test/Co-Pilot 41.10
15090 - Technical Instructor 19.97
15095 - Technical Instructor/Course Developer 24.42
15110 - Test Proctor 16.12
15120 - Tutor 16.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.87
19040 - Tool And Die Maker 24.88
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.94
21030 - Material Coordinator 24.61
21040 - Material Expediter 24.61
21050 - Material Handling Laborer 16.68
21071 - Order Filler 15.92
21080 - Production Line Worker (Food Processing) 18.94
21110 - Shipping Packer 17.93
21130 - Shipping/Receiving Clerk 17.93
21140 - Store Worker I 13.32
21150 - Stock Clerk 17.33
21210 - Tools And Parts Attendant 18.94
21410 - Warehouse Specialist 18.94
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.77
23019 - Aircraft Logs and Records Technician 20.92
23021 - Aircraft Mechanic I 25.32
23022 - Aircraft Mechanic II 26.77
23023 - Aircraft Mechanic III 28.21
23040 - Aircraft Mechanic Helper 19.20
23050 - Aircraft Painter 23.15
23060 - Aircraft Servicer 20.92
23070 - Aircraft Survival Flight Equipment Technician 23.15
23080 - Aircraft Worker 21.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 21.81

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.32
II
23110 - Appliance Mechanic 22.21
23120 - Bicycle Repairer 18.45
23125 - Cable Splicer 35.46
23130 - Carpenter Maintenance 21.06
23140 - Carpet Layer 20.96
23160 - Electrician Maintenance 23.63
23181 - Electronics Technician Maintenance I 24.42
23182 - Electronics Technician Maintenance II 26.02
23183 - Electronics Technician Maintenance III 27.60
23260 - Fabric Worker 19.70
23290 - Fire Alarm System Mechanic 23.35
23310 - Fire Extinguisher Repairer 18.45
23311 - Fuel Distribution System Mechanic 31.82
23312 - Fuel Distribution System Operator 25.20
23370 - General Maintenance Worker 18.25
23380 - Ground Support Equipment Mechanic 25.32
23381 - Ground Support Equipment Servicer 20.92
23382 - Ground Support Equipment Worker 21.81
23391 - Gunsmith I 18.45
23392 - Gunsmith II 20.96
23393 - Gunsmith III 23.35
23410 - Heating Ventilation And Air-Conditioning 22.56
Mechanic
23411 - Heating Ventilation And Air Contidioning 23.72
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 21.40
23440 - Heavy Equipment Operator 22.46
23460 - Instrument Mechanic 23.35
23465 - Laboratory/Shelter Mechanic 22.21
23470 - Laborer 16.68
23510 - Locksmith 22.21
23530 - Machinery Maintenance Mechanic 24.30
23550 - Machinist Maintenance 18.83
23580 - Maintenance Trades Helper 15.18
23591 - Metrology Technician I 23.35
23592 - Metrology Technician II 24.55
23593 - Metrology Technician III 25.61
23640 - Millwright 22.22
23710 - Office Appliance Repairer 22.21
23760 - Painter Maintenance 22.21
23790 - Pipefitter Maintenance 23.55
23810 - Plumber Maintenance 22.20
23820 - Pneudraulic Systems Mechanic 23.35
23850 - Rigger 23.35
23870 - Scale Mechanic 20.96
23890 - Sheet-Metal Worker Maintenance 23.35
23910 - Small Engine Mechanic 19.94

23931 - Telecommunications Mechanic I 25.54
23932 - Telecommunications Mechanic II 26.85
23950 - Telephone Lineman 24.44
23960 - Welder Combination Maintenance 19.58
23965 - Well Driller 23.35
23970 - Woodcraft Worker 23.35
23980 - Woodworker 18.45
24000 - Personal Needs Occupations
24550 - Case Manager 15.93
24570 - Child Care Attendant 10.51
24580 - Child Care Center Clerk 13.10
24610 - Chore Aide 12.44
24620 - Family Readiness And Support Services Coordinator 15.93
24630 - Homemaker 17.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.35
25040 - Sewage Plant Operator 21.64
25070 - Stationary Engineer 23.35
25190 - Ventilation Equipment Tender 17.18
25210 - Water Treatment Plant Operator 21.64
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.77
27007 - Baggage Inspector 13.55
27008 - Corrections Officer 27.84
27010 - Court Security Officer 23.05
27030 - Detection Dog Handler 18.66
27040 - Detention Officer 27.84
27070 - Firefighter 23.84
27101 - Guard I 13.55
27102 - Guard II 18.66
27131 - Police Officer I 23.98
27132 - Police Officer II 26.63
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.82
28042 - Carnival Equipment Repairer 14.84
28043 - Carnival Worker 10.84
28210 - Gate Attendant/Gate Tender 15.92
28310 - Lifeguard 11.38
28350 - Park Attendant (Aide) 17.81
28510 - Recreation Aide/Health Facility Attendant 12.99
28515 - Recreation Specialist 22.06
28630 - Sports Official 14.17
28690 - Swimming Pool Operator 16.85
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.21
29020 - Hatch Tender 22.21
29030 - Line Handler 22.21
29041 - Stevedore I 21.05
29042 - Stevedore II 23.26

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.59
30022 - Archeological Technician II		19.68
30023 - Archeological Technician III		24.37
30030 - Cartographic Technician		24.37
30040 - Civil Engineering Technician		26.94
30051 - Cryogenic Technician I		27.00
30052 - Cryogenic Technician II		29.82
30061 - Drafter/CAD Operator I		17.59
30062 - Drafter/CAD Operator II		19.68
30063 - Drafter/CAD Operator III		21.94
30064 - Drafter/CAD Operator IV		27.00
30081 - Engineering Technician I		15.76
30082 - Engineering Technician II		17.69
30083 - Engineering Technician III		19.79
30084 - Engineering Technician IV		24.51
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		36.28
30090 - Environmental Technician		24.37
30095 - Evidence Control Specialist		24.37
30210 - Laboratory Technician		20.36
30221 - Latent Fingerprint Technician I		27.00
30222 - Latent Fingerprint Technician II		29.82
30240 - Mathematical Technician		24.37
30361 - Paralegal/Legal Assistant I		19.03
30362 - Paralegal/Legal Assistant II		23.63
30363 - Paralegal/Legal Assistant III		28.90
30364 - Paralegal/Legal Assistant IV		34.98
30375 - Petroleum Supply Specialist		29.82
30390 - Photo-Optics Technician		25.08
30395 - Radiation Control Technician		29.82
30461 - Technical Writer I		24.37
30462 - Technical Writer II		29.82
30463 - Technical Writer III		36.08
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.00
30502 - Weather Forecaster II		32.84
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.94
30621 - Weather Observer Senior	(see 2)	24.83

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.57

31030 - Bus Driver	16.61
31043 - Driver Courier	14.48
31260 - Parking and Lot Attendant	12.07
31290 - Shuttle Bus Driver	15.81
31310 - Taxi Driver	12.63
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	16.27
31363 - Truckdriver Heavy	19.88
31364 - Truckdriver Tractor-Trailer	19.88
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.72
99050 - Desk Clerk	10.92
99095 - Embalmer	28.68
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.07
99252 - Laboratory Animal Caretaker II	16.18
99260 - Marketing Analyst	23.76
99310 - Mortician	28.68
99410 - Pest Controller	21.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.00
99711 - Recycling Specialist	18.82
99730 - Refuse Collector	14.56
99810 - Sales Clerk	13.46
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	18.66
99841 - Vending Machine Repairer	22.76
99842 - Vending Machine Repairer Helper	18.66

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4997
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Adams Cass Crawford Fremont Monona Montgomery Page Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.29
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		23.06
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		13.09
01042 - Customer Service Representative II		14.72
01043 - Customer Service Representative III		16.06
01051 - Data Entry Operator I		12.68
01052 - Data Entry Operator II		13.84
01060 - Dispatcher Motor Vehicle		22.71
01070 - Document Preparation Clerk		13.79
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		13.28

01112 - General Clerk II 14.49
01113 - General Clerk III 17.51
01120 - Housing Referral Assistant 19.31
01141 - Messenger Courier 11.68
01191 - Order Clerk I 13.07
01192 - Order Clerk II 14.26
01261 - Personnel Assistant (Employment) I 15.46
01262 - Personnel Assistant (Employment) II 17.58
01263 - Personnel Assistant (Employment) III 19.55
01270 - Production Control Clerk 24.61
01290 - Rental Clerk 12.86
01300 - Scheduler Maintenance 15.48
01311 - Secretary I 15.48
01312 - Secretary II 17.32
01313 - Secretary III 19.31
01320 - Service Order Dispatcher 20.29
01410 - Supply Technician 23.06
01420 - Survey Worker 14.29
01460 - Switchboard Operator/Receptionist 14.53
01531 - Travel Clerk I 16.50
01532 - Travel Clerk II 17.55
01533 - Travel Clerk III 18.63
01611 - Word Processor I 13.79
01612 - Word Processor II 15.48
01613 - Word Processor III 17.32
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.75
05010 - Automotive Electrician 18.93
05040 - Automotive Glass Installer 18.38
05070 - Automotive Worker 18.38
05110 - Mobile Equipment Servicer 16.99
05130 - Motor Equipment Metal Mechanic 19.53
05160 - Motor Equipment Metal Worker 18.38
05190 - Motor Vehicle Mechanic 19.17
05220 - Motor Vehicle Mechanic Helper 16.21
05250 - Motor Vehicle Upholstery Worker 18.08
05280 - Motor Vehicle Wrecker 18.38
05310 - Painter Automotive 18.93
05340 - Radiator Repair Specialist 17.20
05370 - Tire Repairer 16.72
05400 - Transmission Repair Specialist 19.53
07000 - Food Preparation And Service Occupations
07010 - Baker 14.28
07041 - Cook I 12.29
07042 - Cook II 13.95
07070 - Dishwasher 9.20
07130 - Food Service Worker 10.72
07210 - Meat Cutter 12.74
07260 - Waiter/Waitress 9.09
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 19.33
09040 - Furniture Handler 13.54
09080 - Furniture Refinisher 19.33
09090 - Furniture Refinisher Helper 15.39
09110 - Furniture Repairer Minor 17.14
09130 - Upholsterer 19.33
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.15
11060 - Elevator Operator 13.15
11090 - Gardener 16.02
11122 - Housekeeping Aide 13.15
11150 - Janitor 13.15
11210 - Laborer Grounds Maintenance 12.80
11240 - Maid or Houseman 11.00
11260 - Pruner 11.72
11270 - Tractor Operator 14.91
11330 - Trail Maintenance Worker 12.80
11360 - Window Cleaner 14.37
12000 - Health Occupations
12010 - Ambulance Driver 19.13
12011 - Breath Alcohol Technician 18.99
12012 - Certified Occupational Therapist Assistant 27.68
12015 - Certified Physical Therapist Assistant 23.97
12020 - Dental Assistant 20.32
12025 - Dental Hygienist 34.86
12030 - EKG Technician 28.98
12035 - Electroneurodiagnostic Technologist 28.98
12040 - Emergency Medical Technician 19.13
12071 - Licensed Practical Nurse I 17.09
12072 - Licensed Practical Nurse II 19.13
12073 - Licensed Practical Nurse III 21.32
12100 - Medical Assistant 16.03
12130 - Medical Laboratory Technician 23.69
12160 - Medical Record Clerk 15.41
12190 - Medical Record Technician 18.96
12195 - Medical Transcriptionist 18.99
12210 - Nuclear Medicine Technologist 42.02
12221 - Nursing Assistant I 10.86
12222 - Nursing Assistant II 12.21
12223 - Nursing Assistant III 13.32
12224 - Nursing Assistant IV 14.96
12235 - Optical Dispenser 16.67
12236 - Optical Technician 17.09
12250 - Pharmacy Technician 15.30
12280 - Phlebotomist 14.69
12305 - Radiologic Technologist 24.91
12311 - Registered Nurse I 22.24
12312 - Registered Nurse II 27.20
12313 - Registered Nurse II Specialist 27.20
12314 - Registered Nurse III 32.91

12315 - Registered Nurse III Anesthetist		32.91
12316 - Registered Nurse IV		39.44
12317 - Scheduler (Drug and Alcohol Testing)		23.52
12320 - Substance Abuse Treatment Counselor		21.03
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.43
13012 - Exhibits Specialist II		21.58
13013 - Exhibits Specialist III		26.39
13041 - Illustrator I		19.13
13042 - Illustrator II		23.71
13043 - Illustrator III		29.00
13047 - Librarian		23.91
13050 - Library Aide/Clerk		10.07
13054 - Library Information Technology Systems Administrator		21.59
13058 - Library Technician		15.09
13061 - Media Specialist I		15.58
13062 - Media Specialist II		17.42
13063 - Media Specialist III		19.42
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		24.79
13075 - Photographer V		30.00
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.26
14042 - Computer Operator II		17.08
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		22.16
14045 - Computer Operator V		24.58
14071 - Computer Programmer I	(see 1)	24.18
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.26
14160 - Personal Computer Support Technician		22.16
14170 - System Support Specialist		25.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.60
15020 - Aircrew Training Devices Instructor (Rated)		34.46
15030 - Air Crew Training Devices Instructor (Pilot)		41.10
15050 - Computer Based Training Specialist / Instructor		30.60
15060 - Educational Technologist		33.81
15070 - Flight Instructor (Pilot)		41.10
15080 - Graphic Artist		21.89

15085 - Maintenance Test Pilot Fixed Jet/Prop 41.10
15086 - Maintenance Test Pilot Rotary Wing 41.10
15088 - Non-Maintenance Test/Co-Pilot 41.10
15090 - Technical Instructor 21.17
15095 - Technical Instructor/Course Developer 24.00
15110 - Test Proctor 17.08
15120 - Tutor 17.08
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.95
19040 - Tool And Die Maker 24.88
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.94
21030 - Material Coordinator 24.61
21040 - Material Expediter 24.61
21050 - Material Handling Laborer 16.68
21071 - Order Filler 15.92
21080 - Production Line Worker (Food Processing) 18.94
21110 - Shipping Packer 17.93
21130 - Shipping/Receiving Clerk 17.93
21140 - Store Worker I 13.32
21150 - Stock Clerk 17.33
21210 - Tools And Parts Attendant 18.94
21410 - Warehouse Specialist 18.94
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.14
23019 - Aircraft Logs and Records Technician 23.11
23021 - Aircraft Mechanic I 24.89
23022 - Aircraft Mechanic II 26.14
23023 - Aircraft Mechanic III 27.45
23040 - Aircraft Mechanic Helper 20.66
23050 - Aircraft Painter 24.50
23060 - Aircraft Servicer 23.11
23070 - Aircraft Survival Flight Equipment Technician 24.50
23080 - Aircraft Worker 23.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.89

23110 - Appliance Mechanic 22.21
23120 - Bicycle Repairer 18.45
23125 - Cable Splicer 35.46
23130 - Carpenter Maintenance 21.06
23140 - Carpet Layer 20.96
23160 - Electrician Maintenance 22.42
23181 - Electronics Technician Maintenance I 21.23
23182 - Electronics Technician Maintenance II 23.35
23183 - Electronics Technician Maintenance III 23.92
23260 - Fabric Worker 19.70
23290 - Fire Alarm System Mechanic 23.35
23310 - Fire Extinguisher Repairer 18.45
23311 - Fuel Distribution System Mechanic 35.12
23312 - Fuel Distribution System Operator 28.51
23370 - General Maintenance Worker 18.25
23380 - Ground Support Equipment Mechanic 24.89
23381 - Ground Support Equipment Servicer 23.11
23382 - Ground Support Equipment Worker 23.40
23391 - Gunsmith I 18.45
23392 - Gunsmith II 20.96
23393 - Gunsmith III 23.35
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.56
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.72
23430 - Heavy Equipment Mechanic 19.56
23440 - Heavy Equipment Operator 21.54
23460 - Instrument Mechanic 23.35
23465 - Laboratory/Shelter Mechanic 22.21
23470 - Laborer 16.68
23510 - Locksmith 22.21
23530 - Machinery Maintenance Mechanic 24.30
23550 - Machinist Maintenance 18.26
23580 - Maintenance Trades Helper 15.18
23591 - Metrology Technician I 23.35
23592 - Metrology Technician II 24.55
23593 - Metrology Technician III 25.61
23640 - Millwright 22.22
23710 - Office Appliance Repairer 22.21
23760 - Painter Maintenance 22.21
23790 - Pipefitter Maintenance 26.10
23810 - Plumber Maintenance 25.32
23820 - Pneudraulic Systems Mechanic 23.35
23850 - Rigger 23.35
23870 - Scale Mechanic 20.96
23890 - Sheet-Metal Worker Maintenance 23.35
23910 - Small Engine Mechanic 19.94
23931 - Telecommunications Mechanic I 25.54
23932 - Telecommunications Mechanic II 26.85
23950 - Telephone Lineman 24.44

23960 - Welder Combination Maintenance		18.08
23965 - Well Driller		23.35
23970 - Woodcraft Worker		23.35
23980 - Woodworker		18.45
24000 - Personal Needs Occupations		
24550 - Case Manager		15.93
24570 - Child Care Attendant		9.72
24580 - Child Care Center Clerk		13.42
24610 - Chore Aide		11.26
24620 - Family Readiness And Support Services Coordinator		15.93
24630 - Homemaker		15.93
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.35
25040 - Sewage Plant Operator		21.64
25070 - Stationary Engineer		23.35
25190 - Ventilation Equipment Tender		17.18
25210 - Water Treatment Plant Operator		21.64
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.68
27007 - Baggage Inspector		13.01
27008 - Corrections Officer		25.65
27010 - Court Security Officer		24.42
27030 - Detection Dog Handler		16.42
27040 - Detention Officer		25.65
27070 - Firefighter		25.39
27101 - Guard I		13.01
27102 - Guard II		16.42
27131 - Police Officer I		23.14
27132 - Police Officer II		25.71
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.82
28042 - Carnival Equipment Repairer		14.84
28043 - Carnival Worker		10.84
28210 - Gate Attendant/Gate Tender		15.92
28310 - Lifeguard		11.38
28350 - Park Attendant (Aide)		17.81
28510 - Recreation Aide/Health Facility Attendant		12.99
28515 - Recreation Specialist		21.64
28630 - Sports Official		14.17
28690 - Swimming Pool Operator		17.03
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.96
29020 - Hatch Tender		20.96
29030 - Line Handler		20.96
29041 - Stevedore I		19.70
29042 - Stevedore II		22.21
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.46
30022 - Archeological Technician II 20.64
30023 - Archeological Technician III 25.57
30030 - Cartographic Technician 25.57
30040 - Civil Engineering Technician 26.33
30051 - Cryogenic Technician I 27.00
30052 - Cryogenic Technician II 29.82
30061 - Drafter/CAD Operator I 18.46
30062 - Drafter/CAD Operator II 20.64
30063 - Drafter/CAD Operator III 23.02
30064 - Drafter/CAD Operator IV 27.98
30081 - Engineering Technician I 16.00
30082 - Engineering Technician II 17.95
30083 - Engineering Technician III 20.08
30084 - Engineering Technician IV 24.89
30085 - Engineering Technician V 30.45
30086 - Engineering Technician VI 36.83
30090 - Environmental Technician 24.37
30095 - Evidence Control Specialist 24.37
30210 - Laboratory Technician 22.74
30221 - Latent Fingerprint Technician I 27.00
30222 - Latent Fingerprint Technician II 29.82
30240 - Mathematical Technician 25.41
30361 - Paralegal/Legal Assistant I 17.93
30362 - Paralegal/Legal Assistant II 22.21
30363 - Paralegal/Legal Assistant III 27.16
30364 - Paralegal/Legal Assistant IV 32.86
30375 - Petroleum Supply Specialist 29.82
30390 - Photo-Optics Technician 25.37
30395 - Radiation Control Technician 29.82
30461 - Technical Writer I 24.37
30462 - Technical Writer II 29.82
30463 - Technical Writer III 36.08
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.98
30502 - Weather Forecaster II 34.04
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.02
30621 - Weather Observer Senior (see 2) 25.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.11
31030 - Bus Driver 16.19
31043 - Driver Courier 14.20
31260 - Parking and Lot Attendant 11.72

31290 - Shuttle Bus Driver	15.25
31310 - Taxi Driver	12.63
31361 - Truckdriver Light	15.25
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	19.94
31364 - Truckdriver Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.72
99050 - Desk Clerk	10.92
99095 - Embalmer	34.13
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.88
99252 - Laboratory Animal Caretaker II	16.29
99260 - Marketing Analyst	23.76
99310 - Mortician	34.13
99410 - Pest Controller	21.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.21
99711 - Recycling Specialist	17.72
99730 - Refuse Collector	13.93
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	26.90
99831 - Surveying Aide	14.56
99832 - Surveying Technician	18.47
99840 - Vending Machine Attendant	17.56
99841 - Vending Machine Repairer	19.57
99842 - Vending Machine Repairer Helper	17.56

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4998
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Adams Cass Crawford Fremont Monona Montgomery Page Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.29
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		23.06
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		13.09
01042 - Customer Service Representative II		14.72
01043 - Customer Service Representative III		16.06
01051 - Data Entry Operator I		12.68
01052 - Data Entry Operator II		13.84
01060 - Dispatcher Motor Vehicle		22.71

01070 - Document Preparation Clerk 13.79
01090 - Duplicating Machine Operator 13.79
01111 - General Clerk I 13.28
01112 - General Clerk II 14.49
01113 - General Clerk III 17.51
01120 - Housing Referral Assistant 19.31
01141 - Messenger Courier 11.68
01191 - Order Clerk I 13.07
01192 - Order Clerk II 14.26
01261 - Personnel Assistant (Employment) I 15.46
01262 - Personnel Assistant (Employment) II 17.58
01263 - Personnel Assistant (Employment) III 19.55
01270 - Production Control Clerk 24.61
01290 - Rental Clerk 12.86
01300 - Scheduler Maintenance 15.48
01311 - Secretary I 15.48
01312 - Secretary II 17.32
01313 - Secretary III 19.31
01320 - Service Order Dispatcher 20.29
01410 - Supply Technician 23.06
01420 - Survey Worker 14.29
01460 - Switchboard Operator/Receptionist 14.53
01531 - Travel Clerk I 16.50
01532 - Travel Clerk II 17.55
01533 - Travel Clerk III 18.63
01611 - Word Processor I 13.79
01612 - Word Processor II 15.48
01613 - Word Processor III 17.32
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.75
05010 - Automotive Electrician 18.93
05040 - Automotive Glass Installer 18.38
05070 - Automotive Worker 18.38
05110 - Mobile Equipment Servicer 16.99
05130 - Motor Equipment Metal Mechanic 19.53
05160 - Motor Equipment Metal Worker 18.38
05190 - Motor Vehicle Mechanic 19.17
05220 - Motor Vehicle Mechanic Helper 16.21
05250 - Motor Vehicle Upholstery Worker 18.08
05280 - Motor Vehicle Wrecker 18.38
05310 - Painter Automotive 18.93
05340 - Radiator Repair Specialist 17.20
05370 - Tire Repairer 16.72
05400 - Transmission Repair Specialist 19.53
07000 - Food Preparation And Service Occupations
07010 - Baker 14.28
07041 - Cook I 12.29
07042 - Cook II 13.95
07070 - Dishwasher 9.20
07130 - Food Service Worker 10.72

07210 - Meat Cutter	12.74
07260 - Waiter/Waitress	9.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.33
09040 - Furniture Handler	13.54
09080 - Furniture Refinisher	19.33
09090 - Furniture Refinisher Helper	15.39
09110 - Furniture Repairer Minor	17.14
09130 - Upholsterer	19.33
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.15
11060 - Elevator Operator	13.15
11090 - Gardener	16.02
11122 - Housekeeping Aide	13.15
11150 - Janitor	13.15
11210 - Laborer Grounds Maintenance	12.80
11240 - Maid or Houseman	11.00
11260 - Pruner	11.72
11270 - Tractor Operator	14.91
11330 - Trail Maintenance Worker	12.80
11360 - Window Cleaner	14.37
12000 - Health Occupations	
12010 - Ambulance Driver	19.13
12011 - Breath Alcohol Technician	18.99
12012 - Certified Occupational Therapist Assistant	27.68
12015 - Certified Physical Therapist Assistant	23.97
12020 - Dental Assistant	20.32
12025 - Dental Hygienist	34.86
12030 - EKG Technician	28.98
12035 - Electroneurodiagnostic Technologist	28.98
12040 - Emergency Medical Technician	19.13
12071 - Licensed Practical Nurse I	17.09
12072 - Licensed Practical Nurse II	19.13
12073 - Licensed Practical Nurse III	21.32
12100 - Medical Assistant	16.03
12130 - Medical Laboratory Technician	23.69
12160 - Medical Record Clerk	15.41
12190 - Medical Record Technician	18.96
12195 - Medical Transcriptionist	18.99
12210 - Nuclear Medicine Technologist	42.02
12221 - Nursing Assistant I	10.86
12222 - Nursing Assistant II	12.21
12223 - Nursing Assistant III	13.32
12224 - Nursing Assistant IV	14.96
12235 - Optical Dispenser	16.67
12236 - Optical Technician	17.09
12250 - Pharmacy Technician	15.30
12280 - Phlebotomist	14.69
12305 - Radiologic Technologist	24.91
12311 - Registered Nurse I	22.24

12312 - Registered Nurse II		27.20
12313 - Registered Nurse II Specialist		27.20
12314 - Registered Nurse III		32.91
12315 - Registered Nurse III Anesthetist		32.91
12316 - Registered Nurse IV		39.44
12317 - Scheduler (Drug and Alcohol Testing)		23.52
12320 - Substance Abuse Treatment Counselor		21.03
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.43
13012 - Exhibits Specialist II		21.58
13013 - Exhibits Specialist III		26.39
13041 - Illustrator I		19.13
13042 - Illustrator II		23.71
13043 - Illustrator III		29.00
13047 - Librarian		23.91
13050 - Library Aide/Clerk		10.07
13054 - Library Information Technology Systems Administrator		21.59
13058 - Library Technician		15.09
13061 - Media Specialist I		15.58
13062 - Media Specialist II		17.42
13063 - Media Specialist III		19.42
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		24.79
13075 - Photographer V		30.00
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.26
14042 - Computer Operator II		17.08
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		22.16
14045 - Computer Operator V		24.58
14071 - Computer Programmer I	(see 1)	24.18
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.26
14160 - Personal Computer Support Technician		22.16
14170 - System Support Specialist		25.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.60
15020 - Aircrew Training Devices Instructor (Rated)		34.46
15030 - Air Crew Training Devices Instructor (Pilot)		41.10
15050 - Computer Based Training Specialist / Instructor		30.60

15060 - Educational Technologist 33.81
15070 - Flight Instructor (Pilot) 41.10
15080 - Graphic Artist 21.89
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.10
15086 - Maintenance Test Pilot Rotary Wing 41.10
15088 - Non-Maintenance Test/Co-Pilot 41.10
15090 - Technical Instructor 21.17
15095 - Technical Instructor/Course Developer 24.00
15110 - Test Proctor 17.08
15120 - Tutor 17.08
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.95
19040 - Tool And Die Maker 24.88
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.94
21030 - Material Coordinator 24.61
21040 - Material Expediter 24.61
21050 - Material Handling Laborer 16.68
21071 - Order Filler 15.92
21080 - Production Line Worker (Food Processing) 18.94
21110 - Shipping Packer 17.93
21130 - Shipping/Receiving Clerk 17.93
21140 - Store Worker I 13.32
21150 - Stock Clerk 17.33
21210 - Tools And Parts Attendant 18.94
21410 - Warehouse Specialist 18.94
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.14
23019 - Aircraft Logs and Records Technician 23.11
23021 - Aircraft Mechanic I 24.89
23022 - Aircraft Mechanic II 26.14
23023 - Aircraft Mechanic III 27.45
23040 - Aircraft Mechanic Helper 20.66
23050 - Aircraft Painter 24.50
23060 - Aircraft Servicer 23.11
23070 - Aircraft Survival Flight Equipment Technician 24.50
23080 - Aircraft Worker 23.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 23.40

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 24.89
II
23110 - Appliance Mechanic 22.21
23120 - Bicycle Repairer 18.45
23125 - Cable Splicer 35.46
23130 - Carpenter Maintenance 21.06
23140 - Carpet Layer 20.96
23160 - Electrician Maintenance 22.42
23181 - Electronics Technician Maintenance I 21.23
23182 - Electronics Technician Maintenance II 23.35
23183 - Electronics Technician Maintenance III 23.92
23260 - Fabric Worker 19.70
23290 - Fire Alarm System Mechanic 23.35
23310 - Fire Extinguisher Repairer 18.45
23311 - Fuel Distribution System Mechanic 35.12
23312 - Fuel Distribution System Operator 28.51
23370 - General Maintenance Worker 18.25
23380 - Ground Support Equipment Mechanic 24.89
23381 - Ground Support Equipment Servicer 23.11
23382 - Ground Support Equipment Worker 23.40
23391 - Gunsmith I 18.45
23392 - Gunsmith II 20.96
23393 - Gunsmith III 23.35
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.56
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.72
23430 - Heavy Equipment Mechanic 19.56
23440 - Heavy Equipment Operator 21.54
23460 - Instrument Mechanic 23.35
23465 - Laboratory/Shelter Mechanic 22.21
23470 - Laborer 16.68
23510 - Locksmith 22.21
23530 - Machinery Maintenance Mechanic 24.30
23550 - Machinist Maintenance 18.26
23580 - Maintenance Trades Helper 15.18
23591 - Metrology Technician I 23.35
23592 - Metrology Technician II 24.55
23593 - Metrology Technician III 25.61
23640 - Millwright 22.22
23710 - Office Appliance Repairer 22.21
23760 - Painter Maintenance 22.21
23790 - Pipefitter Maintenance 26.10
23810 - Plumber Maintenance 25.32
23820 - Pneudraulic Systems Mechanic 23.35
23850 - Rigger 23.35
23870 - Scale Mechanic 20.96
23890 - Sheet-Metal Worker Maintenance 23.35
23910 - Small Engine Mechanic 19.94

23931 - Telecommunications Mechanic I 25.54
23932 - Telecommunications Mechanic II 26.85
23950 - Telephone Lineman 24.44
23960 - Welder Combination Maintenance 18.08
23965 - Well Driller 23.35
23970 - Woodcraft Worker 23.35
23980 - Woodworker 18.45
24000 - Personal Needs Occupations
24550 - Case Manager 15.93
24570 - Child Care Attendant 9.72
24580 - Child Care Center Clerk 13.42
24610 - Chore Aide 11.26
24620 - Family Readiness And Support Services Coordinator 15.93
24630 - Homemaker 15.93
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.35
25040 - Sewage Plant Operator 21.64
25070 - Stationary Engineer 23.35
25190 - Ventilation Equipment Tender 17.18
25210 - Water Treatment Plant Operator 21.64
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.68
27007 - Baggage Inspector 13.01
27008 - Corrections Officer 25.65
27010 - Court Security Officer 24.42
27030 - Detection Dog Handler 16.42
27040 - Detention Officer 25.65
27070 - Firefighter 25.39
27101 - Guard I 13.01
27102 - Guard II 16.42
27131 - Police Officer I 23.14
27132 - Police Officer II 25.71
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.82
28042 - Carnival Equipment Repairer 14.84
28043 - Carnival Worker 10.84
28210 - Gate Attendant/Gate Tender 15.92
28310 - Lifeguard 11.38
28350 - Park Attendant (Aide) 17.81
28510 - Recreation Aide/Health Facility Attendant 12.99
28515 - Recreation Specialist 21.64
28630 - Sports Official 14.17
28690 - Swimming Pool Operator 17.03
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.96
29020 - Hatch Tender 20.96
29030 - Line Handler 20.96
29041 - Stevedore I 19.70
29042 - Stevedore II 22.21

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.46
30022 - Archeological Technician II		20.64
30023 - Archeological Technician III		25.57
30030 - Cartographic Technician		25.57
30040 - Civil Engineering Technician		26.33
30051 - Cryogenic Technician I		27.00
30052 - Cryogenic Technician II		29.82
30061 - Drafter/CAD Operator I		18.46
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		27.98
30081 - Engineering Technician I		16.00
30082 - Engineering Technician II		17.95
30083 - Engineering Technician III		20.08
30084 - Engineering Technician IV		24.89
30085 - Engineering Technician V		30.45
30086 - Engineering Technician VI		36.83
30090 - Environmental Technician		24.37
30095 - Evidence Control Specialist		24.37
30210 - Laboratory Technician		22.74
30221 - Latent Fingerprint Technician I		27.00
30222 - Latent Fingerprint Technician II		29.82
30240 - Mathematical Technician		25.41
30361 - Paralegal/Legal Assistant I		17.93
30362 - Paralegal/Legal Assistant II		22.21
30363 - Paralegal/Legal Assistant III		27.16
30364 - Paralegal/Legal Assistant IV		32.86
30375 - Petroleum Supply Specialist		29.82
30390 - Photo-Optics Technician		25.37
30395 - Radiation Control Technician		29.82
30461 - Technical Writer I		24.37
30462 - Technical Writer II		29.82
30463 - Technical Writer III		36.08
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.98
30502 - Weather Forecaster II		34.04
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer Senior	(see 2)	25.27

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.11

31030 - Bus Driver	16.19
31043 - Driver Courier	14.20
31260 - Parking and Lot Attendant	11.72
31290 - Shuttle Bus Driver	15.25
31310 - Taxi Driver	12.63
31361 - Truckdriver Light	15.25
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	19.94
31364 - Truckdriver Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.72
99050 - Desk Clerk	10.92
99095 - Embalmer	34.13
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.88
99252 - Laboratory Animal Caretaker II	16.29
99260 - Marketing Analyst	23.76
99310 - Mortician	34.13
99410 - Pest Controller	21.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.21
99711 - Recycling Specialist	17.72
99730 - Refuse Collector	13.93
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	26.90
99831 - Surveying Aide	14.56
99832 - Surveying Technician	18.47
99840 - Vending Machine Attendant	17.56
99841 - Vending Machine Repairer	19.57
99842 - Vending Machine Repairer Helper	17.56

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4999
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Des Moines Henry Lee Louisa Muscatine

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.43
01012 - Accounting Clerk II		17.85
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		21.47
01035 - Court Reporter		28.00
01041 - Customer Service Representative I		12.80
01042 - Customer Service Representative II		14.39
01043 - Customer Service Representative III		15.70
01051 - Data Entry Operator I		14.73
01052 - Data Entry Operator II		16.71
01060 - Dispatcher Motor Vehicle		21.48
01070 - Document Preparation Clerk		14.29
01090 - Duplicating Machine Operator		14.29
01111 - General Clerk I		13.05
01112 - General Clerk II		14.24

01113 - General Clerk III 15.98
01120 - Housing Referral Assistant 19.99
01141 - Messenger Courier 11.55
01191 - Order Clerk I 15.07
01192 - Order Clerk II 16.44
01261 - Personnel Assistant (Employment) I 16.24
01262 - Personnel Assistant (Employment) II 18.17
01263 - Personnel Assistant (Employment) III 20.25
01270 - Production Control Clerk 22.61
01290 - Rental Clerk 12.87
01300 - Scheduler Maintenance 16.03
01311 - Secretary I 16.03
01312 - Secretary II 17.94
01313 - Secretary III 19.99
01320 - Service Order Dispatcher 19.19
01410 - Supply Technician 21.47
01420 - Survey Worker 14.58
01460 - Switchboard Operator/Receptionist 12.67
01531 - Travel Clerk I 15.29
01532 - Travel Clerk II 16.53
01533 - Travel Clerk III 17.89
01611 - Word Processor I 15.33
01612 - Word Processor II 17.21
01613 - Word Processor III 19.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.83
05010 - Automotive Electrician 18.27
05040 - Automotive Glass Installer 17.62
05070 - Automotive Worker 17.62
05110 - Mobile Equipment Servicer 16.17
05130 - Motor Equipment Metal Mechanic 18.91
05160 - Motor Equipment Metal Worker 17.62
05190 - Motor Vehicle Mechanic 18.83
05220 - Motor Vehicle Mechanic Helper 15.60
05250 - Motor Vehicle Upholstery Worker 16.98
05280 - Motor Vehicle Wrecker 17.62
05310 - Painter Automotive 17.90
05340 - Radiator Repair Specialist 17.62
05370 - Tire Repairer 15.46
05400 - Transmission Repair Specialist 18.48
07000 - Food Preparation And Service Occupations
07010 - Baker 16.16
07041 - Cook I 12.50
07042 - Cook II 13.99
07070 - Dishwasher 9.99
07130 - Food Service Worker 10.74
07210 - Meat Cutter 15.36
07260 - Waiter/Waitress 10.43
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.59

09040 - Furniture Handler 15.92
09080 - Furniture Refinisher 20.10
09090 - Furniture Refinisher Helper 17.51
09110 - Furniture Repairer Minor 18.83
09130 - Upholsterer 20.66
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.93
11060 - Elevator Operator 11.93
11090 - Gardener 15.23
11122 - Housekeeping Aide 12.87
11150 - Janitor 12.87
11210 - Laborer Grounds Maintenance 12.88
11240 - Maid or Houseman 10.35
11260 - Pruner 12.10
11270 - Tractor Operator 14.43
11330 - Trail Maintenance Worker 12.88
11360 - Window Cleaner 13.70
12000 - Health Occupations
12010 - Ambulance Driver 17.96
12011 - Breath Alcohol Technician 17.96
12012 - Certified Occupational Therapist Assistant 28.27
12015 - Certified Physical Therapist Assistant 23.45
12020 - Dental Assistant 19.59
12025 - Dental Hygienist 33.79
12030 - EKG Technician 27.21
12035 - Electroneurodiagnostic Technologist 27.21
12040 - Emergency Medical Technician 17.96
12071 - Licensed Practical Nurse I 16.04
12072 - Licensed Practical Nurse II 17.96
12073 - Licensed Practical Nurse III 20.01
12100 - Medical Assistant 15.83
12130 - Medical Laboratory Technician 24.61
12160 - Medical Record Clerk 14.50
12190 - Medical Record Technician 17.84
12195 - Medical Transcriptionist 17.19
12210 - Nuclear Medicine Technologist 39.46
12221 - Nursing Assistant I 11.35
12222 - Nursing Assistant II 12.76
12223 - Nursing Assistant III 13.92
12224 - Nursing Assistant IV 15.63
12235 - Optical Dispenser 16.85
12236 - Optical Technician 16.04
12250 - Pharmacy Technician 15.99
12280 - Phlebotomist 14.01
12305 - Radiologic Technologist 24.13
12311 - Registered Nurse I 22.82
12312 - Registered Nurse II 27.92
12313 - Registered Nurse II Specialist 26.90
12314 - Registered Nurse III 33.78
12315 - Registered Nurse III Anesthetist 32.58

12316 - Registered Nurse IV		40.49
12317 - Scheduler (Drug and Alcohol Testing)		22.24
12320 - Substance Abuse Treatment Counselor		30.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.48
13012 - Exhibits Specialist II		23.58
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		18.21
13042 - Illustrator II		22.91
13043 - Illustrator III		27.60
13047 - Librarian		24.98
13050 - Library Aide/Clerk		11.50
13054 - Library Information Technology Systems Administrator		22.56
13058 - Library Technician		14.34
13061 - Media Specialist I		16.28
13062 - Media Specialist II		18.21
13063 - Media Specialist III		20.31
13071 - Photographer I		14.18
13072 - Photographer II		17.10
13073 - Photographer III		21.83
13074 - Photographer IV		26.69
13075 - Photographer V		29.08
13090 - Technical Order Library Clerk		15.50
13110 - Video Teleconference Technician		13.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.43
14043 - Computer Operator III		21.18
14044 - Computer Operator IV		24.24
14045 - Computer Operator V		26.85
14071 - Computer Programmer I	(see 1)	20.59
14072 - Computer Programmer II	(see 1)	26.66
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.48
14160 - Personal Computer Support Technician		24.24
14170 - System Support Specialist		26.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.78
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		40.29
15050 - Computer Based Training Specialist / Instructor		27.78
15060 - Educational Technologist		31.56
15070 - Flight Instructor (Pilot)		40.29
15080 - Graphic Artist		20.42
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.02

15086 - Maintenance Test Pilot Rotary Wing 40.02
15088 - Non-Maintenance Test/Co-Pilot 40.02
15090 - Technical Instructor 20.23
15095 - Technical Instructor/Course Developer 24.74
15110 - Test Proctor 16.33
15120 - Tutor 16.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.45
19040 - Tool And Die Maker 25.32
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.54
21030 - Material Coordinator 22.61
21040 - Material Expediter 22.61
21050 - Material Handling Laborer 16.65
21071 - Order Filler 13.96
21080 - Production Line Worker (Food Processing) 20.54
21110 - Shipping Packer 15.43
21130 - Shipping/Receiving Clerk 15.43
21140 - Store Worker I 16.96
21150 - Stock Clerk 20.30
21210 - Tools And Parts Attendant 20.54
21410 - Warehouse Specialist 20.54
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.65
23019 - Aircraft Logs and Records Technician 22.78
23021 - Aircraft Mechanic I 26.48
23022 - Aircraft Mechanic II 27.65
23023 - Aircraft Mechanic III 28.79
23040 - Aircraft Mechanic Helper 20.45
23050 - Aircraft Painter 25.30
23060 - Aircraft Servicer 22.78
23070 - Aircraft Survival Flight Equipment Technician 25.30
23080 - Aircraft Worker 24.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.48
23110 - Appliance Mechanic 18.76

23120 - Bicycle Repairer 20.77
23125 - Cable Splicer 37.94
23130 - Carpenter Maintenance 21.59
23140 - Carpet Layer 23.23
23160 - Electrician Maintenance 26.04
23181 - Electronics Technician Maintenance I 26.16
23182 - Electronics Technician Maintenance II 27.49
23183 - Electronics Technician Maintenance III 28.78
23260 - Fabric Worker 21.97
23290 - Fire Alarm System Mechanic 25.56
23310 - Fire Extinguisher Repairer 20.77
23311 - Fuel Distribution System Mechanic 30.53
23312 - Fuel Distribution System Operator 25.01
23370 - General Maintenance Worker 20.52
23380 - Ground Support Equipment Mechanic 26.48
23381 - Ground Support Equipment Servicer 22.78
23382 - Ground Support Equipment Worker 24.09
23391 - Gunsmith I 20.77
23392 - Gunsmith II 23.23
23393 - Gunsmith III 25.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.48
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.52
23430 - Heavy Equipment Mechanic 20.83
23440 - Heavy Equipment Operator 28.17
23460 - Instrument Mechanic 25.56
23465 - Laboratory/Shelter Mechanic 24.42
23470 - Laborer 16.65
23510 - Locksmith 24.42
23530 - Machinery Maintenance Mechanic 24.73
23550 - Machinist Maintenance 18.79
23580 - Maintenance Trades Helper 17.12
23591 - Metrology Technician I 25.56
23592 - Metrology Technician II 26.70
23593 - Metrology Technician III 27.79
23640 - Millwright 27.16
23710 - Office Appliance Repairer 20.03
23760 - Painter Maintenance 18.74
23790 - Pipefitter Maintenance 27.56
23810 - Plumber Maintenance 26.32
23820 - Pneudraulic Systems Mechanic 25.56
23850 - Rigger 25.56
23870 - Scale Mechanic 23.23
23890 - Sheet-Metal Worker Maintenance 25.13
23910 - Small Engine Mechanic 18.36
23931 - Telecommunications Mechanic I 25.58
23932 - Telecommunications Mechanic II 29.00
23950 - Telephone Lineman 28.68
23960 - Welder Combination Maintenance 19.50

23965 - Well Driller	25.56
23970 - Woodcraft Worker	25.56
23980 - Woodworker	20.77
24000 - Personal Needs Occupations	
24550 - Case Manager	14.50
24570 - Child Care Attendant	9.74
24580 - Child Care Center Clerk	13.55
24610 - Chore Aide	11.28
24620 - Family Readiness And Support Services Coordinator	14.50
24630 - Homemaker	14.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.75
25040 - Sewage Plant Operator	22.84
25070 - Stationary Engineer	28.75
25190 - Ventilation Equipment Tender	22.16
25210 - Water Treatment Plant Operator	22.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.50
27007 - Baggage Inspector	12.96
27008 - Corrections Officer	26.91
27010 - Court Security Officer	24.84
27030 - Detection Dog Handler	15.08
27040 - Detention Officer	26.91
27070 - Firefighter	22.77
27101 - Guard I	12.96
27102 - Guard II	15.08
27131 - Police Officer I	24.00
27132 - Police Officer II	26.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.33
28042 - Carnival Equipment Repairer	11.96
28043 - Carnival Worker	9.51
28210 - Gate Attendant/Gate Tender	15.88
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	17.78
28510 - Recreation Aide/Health Facility Attendant	12.97
28515 - Recreation Specialist	22.02
28630 - Sports Official	14.16
28690 - Swimming Pool Operator	13.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.80
29020 - Hatch Tender	25.80
29030 - Line Handler	25.80
29041 - Stevedore I	24.50
29042 - Stevedore II	27.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.26
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.76
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.58

30021 - Archeological Technician I 18.88
30022 - Archeological Technician II 21.11
30023 - Archeological Technician III 26.16
30030 - Cartographic Technician 25.49
30040 - Civil Engineering Technician 26.98
30051 - Cryogenic Technician I 25.78
30052 - Cryogenic Technician II 28.46
30061 - Drafter/CAD Operator I 17.21
30062 - Drafter/CAD Operator II 20.58
30063 - Drafter/CAD Operator III 22.95
30064 - Drafter/CAD Operator IV 28.25
30081 - Engineering Technician I 18.52
30082 - Engineering Technician II 20.79
30083 - Engineering Technician III 23.25
30084 - Engineering Technician IV 28.85
30085 - Engineering Technician V 35.57
30086 - Engineering Technician VI 42.64
30090 - Environmental Technician 23.77
30095 - Evidence Control Specialist 23.27
30210 - Laboratory Technician 23.03
30221 - Latent Fingerprint Technician I 25.78
30222 - Latent Fingerprint Technician II 28.46
30240 - Mathematical Technician 25.49
30361 - Paralegal/Legal Assistant I 17.70
30362 - Paralegal/Legal Assistant II 20.15
30363 - Paralegal/Legal Assistant III 23.90
30364 - Paralegal/Legal Assistant IV 28.91
30375 - Petroleum Supply Specialist 28.46
30390 - Photo-Optics Technician 25.49
30395 - Radiation Control Technician 28.46
30461 - Technical Writer I 23.80
30462 - Technical Writer II 29.11
30463 - Technical Writer III 35.22
30491 - Unexploded Ordnance (UXO) Technician I 25.59
30492 - Unexploded Ordnance (UXO) Technician II 30.96
30493 - Unexploded Ordnance (UXO) Technician III 37.11
30494 - Unexploded (UXO) Safety Escort 25.59
30495 - Unexploded (UXO) Sweep Personnel 25.59
30501 - Weather Forecaster I 25.78
30502 - Weather Forecaster II 31.35
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.95
30621 - Weather Observer Senior (see 2) 25.49
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.96
31020 - Bus Aide 15.08
31030 - Bus Driver 18.85
31043 - Driver Courier 12.48
31260 - Parking and Lot Attendant 14.05
31290 - Shuttle Bus Driver 13.26

31310 - Taxi Driver	12.35
31361 - Truckdriver Light	13.08
31362 - Truckdriver Medium	13.82
31363 - Truckdriver Heavy	19.94
31364 - Truckdriver Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.09
99030 - Cashier	10.37
99050 - Desk Clerk	10.72
99095 - Embalmer	35.57
99130 - Flight Follower	25.59
99251 - Laboratory Animal Caretaker I	13.73
99252 - Laboratory Animal Caretaker II	14.48
99260 - Marketing Analyst	26.28
99310 - Mortician	35.57
99410 - Pest Controller	16.71
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	18.41
99711 - Recycling Specialist	20.62
99730 - Refuse Collector	17.29
99810 - Sales Clerk	11.36
99820 - School Crossing Guard	16.74
99830 - Survey Party Chief	28.51
99831 - Surveying Aide	14.77
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	12.90
99841 - Vending Machine Repairer	14.61
99842 - Vending Machine Repairer Helper	13.00

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5000
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Des Moines Henry Lee Louisa Muscatine

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.43
01012 - Accounting Clerk II		17.85
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		21.47
01035 - Court Reporter		28.00
01041 - Customer Service Representative I		12.80
01042 - Customer Service Representative II		14.39
01043 - Customer Service Representative III		15.70
01051 - Data Entry Operator I		14.73
01052 - Data Entry Operator II		16.71
01060 - Dispatcher Motor Vehicle		21.48
01070 - Document Preparation Clerk		14.29

01090 - Duplicating Machine Operator 14.29
01111 - General Clerk I 13.05
01112 - General Clerk II 14.24
01113 - General Clerk III 15.98
01120 - Housing Referral Assistant 19.99
01141 - Messenger Courier 11.55
01191 - Order Clerk I 15.07
01192 - Order Clerk II 16.44
01261 - Personnel Assistant (Employment) I 16.24
01262 - Personnel Assistant (Employment) II 18.17
01263 - Personnel Assistant (Employment) III 20.25
01270 - Production Control Clerk 22.61
01290 - Rental Clerk 12.87
01300 - Scheduler Maintenance 16.03
01311 - Secretary I 16.03
01312 - Secretary II 17.94
01313 - Secretary III 19.99
01320 - Service Order Dispatcher 19.19
01410 - Supply Technician 21.47
01420 - Survey Worker 14.58
01460 - Switchboard Operator/Receptionist 12.67
01531 - Travel Clerk I 15.29
01532 - Travel Clerk II 16.53
01533 - Travel Clerk III 17.89
01611 - Word Processor I 15.33
01612 - Word Processor II 17.21
01613 - Word Processor III 19.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.83
05010 - Automotive Electrician 18.27
05040 - Automotive Glass Installer 17.62
05070 - Automotive Worker 17.62
05110 - Mobile Equipment Servicer 16.17
05130 - Motor Equipment Metal Mechanic 18.91
05160 - Motor Equipment Metal Worker 17.62
05190 - Motor Vehicle Mechanic 18.83
05220 - Motor Vehicle Mechanic Helper 15.60
05250 - Motor Vehicle Upholstery Worker 16.98
05280 - Motor Vehicle Wrecker 17.62
05310 - Painter Automotive 17.90
05340 - Radiator Repair Specialist 17.62
05370 - Tire Repairer 15.46
05400 - Transmission Repair Specialist 18.48
07000 - Food Preparation And Service Occupations
07010 - Baker 16.16
07041 - Cook I 12.50
07042 - Cook II 13.99
07070 - Dishwasher 9.99
07130 - Food Service Worker 10.74
07210 - Meat Cutter 15.36

07260 - Waiter/Waitress	10.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.59
09040 - Furniture Handler	15.92
09080 - Furniture Refinisher	20.10
09090 - Furniture Refinisher Helper	17.51
09110 - Furniture Repairer Minor	18.83
09130 - Upholsterer	20.66
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.93
11060 - Elevator Operator	11.93
11090 - Gardener	15.23
11122 - Housekeeping Aide	12.87
11150 - Janitor	12.87
11210 - Laborer Grounds Maintenance	12.88
11240 - Maid or Houseman	10.35
11260 - Pruner	12.10
11270 - Tractor Operator	14.43
11330 - Trail Maintenance Worker	12.88
11360 - Window Cleaner	13.70
12000 - Health Occupations	
12010 - Ambulance Driver	17.96
12011 - Breath Alcohol Technician	17.96
12012 - Certified Occupational Therapist Assistant	28.27
12015 - Certified Physical Therapist Assistant	23.45
12020 - Dental Assistant	19.59
12025 - Dental Hygienist	33.79
12030 - EKG Technician	27.21
12035 - Electroneurodiagnostic Technologist	27.21
12040 - Emergency Medical Technician	17.96
12071 - Licensed Practical Nurse I	16.04
12072 - Licensed Practical Nurse II	17.96
12073 - Licensed Practical Nurse III	20.01
12100 - Medical Assistant	15.83
12130 - Medical Laboratory Technician	24.61
12160 - Medical Record Clerk	14.50
12190 - Medical Record Technician	17.84
12195 - Medical Transcriptionist	17.19
12210 - Nuclear Medicine Technologist	39.46
12221 - Nursing Assistant I	11.35
12222 - Nursing Assistant II	12.76
12223 - Nursing Assistant III	13.92
12224 - Nursing Assistant IV	15.63
12235 - Optical Dispenser	16.85
12236 - Optical Technician	16.04
12250 - Pharmacy Technician	15.99
12280 - Phlebotomist	14.01
12305 - Radiologic Technologist	24.13
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.92

12313 - Registered Nurse II Specialist		26.90
12314 - Registered Nurse III		33.78
12315 - Registered Nurse III Anesthetist		32.58
12316 - Registered Nurse IV		40.49
12317 - Scheduler (Drug and Alcohol Testing)		22.24
12320 - Substance Abuse Treatment Counselor		30.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.48
13012 - Exhibits Specialist II		23.58
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		18.21
13042 - Illustrator II		22.91
13043 - Illustrator III		27.60
13047 - Librarian		24.98
13050 - Library Aide/Clerk		11.50
13054 - Library Information Technology Systems Administrator		22.56
13058 - Library Technician		14.34
13061 - Media Specialist I		16.28
13062 - Media Specialist II		18.21
13063 - Media Specialist III		20.31
13071 - Photographer I		14.18
13072 - Photographer II		17.10
13073 - Photographer III		21.83
13074 - Photographer IV		26.69
13075 - Photographer V		29.08
13090 - Technical Order Library Clerk		15.50
13110 - Video Teleconference Technician		13.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.43
14043 - Computer Operator III		21.18
14044 - Computer Operator IV		24.24
14045 - Computer Operator V		26.85
14071 - Computer Programmer I	(see 1)	20.59
14072 - Computer Programmer II	(see 1)	26.66
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.48
14160 - Personal Computer Support Technician		24.24
14170 - System Support Specialist		26.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.78
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		40.29
15050 - Computer Based Training Specialist / Instructor		27.78
15060 - Educational Technologist		31.56

15070 - Flight Instructor (Pilot) 40.29
15080 - Graphic Artist 20.42
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.02
15086 - Maintenance Test Pilot Rotary Wing 40.02
15088 - Non-Maintenance Test/Co-Pilot 40.02
15090 - Technical Instructor 20.23
15095 - Technical Instructor/Course Developer 24.74
15110 - Test Proctor 16.33
15120 - Tutor 16.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.45
19040 - Tool And Die Maker 25.32
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.54
21030 - Material Coordinator 22.61
21040 - Material Expediter 22.61
21050 - Material Handling Laborer 16.65
21071 - Order Filler 13.96
21080 - Production Line Worker (Food Processing) 20.54
21110 - Shipping Packer 15.43
21130 - Shipping/Receiving Clerk 15.43
21140 - Store Worker I 16.96
21150 - Stock Clerk 20.30
21210 - Tools And Parts Attendant 20.54
21410 - Warehouse Specialist 20.54
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.65
23019 - Aircraft Logs and Records Technician 22.78
23021 - Aircraft Mechanic I 26.48
23022 - Aircraft Mechanic II 27.65
23023 - Aircraft Mechanic III 28.79
23040 - Aircraft Mechanic Helper 20.45
23050 - Aircraft Painter 25.30
23060 - Aircraft Servicer 22.78
23070 - Aircraft Survival Flight Equipment Technician 25.30
23080 - Aircraft Worker 24.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.09

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.48
23110 - Appliance Mechanic 18.76
23120 - Bicycle Repairer 20.77
23125 - Cable Splicer 37.94
23130 - Carpenter Maintenance 21.59
23140 - Carpet Layer 23.23
23160 - Electrician Maintenance 26.04
23181 - Electronics Technician Maintenance I 26.16
23182 - Electronics Technician Maintenance II 27.49
23183 - Electronics Technician Maintenance III 28.78
23260 - Fabric Worker 21.97
23290 - Fire Alarm System Mechanic 25.56
23310 - Fire Extinguisher Repairer 20.77
23311 - Fuel Distribution System Mechanic 30.53
23312 - Fuel Distribution System Operator 25.01
23370 - General Maintenance Worker 20.52
23380 - Ground Support Equipment Mechanic 26.48
23381 - Ground Support Equipment Servicer 22.78
23382 - Ground Support Equipment Worker 24.09
23391 - Gunsmith I 20.77
23392 - Gunsmith II 23.23
23393 - Gunsmith III 25.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.48
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.52
23430 - Heavy Equipment Mechanic 20.83
23440 - Heavy Equipment Operator 28.17
23460 - Instrument Mechanic 25.56
23465 - Laboratory/Shelter Mechanic 24.42
23470 - Laborer 16.65
23510 - Locksmith 24.42
23530 - Machinery Maintenance Mechanic 24.73
23550 - Machinist Maintenance 18.79
23580 - Maintenance Trades Helper 17.12
23591 - Metrology Technician I 25.56
23592 - Metrology Technician II 26.70
23593 - Metrology Technician III 27.79
23640 - Millwright 27.16
23710 - Office Appliance Repairer 20.03
23760 - Painter Maintenance 18.74
23790 - Pipefitter Maintenance 27.56
23810 - Plumber Maintenance 26.32
23820 - Pneudraulic Systems Mechanic 25.56
23850 - Rigger 25.56
23870 - Scale Mechanic 23.23
23890 - Sheet-Metal Worker Maintenance 25.13
23910 - Small Engine Mechanic 18.36
23931 - Telecommunications Mechanic I 25.58

23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	28.68
23960 - Welder Combination Maintenance	19.50
23965 - Well Driller	25.56
23970 - Woodcraft Worker	25.56
23980 - Woodworker	20.77
24000 - Personal Needs Occupations	
24550 - Case Manager	14.50
24570 - Child Care Attendant	9.74
24580 - Child Care Center Clerk	13.55
24610 - Chore Aide	11.28
24620 - Family Readiness And Support Services Coordinator	14.50
24630 - Homemaker	14.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.75
25040 - Sewage Plant Operator	22.84
25070 - Stationary Engineer	28.75
25190 - Ventilation Equipment Tender	22.16
25210 - Water Treatment Plant Operator	22.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.50
27007 - Baggage Inspector	12.96
27008 - Corrections Officer	26.91
27010 - Court Security Officer	24.84
27030 - Detection Dog Handler	15.08
27040 - Detention Officer	26.91
27070 - Firefighter	22.77
27101 - Guard I	12.96
27102 - Guard II	15.08
27131 - Police Officer I	24.00
27132 - Police Officer II	26.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.33
28042 - Carnival Equipment Repairer	11.96
28043 - Carnival Worker	9.51
28210 - Gate Attendant/Gate Tender	15.88
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	17.78
28510 - Recreation Aide/Health Facility Attendant	12.97
28515 - Recreation Specialist	22.02
28630 - Sports Official	14.16
28690 - Swimming Pool Operator	13.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.80
29020 - Hatch Tender	25.80
29030 - Line Handler	25.80
29041 - Stevedore I	24.50
29042 - Stevedore II	27.08
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.26
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.76
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.58
30021 - Archeological Technician I 18.88
30022 - Archeological Technician II 21.11
30023 - Archeological Technician III 26.16
30030 - Cartographic Technician 25.49
30040 - Civil Engineering Technician 26.98
30051 - Cryogenic Technician I 25.78
30052 - Cryogenic Technician II 28.46
30061 - Drafter/CAD Operator I 17.21
30062 - Drafter/CAD Operator II 20.58
30063 - Drafter/CAD Operator III 22.95
30064 - Drafter/CAD Operator IV 28.25
30081 - Engineering Technician I 18.52
30082 - Engineering Technician II 20.79
30083 - Engineering Technician III 23.25
30084 - Engineering Technician IV 28.85
30085 - Engineering Technician V 35.57
30086 - Engineering Technician VI 42.64
30090 - Environmental Technician 23.77
30095 - Evidence Control Specialist 23.27
30210 - Laboratory Technician 23.03
30221 - Latent Fingerprint Technician I 25.78
30222 - Latent Fingerprint Technician II 28.46
30240 - Mathematical Technician 25.49
30361 - Paralegal/Legal Assistant I 17.70
30362 - Paralegal/Legal Assistant II 20.15
30363 - Paralegal/Legal Assistant III 23.90
30364 - Paralegal/Legal Assistant IV 28.91
30375 - Petroleum Supply Specialist 28.46
30390 - Photo-Optics Technician 25.49
30395 - Radiation Control Technician 28.46
30461 - Technical Writer I 23.80
30462 - Technical Writer II 29.11
30463 - Technical Writer III 35.22
30491 - Unexploded Ordnance (UXO) Technician I 25.59
30492 - Unexploded Ordnance (UXO) Technician II 30.96
30493 - Unexploded Ordnance (UXO) Technician III 37.11
30494 - Unexploded (UXO) Safety Escort 25.59
30495 - Unexploded (UXO) Sweep Personnel 25.59
30501 - Weather Forecaster I 25.78
30502 - Weather Forecaster II 31.35
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.95
30621 - Weather Observer Senior (see 2) 25.49
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.96
31020 - Bus Aide 15.08
31030 - Bus Driver 18.85

31043 - Driver Courier	12.48
31260 - Parking and Lot Attendant	14.05
31290 - Shuttle Bus Driver	13.26
31310 - Taxi Driver	12.35
31361 - Truckdriver Light	13.08
31362 - Truckdriver Medium	13.82
31363 - Truckdriver Heavy	19.94
31364 - Truckdriver Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.09
99030 - Cashier	10.37
99050 - Desk Clerk	10.72
99095 - Embalmer	35.57
99130 - Flight Follower	25.59
99251 - Laboratory Animal Caretaker I	13.73
99252 - Laboratory Animal Caretaker II	14.48
99260 - Marketing Analyst	26.28
99310 - Mortician	35.57
99410 - Pest Controller	16.71
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	18.41
99711 - Recycling Specialist	20.62
99730 - Refuse Collector	17.29
99810 - Sales Clerk	11.36
99820 - School Crossing Guard	16.74
99830 - Survey Party Chief	28.51
99831 - Surveying Aide	14.77
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	12.90
99841 - Vending Machine Repairer	14.61
99842 - Vending Machine Repairer Helper	13.00

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the

employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5001
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Cedar Clinton Iowa Jackson Jefferson Keokuk Tama Van Buren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.01
01012 - Accounting Clerk II		15.72
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		21.47
01035 - Court Reporter		29.85
01041 - Customer Service Representative I		12.80
01042 - Customer Service Representative II		14.39
01043 - Customer Service Representative III		15.70
01051 - Data Entry Operator I		14.73
01052 - Data Entry Operator II		16.07
01060 - Dispatcher Motor Vehicle		21.48
01070 - Document Preparation Clerk		14.31
01090 - Duplicating Machine Operator		14.31
01111 - General Clerk I		13.05

01112 - General Clerk II	14.24
01113 - General Clerk III	15.98
01120 - Housing Referral Assistant	19.99
01141 - Messenger Courier	11.55
01191 - Order Clerk I	15.07
01192 - Order Clerk II	16.44
01261 - Personnel Assistant (Employment) I	16.24
01262 - Personnel Assistant (Employment) II	18.17
01263 - Personnel Assistant (Employment) III	20.25
01270 - Production Control Clerk	22.61
01290 - Rental Clerk	13.02
01300 - Scheduler Maintenance	16.03
01311 - Secretary I	16.03
01312 - Secretary II	17.94
01313 - Secretary III	19.99
01320 - Service Order Dispatcher	19.19
01410 - Supply Technician	21.47
01420 - Survey Worker	14.58
01460 - Switchboard Operator/Receptionist	12.67
01531 - Travel Clerk I	15.97
01532 - Travel Clerk II	17.27
01533 - Travel Clerk III	18.68
01611 - Word Processor I	15.33
01612 - Word Processor II	17.21
01613 - Word Processor III	19.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.02
05010 - Automotive Electrician	18.51
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	18.00
05110 - Mobile Equipment Servicer	16.94
05130 - Motor Equipment Metal Mechanic	19.02
05160 - Motor Equipment Metal Worker	18.00
05190 - Motor Vehicle Mechanic	19.02
05220 - Motor Vehicle Mechanic Helper	16.40
05250 - Motor Vehicle Upholstery Worker	17.45
05280 - Motor Vehicle Wrecker	18.00
05310 - Painter Automotive	18.51
05340 - Radiator Repair Specialist	18.00
05370 - Tire Repairer	15.46
05400 - Transmission Repair Specialist	19.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.02
07041 - Cook I	12.50
07042 - Cook II	13.99
07070 - Dishwasher	8.84
07130 - Food Service Worker	10.57
07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	9.08
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 21.74
09040 - Furniture Handler 16.85
09080 - Furniture Refinisher 22.26
09090 - Furniture Refinisher Helper 18.11
09110 - Furniture Repairer Minor 20.34
09130 - Upholsterer 22.26
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.93
11060 - Elevator Operator 11.93
11090 - Gardener 15.23
11122 - Housekeeping Aide 12.87
11150 - Janitor 12.87
11210 - Laborer Grounds Maintenance 12.88
11240 - Maid or Houseman 10.35
11260 - Pruner 12.10
11270 - Tractor Operator 14.43
11330 - Trail Maintenance Worker 12.88
11360 - Window Cleaner 13.70
12000 - Health Occupations
12010 - Ambulance Driver 17.96
12011 - Breath Alcohol Technician 17.96
12012 - Certified Occupational Therapist Assistant 26.58
12015 - Certified Physical Therapist Assistant 23.45
12020 - Dental Assistant 19.59
12025 - Dental Hygienist 33.79
12030 - EKG Technician 27.21
12035 - Electroneurodiagnostic Technologist 27.21
12040 - Emergency Medical Technician 17.96
12071 - Licensed Practical Nurse I 16.04
12072 - Licensed Practical Nurse II 17.96
12073 - Licensed Practical Nurse III 20.01
12100 - Medical Assistant 15.83
12130 - Medical Laboratory Technician 24.61
12160 - Medical Record Clerk 14.50
12190 - Medical Record Technician 17.96
12195 - Medical Transcriptionist 16.84
12210 - Nuclear Medicine Technologist 39.46
12221 - Nursing Assistant I 11.35
12222 - Nursing Assistant II 12.76
12223 - Nursing Assistant III 13.92
12224 - Nursing Assistant IV 15.63
12235 - Optical Dispenser 16.85
12236 - Optical Technician 16.04
12250 - Pharmacy Technician 16.23
12280 - Phlebotomist 14.67
12305 - Radiologic Technologist 24.45
12311 - Registered Nurse I 22.82
12312 - Registered Nurse II 27.92
12313 - Registered Nurse II Specialist 27.92
12314 - Registered Nurse III 33.78

12315 - Registered Nurse III Anesthetist		33.78
12316 - Registered Nurse IV		40.49
12317 - Scheduler (Drug and Alcohol Testing)		22.24
12320 - Substance Abuse Treatment Counselor		30.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.56
13012 - Exhibits Specialist II		21.43
13013 - Exhibits Specialist III		26.17
13041 - Illustrator I		17.12
13042 - Illustrator II		21.20
13043 - Illustrator III		25.93
13047 - Librarian		23.48
13050 - Library Aide/Clerk		10.65
13054 - Library Information Technology Systems Administrator		21.20
13058 - Library Technician		14.34
13061 - Media Specialist I		15.30
13062 - Media Specialist II		17.12
13063 - Media Specialist III		19.07
13071 - Photographer I		14.72
13072 - Photographer II		17.66
13073 - Photographer III		20.94
13074 - Photographer IV		26.01
13075 - Photographer V		30.93
13090 - Technical Order Library Clerk		15.50
13110 - Video Teleconference Technician		16.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.89
14042 - Computer Operator II		16.62
14043 - Computer Operator III		18.95
14044 - Computer Operator IV		21.08
14045 - Computer Operator V		23.33
14071 - Computer Programmer I	(see 1)	20.67
14072 - Computer Programmer II	(see 1)	25.59
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.89
14160 - Personal Computer Support Technician		21.08
14170 - System Support Specialist		25.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.78
15020 - Aircrew Training Devices Instructor (Rated)		33.61
15030 - Air Crew Training Devices Instructor (Pilot)		40.29
15050 - Computer Based Training Specialist / Instructor		27.78
15060 - Educational Technologist		32.18
15070 - Flight Instructor (Pilot)		40.29
15080 - Graphic Artist		19.60

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.02
15086 - Maintenance Test Pilot Rotary Wing 40.02
15088 - Non-Maintenance Test/Co-Pilot 40.02
15090 - Technical Instructor 20.23
15095 - Technical Instructor/Course Developer 24.74
15110 - Test Proctor 16.33
15120 - Tutor 16.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.42
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 13.37
16220 - Tailor 14.31
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.45
19040 - Tool And Die Maker 25.32
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.54
21030 - Material Coordinator 22.61
21040 - Material Expediter 22.61
21050 - Material Handling Laborer 16.65
21071 - Order Filler 13.96
21080 - Production Line Worker (Food Processing) 20.54
21110 - Shipping Packer 17.16
21130 - Shipping/Receiving Clerk 15.94
21140 - Store Worker I 16.85
21150 - Stock Clerk 20.30
21210 - Tools And Parts Attendant 20.54
21410 - Warehouse Specialist 20.54
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.65
23019 - Aircraft Logs and Records Technician 22.78
23021 - Aircraft Mechanic I 26.48
23022 - Aircraft Mechanic II 27.65
23023 - Aircraft Mechanic III 28.79
23040 - Aircraft Mechanic Helper 20.45
23050 - Aircraft Painter 25.30
23060 - Aircraft Servicer 22.78
23070 - Aircraft Survival Flight Equipment Technician 25.30
23080 - Aircraft Worker 24.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.48

23110 - Appliance Mechanic 21.89
23120 - Bicycle Repairer 20.77
23125 - Cable Splicer 37.94
23130 - Carpenter Maintenance 20.39
23140 - Carpet Layer 23.23
23160 - Electrician Maintenance 26.04
23181 - Electronics Technician Maintenance I 26.16
23182 - Electronics Technician Maintenance II 27.49
23183 - Electronics Technician Maintenance III 28.78
23260 - Fabric Worker 21.97
23290 - Fire Alarm System Mechanic 25.56
23310 - Fire Extinguisher Repairer 20.77
23311 - Fuel Distribution System Mechanic 28.27
23312 - Fuel Distribution System Operator 23.39
23370 - General Maintenance Worker 20.52
23380 - Ground Support Equipment Mechanic 26.48
23381 - Ground Support Equipment Servicer 22.78
23382 - Ground Support Equipment Worker 24.09
23391 - Gunsmith I 20.77
23392 - Gunsmith II 23.23
23393 - Gunsmith III 25.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.68
23430 - Heavy Equipment Mechanic 21.15
23440 - Heavy Equipment Operator 22.71
23460 - Instrument Mechanic 25.56
23465 - Laboratory/Shelter Mechanic 24.42
23470 - Laborer 16.65
23510 - Locksmith 24.42
23530 - Machinery Maintenance Mechanic 24.73
23550 - Machinist Maintenance 19.63
23580 - Maintenance Trades Helper 17.12
23591 - Metrology Technician I 25.56
23592 - Metrology Technician II 26.70
23593 - Metrology Technician III 27.79
23640 - Millwright 27.16
23710 - Office Appliance Repairer 20.39
23760 - Painter Maintenance 18.74
23790 - Pipefitter Maintenance 28.19
23810 - Plumber Maintenance 26.32
23820 - Pneudraulic Systems Mechanic 25.56
23850 - Rigger 25.56
23870 - Scale Mechanic 23.23
23890 - Sheet-Metal Worker Maintenance 24.39
23910 - Small Engine Mechanic 19.22
23931 - Telecommunications Mechanic I 25.58
23932 - Telecommunications Mechanic II 26.74
23950 - Telephone Lineman 26.52

23960 - Welder Combination Maintenance		20.27
23965 - Well Driller		25.56
23970 - Woodcraft Worker		25.56
23980 - Woodworker		20.77
24000 - Personal Needs Occupations		
24550 - Case Manager		14.50
24570 - Child Care Attendant		9.63
24580 - Child Care Center Clerk		12.02
24610 - Chore Aide		11.28
24620 - Family Readiness And Support Services Coordinator		14.50
24630 - Homemaker		15.31
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.75
25040 - Sewage Plant Operator		22.84
25070 - Stationary Engineer		28.75
25190 - Ventilation Equipment Tender		22.16
25210 - Water Treatment Plant Operator		22.84
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.50
27007 - Baggage Inspector		12.96
27008 - Corrections Officer		26.91
27010 - Court Security Officer		24.84
27030 - Detection Dog Handler		14.91
27040 - Detention Officer		26.91
27070 - Firefighter		22.77
27101 - Guard I		12.96
27102 - Guard II		14.91
27131 - Police Officer I		24.00
27132 - Police Officer II		26.68
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.33
28042 - Carnival Equipment Repairer		11.96
28043 - Carnival Worker		9.50
28210 - Gate Attendant/Gate Tender		15.88
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		17.78
28510 - Recreation Aide/Health Facility Attendant		12.97
28515 - Recreation Specialist		22.02
28630 - Sports Official		14.16
28690 - Swimming Pool Operator		15.27
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.80
29020 - Hatch Tender		25.80
29030 - Line Handler		25.80
29041 - Stevedore I		24.39
29042 - Stevedore II		27.08
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.26
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.76

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.58
30021 - Archeological Technician I 17.33
30022 - Archeological Technician II 21.58
30023 - Archeological Technician III 24.03
30030 - Cartographic Technician 24.03
30040 - Civil Engineering Technician 26.98
30051 - Cryogenic Technician I 25.78
30052 - Cryogenic Technician II 28.46
30061 - Drafter/CAD Operator I 17.33
30062 - Drafter/CAD Operator II 21.58
30063 - Drafter/CAD Operator III 22.11
30064 - Drafter/CAD Operator IV 26.60
30081 - Engineering Technician I 15.65
30082 - Engineering Technician II 17.86
30083 - Engineering Technician III 20.62
30084 - Engineering Technician IV 24.34
30085 - Engineering Technician V 29.79
30086 - Engineering Technician VI 36.05
30090 - Environmental Technician 24.03
30095 - Evidence Control Specialist 23.27
30210 - Laboratory Technician 25.15
30221 - Latent Fingerprint Technician I 25.78
30222 - Latent Fingerprint Technician II 28.46
30240 - Mathematical Technician 24.03
30361 - Paralegal/Legal Assistant I 17.30
30362 - Paralegal/Legal Assistant II 21.45
30363 - Paralegal/Legal Assistant III 26.24
30364 - Paralegal/Legal Assistant IV 31.75
30375 - Petroleum Supply Specialist 28.46
30390 - Photo-Optics Technician 24.03
30395 - Radiation Control Technician 28.46
30461 - Technical Writer I 23.80
30462 - Technical Writer II 29.11
30463 - Technical Writer III 35.22
30491 - Unexploded Ordnance (UXO) Technician I 25.59
30492 - Unexploded Ordnance (UXO) Technician II 30.96
30493 - Unexploded Ordnance (UXO) Technician III 37.11
30494 - Unexploded (UXO) Safety Escort 25.59
30495 - Unexploded (UXO) Sweep Personnel 25.59
30501 - Weather Forecaster I 25.78
30502 - Weather Forecaster II 31.35
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.11
30621 - Weather Observer Senior (see 2) 24.03
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.96
31020 - Bus Aide 15.85
31030 - Bus Driver 19.76
31043 - Driver Courier 13.44
31260 - Parking and Lot Attendant 14.16

31290 - Shuttle Bus Driver	14.05
31310 - Taxi Driver	13.66
31361 - Truckdriver Light	14.05
31362 - Truckdriver Medium	14.87
31363 - Truckdriver Heavy	19.94
31364 - Truckdriver Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.09
99030 - Cashier	10.37
99050 - Desk Clerk	10.72
99095 - Embalmer	32.70
99130 - Flight Follower	25.59
99251 - Laboratory Animal Caretaker I	15.55
99252 - Laboratory Animal Caretaker II	16.49
99260 - Marketing Analyst	26.28
99310 - Mortician	32.70
99410 - Pest Controller	17.03
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	18.41
99711 - Recycling Specialist	20.62
99730 - Refuse Collector	17.29
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	17.99
99830 - Survey Party Chief	24.62
99831 - Surveying Aide	12.33
99832 - Surveying Technician	16.89
99840 - Vending Machine Attendant	13.02
99841 - Vending Machine Repairer	14.61
99842 - Vending Machine Repairer Helper	13.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5003
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Appanoose Davis Jasper Mahaska Marion Marshall Monroe Poweshiek Wapello

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.01
01012 - Accounting Clerk II		15.72
01013 - Accounting Clerk III		17.59
01020 - Administrative Assistant		22.14
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		12.80
01042 - Customer Service Representative II		14.39
01043 - Customer Service Representative III		15.70
01051 - Data Entry Operator I		14.73
01052 - Data Entry Operator II		16.07
01060 - Dispatcher Motor Vehicle		21.48
01070 - Document Preparation Clerk		14.29
01090 - Duplicating Machine Operator		14.29
01111 - General Clerk I		13.05

01112 - General Clerk II 14.24
01113 - General Clerk III 15.98
01120 - Housing Referral Assistant 19.99
01141 - Messenger Courier 11.61
01191 - Order Clerk I 15.21
01192 - Order Clerk II 18.54
01261 - Personnel Assistant (Employment) I 16.24
01262 - Personnel Assistant (Employment) II 18.17
01263 - Personnel Assistant (Employment) III 21.01
01270 - Production Control Clerk 22.61
01290 - Rental Clerk 13.51
01300 - Scheduler Maintenance 16.03
01311 - Secretary I 16.03
01312 - Secretary II 17.94
01313 - Secretary III 19.99
01320 - Service Order Dispatcher 19.19
01410 - Supply Technician 22.14
01420 - Survey Worker 16.09
01460 - Switchboard Operator/Receptionist 12.67
01531 - Travel Clerk I 15.03
01532 - Travel Clerk II 15.98
01533 - Travel Clerk III 16.96
01611 - Word Processor I 16.09
01612 - Word Processor II 18.06
01613 - Word Processor III 20.21
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.28
05010 - Automotive Electrician 20.43
05040 - Automotive Glass Installer 19.68
05070 - Automotive Worker 19.68
05110 - Mobile Equipment Servicer 18.10
05130 - Motor Equipment Metal Mechanic 21.62
05160 - Motor Equipment Metal Worker 19.68
05190 - Motor Vehicle Mechanic 19.87
05220 - Motor Vehicle Mechanic Helper 17.33
05250 - Motor Vehicle Upholstery Worker 18.88
05280 - Motor Vehicle Wrecker 19.68
05310 - Painter Automotive 20.02
05340 - Radiator Repair Specialist 19.68
05370 - Tire Repairer 14.69
05400 - Transmission Repair Specialist 21.62
07000 - Food Preparation And Service Occupations
07010 - Baker 16.12
07041 - Cook I 12.50
07042 - Cook II 13.99
07070 - Dishwasher 8.84
07130 - Food Service Worker 10.57
07210 - Meat Cutter 12.99
07260 - Waiter/Waitress 9.10
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 21.00
09040 - Furniture Handler 16.25
09080 - Furniture Refinisher 19.72
09090 - Furniture Refinisher Helper 15.98
09110 - Furniture Repairer Minor 17.77
09130 - Upholsterer 19.24
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.86
11060 - Elevator Operator 12.86
11090 - Gardener 15.23
11122 - Housekeeping Aide 12.87
11150 - Janitor 12.87
11210 - Laborer Grounds Maintenance 12.88
11240 - Maid or Houseman 10.35
11260 - Pruner 12.10
11270 - Tractor Operator 14.43
11330 - Trail Maintenance Worker 13.08
11360 - Window Cleaner 13.70
12000 - Health Occupations
12010 - Ambulance Driver 17.96
12011 - Breath Alcohol Technician 17.96
12012 - Certified Occupational Therapist Assistant 28.90
12015 - Certified Physical Therapist Assistant 23.45
12020 - Dental Assistant 19.59
12025 - Dental Hygienist 33.79
12030 - EKG Technician 27.21
12035 - Electroneurodiagnostic Technologist 27.21
12040 - Emergency Medical Technician 17.96
12071 - Licensed Practical Nurse I 16.04
12072 - Licensed Practical Nurse II 17.96
12073 - Licensed Practical Nurse III 20.01
12100 - Medical Assistant 15.83
12130 - Medical Laboratory Technician 24.61
12160 - Medical Record Clerk 14.50
12190 - Medical Record Technician 17.84
12195 - Medical Transcriptionist 16.84
12210 - Nuclear Medicine Technologist 39.46
12221 - Nursing Assistant I 11.35
12222 - Nursing Assistant II 12.76
12223 - Nursing Assistant III 13.92
12224 - Nursing Assistant IV 15.63
12235 - Optical Dispenser 16.85
12236 - Optical Technician 16.04
12250 - Pharmacy Technician 15.99
12280 - Phlebotomist 14.70
12305 - Radiologic Technologist 24.13
12311 - Registered Nurse I 22.82
12312 - Registered Nurse II 27.92
12313 - Registered Nurse II Specialist 27.92
12314 - Registered Nurse III 33.78

12315 - Registered Nurse III Anesthetist		33.78
12316 - Registered Nurse IV		40.49
12317 - Scheduler (Drug and Alcohol Testing)		22.24
12320 - Substance Abuse Treatment Counselor		30.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.57
13012 - Exhibits Specialist II		21.77
13013 - Exhibits Specialist III		26.63
13041 - Illustrator I		17.57
13042 - Illustrator II		21.77
13043 - Illustrator III		26.63
13047 - Librarian		24.10
13050 - Library Aide/Clerk		11.11
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		14.34
13061 - Media Specialist I		15.30
13062 - Media Specialist II		17.12
13063 - Media Specialist III		19.07
13071 - Photographer I		15.38
13072 - Photographer II		17.57
13073 - Photographer III		21.76
13074 - Photographer IV		26.74
13075 - Photographer V		32.21
13090 - Technical Order Library Clerk		15.50
13110 - Video Teleconference Technician		18.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.89
14042 - Computer Operator II		16.66
14043 - Computer Operator III		18.57
14044 - Computer Operator IV		20.64
14045 - Computer Operator V		22.85
14071 - Computer Programmer I	(see 1)	22.64
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.89
14160 - Personal Computer Support Technician		22.33
14170 - System Support Specialist		25.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.63
15050 - Computer Based Training Specialist / Instructor		28.72
15060 - Educational Technologist		32.74
15070 - Flight Instructor (Pilot)		41.63
15080 - Graphic Artist		22.58

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.02
15086 - Maintenance Test Pilot Rotary Wing 40.02
15088 - Non-Maintenance Test/Co-Pilot 40.02
15090 - Technical Instructor 20.23
15095 - Technical Instructor/Course Developer 24.74
15110 - Test Proctor 16.33
15120 - Tutor 16.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.45
19040 - Tool And Die Maker 25.32
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.54
21030 - Material Coordinator 22.61
21040 - Material Expediter 22.61
21050 - Material Handling Laborer 16.65
21071 - Order Filler 13.96
21080 - Production Line Worker (Food Processing) 20.54
21110 - Shipping Packer 15.83
21130 - Shipping/Receiving Clerk 15.83
21140 - Store Worker I 16.85
21150 - Stock Clerk 20.30
21210 - Tools And Parts Attendant 20.54
21410 - Warehouse Specialist 20.54
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.02
23019 - Aircraft Logs and Records Technician 23.01
23021 - Aircraft Mechanic I 27.78
23022 - Aircraft Mechanic II 29.02
23023 - Aircraft Mechanic III 30.20
23040 - Aircraft Mechanic Helper 21.12
23050 - Aircraft Painter 25.47
23060 - Aircraft Servicer 23.01
23070 - Aircraft Survival Flight Equipment Technician 25.47
23080 - Aircraft Worker 24.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.78

23110 - Appliance Mechanic 21.67
23120 - Bicycle Repairer 20.77
23125 - Cable Splicer 36.65
23130 - Carpenter Maintenance 19.23
23140 - Carpet Layer 23.23
23160 - Electrician Maintenance 26.04
23181 - Electronics Technician Maintenance I 26.16
23182 - Electronics Technician Maintenance II 27.49
23183 - Electronics Technician Maintenance III 28.78
23260 - Fabric Worker 21.97
23290 - Fire Alarm System Mechanic 25.56
23310 - Fire Extinguisher Repairer 20.77
23311 - Fuel Distribution System Mechanic 30.53
23312 - Fuel Distribution System Operator 25.01
23370 - General Maintenance Worker 20.52
23380 - Ground Support Equipment Mechanic 27.78
23381 - Ground Support Equipment Servicer 23.01
23382 - Ground Support Equipment Worker 24.09
23391 - Gunsmith I 20.77
23392 - Gunsmith II 23.23
23393 - Gunsmith III 25.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.48
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.52
23430 - Heavy Equipment Mechanic 21.40
23440 - Heavy Equipment Operator 22.71
23460 - Instrument Mechanic 25.56
23465 - Laboratory/Shelter Mechanic 24.42
23470 - Laborer 16.65
23510 - Locksmith 24.42
23530 - Machinery Maintenance Mechanic 24.73
23550 - Machinist Maintenance 18.83
23580 - Maintenance Trades Helper 17.12
23591 - Metrology Technician I 25.56
23592 - Metrology Technician II 26.70
23593 - Metrology Technician III 27.79
23640 - Millwright 27.16
23710 - Office Appliance Repairer 20.03
23760 - Painter Maintenance 18.74
23790 - Pipefitter Maintenance 27.56
23810 - Plumber Maintenance 26.32
23820 - Pneudraulic Systems Mechanic 25.56
23850 - Rigger 25.56
23870 - Scale Mechanic 23.23
23890 - Sheet-Metal Worker Maintenance 24.22
23910 - Small Engine Mechanic 18.36
23931 - Telecommunications Mechanic I 25.54
23932 - Telecommunications Mechanic II 26.68
23950 - Telephone Lineman 26.14

23960 - Welder Combination Maintenance		19.58
23965 - Well Driller		25.56
23970 - Woodcraft Worker		25.56
23980 - Woodworker		20.77
24000 - Personal Needs Occupations		
24550 - Case Manager		14.50
24570 - Child Care Attendant		10.51
24580 - Child Care Center Clerk		13.10
24610 - Chore Aide		12.44
24620 - Family Readiness And Support Services Coordinator		14.50
24630 - Homemaker		17.64
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.75
25040 - Sewage Plant Operator		22.84
25070 - Stationary Engineer		28.75
25190 - Ventilation Equipment Tender		22.16
25210 - Water Treatment Plant Operator		22.84
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.50
27007 - Baggage Inspector		13.55
27008 - Corrections Officer		26.91
27010 - Court Security Officer		24.84
27030 - Detection Dog Handler		18.66
27040 - Detention Officer		26.91
27070 - Firefighter		22.77
27101 - Guard I		13.55
27102 - Guard II		18.66
27131 - Police Officer I		24.00
27132 - Police Officer II		26.68
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.33
28042 - Carnival Equipment Repairer		11.96
28043 - Carnival Worker		9.50
28210 - Gate Attendant/Gate Tender		15.88
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		17.78
28510 - Recreation Aide/Health Facility Attendant		12.97
28515 - Recreation Specialist		22.02
28630 - Sports Official		14.16
28690 - Swimming Pool Operator		15.77
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.80
29020 - Hatch Tender		25.80
29030 - Line Handler		25.80
29041 - Stevedore I		24.39
29042 - Stevedore II		27.08
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.26
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.76

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.58
30021 - Archeological Technician I 16.79
30022 - Archeological Technician II 18.79
30023 - Archeological Technician III 23.27
30030 - Cartographic Technician 23.27
30040 - Civil Engineering Technician 26.98
30051 - Cryogenic Technician I 25.78
30052 - Cryogenic Technician II 28.46
30061 - Drafter/CAD Operator I 16.79
30062 - Drafter/CAD Operator II 18.79
30063 - Drafter/CAD Operator III 20.95
30064 - Drafter/CAD Operator IV 25.78
30081 - Engineering Technician I 15.76
30082 - Engineering Technician II 17.69
30083 - Engineering Technician III 19.79
30084 - Engineering Technician IV 24.51
30085 - Engineering Technician V 29.98
30086 - Engineering Technician VI 36.28
30090 - Environmental Technician 24.12
30095 - Evidence Control Specialist 23.27
30210 - Laboratory Technician 23.03
30221 - Latent Fingerprint Technician I 25.78
30222 - Latent Fingerprint Technician II 28.46
30240 - Mathematical Technician 23.27
30361 - Paralegal/Legal Assistant I 19.03
30362 - Paralegal/Legal Assistant II 23.63
30363 - Paralegal/Legal Assistant III 28.90
30364 - Paralegal/Legal Assistant IV 34.98
30375 - Petroleum Supply Specialist 28.46
30390 - Photo-Optics Technician 25.08
30395 - Radiation Control Technician 28.46
30461 - Technical Writer I 23.80
30462 - Technical Writer II 29.11
30463 - Technical Writer III 35.22
30491 - Unexploded Ordnance (UXO) Technician I 25.59
30492 - Unexploded Ordnance (UXO) Technician II 30.96
30493 - Unexploded Ordnance (UXO) Technician III 37.11
30494 - Unexploded (UXO) Safety Escort 25.59
30495 - Unexploded (UXO) Sweep Personnel 25.59
30501 - Weather Forecaster I 25.78
30502 - Weather Forecaster II 31.35
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.95
30621 - Weather Observer Senior (see 2) 24.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.96
31020 - Bus Aide 15.85
31030 - Bus Driver 19.76
31043 - Driver Courier 14.48
31260 - Parking and Lot Attendant 13.88

31290 - Shuttle Bus Driver	15.81
31310 - Taxi Driver	12.35
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	16.06
31363 - Truckdriver Heavy	19.94
31364 - Truckdriver Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.09
99030 - Cashier	10.37
99050 - Desk Clerk	10.72
99095 - Embalmer	34.74
99130 - Flight Follower	25.59
99251 - Laboratory Animal Caretaker I	13.73
99252 - Laboratory Animal Caretaker II	14.48
99260 - Marketing Analyst	26.28
99310 - Mortician	34.74
99410 - Pest Controller	17.29
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	18.41
99711 - Recycling Specialist	20.62
99730 - Refuse Collector	17.29
99810 - Sales Clerk	13.46
99820 - School Crossing Guard	17.51
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	15.47
99841 - Vending Machine Repairer	17.52
99842 - Vending Machine Repairer Helper	15.47

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5004
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Iowa

Area: Iowa Counties of Appanoose Davis Jasper Mahaska Marion Marshall Monroe Poweshiek Wapello

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.01
01012 - Accounting Clerk II		15.72
01013 - Accounting Clerk III		17.59
01020 - Administrative Assistant		22.14
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		12.80
01042 - Customer Service Representative II		14.39
01043 - Customer Service Representative III		15.70
01051 - Data Entry Operator I		14.73
01052 - Data Entry Operator II		16.07
01060 - Dispatcher Motor Vehicle		21.48

01070 - Document Preparation Clerk 14.29
01090 - Duplicating Machine Operator 14.29
01111 - General Clerk I 13.05
01112 - General Clerk II 14.24
01113 - General Clerk III 15.98
01120 - Housing Referral Assistant 19.99
01141 - Messenger Courier 11.61
01191 - Order Clerk I 15.21
01192 - Order Clerk II 18.54
01261 - Personnel Assistant (Employment) I 16.24
01262 - Personnel Assistant (Employment) II 18.17
01263 - Personnel Assistant (Employment) III 21.01
01270 - Production Control Clerk 22.61
01290 - Rental Clerk 13.51
01300 - Scheduler Maintenance 16.03
01311 - Secretary I 16.03
01312 - Secretary II 17.94
01313 - Secretary III 19.99
01320 - Service Order Dispatcher 19.19
01410 - Supply Technician 22.14
01420 - Survey Worker 16.09
01460 - Switchboard Operator/Receptionist 12.67
01531 - Travel Clerk I 15.03
01532 - Travel Clerk II 15.98
01533 - Travel Clerk III 16.96
01611 - Word Processor I 16.09
01612 - Word Processor II 18.06
01613 - Word Processor III 20.21
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.28
05010 - Automotive Electrician 20.43
05040 - Automotive Glass Installer 19.68
05070 - Automotive Worker 19.68
05110 - Mobile Equipment Servicer 18.10
05130 - Motor Equipment Metal Mechanic 21.62
05160 - Motor Equipment Metal Worker 19.68
05190 - Motor Vehicle Mechanic 19.87
05220 - Motor Vehicle Mechanic Helper 17.33
05250 - Motor Vehicle Upholstery Worker 18.88
05280 - Motor Vehicle Wrecker 19.68
05310 - Painter Automotive 20.02
05340 - Radiator Repair Specialist 19.68
05370 - Tire Repairer 14.69
05400 - Transmission Repair Specialist 21.62
07000 - Food Preparation And Service Occupations
07010 - Baker 16.12
07041 - Cook I 12.50
07042 - Cook II 13.99
07070 - Dishwasher 8.84
07130 - Food Service Worker 10.57

07210 - Meat Cutter	12.99
07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.00
09040 - Furniture Handler	16.25
09080 - Furniture Refinisher	19.72
09090 - Furniture Refinisher Helper	15.98
09110 - Furniture Repairer Minor	17.77
09130 - Upholsterer	19.24
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.86
11060 - Elevator Operator	12.86
11090 - Gardener	15.23
11122 - Housekeeping Aide	12.87
11150 - Janitor	12.87
11210 - Laborer Grounds Maintenance	12.88
11240 - Maid or Houseman	10.35
11260 - Pruner	12.10
11270 - Tractor Operator	14.43
11330 - Trail Maintenance Worker	13.08
11360 - Window Cleaner	13.70
12000 - Health Occupations	
12010 - Ambulance Driver	17.96
12011 - Breath Alcohol Technician	17.96
12012 - Certified Occupational Therapist Assistant	28.90
12015 - Certified Physical Therapist Assistant	23.45
12020 - Dental Assistant	19.59
12025 - Dental Hygienist	33.79
12030 - EKG Technician	27.21
12035 - Electroneurodiagnostic Technologist	27.21
12040 - Emergency Medical Technician	17.96
12071 - Licensed Practical Nurse I	16.04
12072 - Licensed Practical Nurse II	17.96
12073 - Licensed Practical Nurse III	20.01
12100 - Medical Assistant	15.83
12130 - Medical Laboratory Technician	24.61
12160 - Medical Record Clerk	14.50
12190 - Medical Record Technician	17.84
12195 - Medical Transcriptionist	16.84
12210 - Nuclear Medicine Technologist	39.46
12221 - Nursing Assistant I	11.35
12222 - Nursing Assistant II	12.76
12223 - Nursing Assistant III	13.92
12224 - Nursing Assistant IV	15.63
12235 - Optical Dispenser	16.85
12236 - Optical Technician	16.04
12250 - Pharmacy Technician	15.99
12280 - Phlebotomist	14.70
12305 - Radiologic Technologist	24.13
12311 - Registered Nurse I	22.82

12312 - Registered Nurse II		27.92
12313 - Registered Nurse II Specialist		27.92
12314 - Registered Nurse III		33.78
12315 - Registered Nurse III Anesthetist		33.78
12316 - Registered Nurse IV		40.49
12317 - Scheduler (Drug and Alcohol Testing)		22.24
12320 - Substance Abuse Treatment Counselor		30.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.57
13012 - Exhibits Specialist II		21.77
13013 - Exhibits Specialist III		26.63
13041 - Illustrator I		17.57
13042 - Illustrator II		21.77
13043 - Illustrator III		26.63
13047 - Librarian		24.10
13050 - Library Aide/Clerk		11.11
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		14.34
13061 - Media Specialist I		15.30
13062 - Media Specialist II		17.12
13063 - Media Specialist III		19.07
13071 - Photographer I		15.38
13072 - Photographer II		17.57
13073 - Photographer III		21.76
13074 - Photographer IV		26.74
13075 - Photographer V		32.21
13090 - Technical Order Library Clerk		15.50
13110 - Video Teleconference Technician		18.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.89
14042 - Computer Operator II		16.66
14043 - Computer Operator III		18.57
14044 - Computer Operator IV		20.64
14045 - Computer Operator V		22.85
14071 - Computer Programmer I	(see 1)	22.64
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.89
14160 - Personal Computer Support Technician		22.33
14170 - System Support Specialist		25.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.63
15050 - Computer Based Training Specialist / Instructor		28.72

15060 - Educational Technologist 32.74
15070 - Flight Instructor (Pilot) 41.63
15080 - Graphic Artist 22.58
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.02
15086 - Maintenance Test Pilot Rotary Wing 40.02
15088 - Non-Maintenance Test/Co-Pilot 40.02
15090 - Technical Instructor 20.23
15095 - Technical Instructor/Course Developer 24.74
15110 - Test Proctor 16.33
15120 - Tutor 16.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.45
19040 - Tool And Die Maker 25.32
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.54
21030 - Material Coordinator 22.61
21040 - Material Expediter 22.61
21050 - Material Handling Laborer 16.65
21071 - Order Filler 13.96
21080 - Production Line Worker (Food Processing) 20.54
21110 - Shipping Packer 15.83
21130 - Shipping/Receiving Clerk 15.83
21140 - Store Worker I 16.85
21150 - Stock Clerk 20.30
21210 - Tools And Parts Attendant 20.54
21410 - Warehouse Specialist 20.54
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.02
23019 - Aircraft Logs and Records Technician 23.01
23021 - Aircraft Mechanic I 27.78
23022 - Aircraft Mechanic II 29.02
23023 - Aircraft Mechanic III 30.20
23040 - Aircraft Mechanic Helper 21.12
23050 - Aircraft Painter 25.47
23060 - Aircraft Servicer 23.01
23070 - Aircraft Survival Flight Equipment Technician 25.47
23080 - Aircraft Worker 24.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 24.09

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 27.78
II
23110 - Appliance Mechanic 21.67
23120 - Bicycle Repairer 20.77
23125 - Cable Splicer 36.65
23130 - Carpenter Maintenance 19.23
23140 - Carpet Layer 23.23
23160 - Electrician Maintenance 26.04
23181 - Electronics Technician Maintenance I 26.16
23182 - Electronics Technician Maintenance II 27.49
23183 - Electronics Technician Maintenance III 28.78
23260 - Fabric Worker 21.97
23290 - Fire Alarm System Mechanic 25.56
23310 - Fire Extinguisher Repairer 20.77
23311 - Fuel Distribution System Mechanic 30.53
23312 - Fuel Distribution System Operator 25.01
23370 - General Maintenance Worker 20.52
23380 - Ground Support Equipment Mechanic 27.78
23381 - Ground Support Equipment Servicer 23.01
23382 - Ground Support Equipment Worker 24.09
23391 - Gunsmith I 20.77
23392 - Gunsmith II 23.23
23393 - Gunsmith III 25.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.48
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.52
23430 - Heavy Equipment Mechanic 21.40
23440 - Heavy Equipment Operator 22.71
23460 - Instrument Mechanic 25.56
23465 - Laboratory/Shelter Mechanic 24.42
23470 - Laborer 16.65
23510 - Locksmith 24.42
23530 - Machinery Maintenance Mechanic 24.73
23550 - Machinist Maintenance 18.83
23580 - Maintenance Trades Helper 17.12
23591 - Metrology Technician I 25.56
23592 - Metrology Technician II 26.70
23593 - Metrology Technician III 27.79
23640 - Millwright 27.16
23710 - Office Appliance Repairer 20.03
23760 - Painter Maintenance 18.74
23790 - Pipefitter Maintenance 27.56
23810 - Plumber Maintenance 26.32
23820 - Pneudraulic Systems Mechanic 25.56
23850 - Rigger 25.56
23870 - Scale Mechanic 23.23
23890 - Sheet-Metal Worker Maintenance 24.22
23910 - Small Engine Mechanic 18.36

23931 - Telecommunications Mechanic I	25.54
23932 - Telecommunications Mechanic II	26.68
23950 - Telephone Lineman	26.14
23960 - Welder Combination Maintenance	19.58
23965 - Well Driller	25.56
23970 - Woodcraft Worker	25.56
23980 - Woodworker	20.77
24000 - Personal Needs Occupations	
24550 - Case Manager	14.50
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.10
24610 - Chore Aide	12.44
24620 - Family Readiness And Support Services Coordinator	14.50
24630 - Homemaker	17.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.75
25040 - Sewage Plant Operator	22.84
25070 - Stationary Engineer	28.75
25190 - Ventilation Equipment Tender	22.16
25210 - Water Treatment Plant Operator	22.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.50
27007 - Baggage Inspector	13.55
27008 - Corrections Officer	26.91
27010 - Court Security Officer	24.84
27030 - Detection Dog Handler	18.66
27040 - Detention Officer	26.91
27070 - Firefighter	22.77
27101 - Guard I	13.55
27102 - Guard II	18.66
27131 - Police Officer I	24.00
27132 - Police Officer II	26.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.33
28042 - Carnival Equipment Repairer	11.96
28043 - Carnival Worker	9.50
28210 - Gate Attendant/Gate Tender	15.88
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	17.78
28510 - Recreation Aide/Health Facility Attendant	12.97
28515 - Recreation Specialist	22.02
28630 - Sports Official	14.16
28690 - Swimming Pool Operator	15.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.80
29020 - Hatch Tender	25.80
29030 - Line Handler	25.80
29041 - Stevedore I	24.39
29042 - Stevedore II	27.08

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.26
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.76
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.58
30021 - Archeological Technician I		16.79
30022 - Archeological Technician II		18.79
30023 - Archeological Technician III		23.27
30030 - Cartographic Technician		23.27
30040 - Civil Engineering Technician		26.98
30051 - Cryogenic Technician I		25.78
30052 - Cryogenic Technician II		28.46
30061 - Drafter/CAD Operator I		16.79
30062 - Drafter/CAD Operator II		18.79
30063 - Drafter/CAD Operator III		20.95
30064 - Drafter/CAD Operator IV		25.78
30081 - Engineering Technician I		15.76
30082 - Engineering Technician II		17.69
30083 - Engineering Technician III		19.79
30084 - Engineering Technician IV		24.51
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		36.28
30090 - Environmental Technician		24.12
30095 - Evidence Control Specialist		23.27
30210 - Laboratory Technician		23.03
30221 - Latent Fingerprint Technician I		25.78
30222 - Latent Fingerprint Technician II		28.46
30240 - Mathematical Technician		23.27
30361 - Paralegal/Legal Assistant I		19.03
30362 - Paralegal/Legal Assistant II		23.63
30363 - Paralegal/Legal Assistant III		28.90
30364 - Paralegal/Legal Assistant IV		34.98
30375 - Petroleum Supply Specialist		28.46
30390 - Photo-Optics Technician		25.08
30395 - Radiation Control Technician		28.46
30461 - Technical Writer I		23.80
30462 - Technical Writer II		29.11
30463 - Technical Writer III		35.22
30491 - Unexploded Ordnance (UXO) Technician I		25.59
30492 - Unexploded Ordnance (UXO) Technician II		30.96
30493 - Unexploded Ordnance (UXO) Technician III		37.11
30494 - Unexploded (UXO) Safety Escort		25.59
30495 - Unexploded (UXO) Sweep Personnel		25.59
30501 - Weather Forecaster I		25.78
30502 - Weather Forecaster II		31.35
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.95
30621 - Weather Observer Senior	(see 2)	24.83

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.96
31020 - Bus Aide		15.85

31030 - Bus Driver	19.76
31043 - Driver Courier	14.48
31260 - Parking and Lot Attendant	13.88
31290 - Shuttle Bus Driver	15.81
31310 - Taxi Driver	12.35
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	16.06
31363 - Truckdriver Heavy	19.94
31364 - Truckdriver Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.09
99030 - Cashier	10.37
99050 - Desk Clerk	10.72
99095 - Embalmer	34.74
99130 - Flight Follower	25.59
99251 - Laboratory Animal Caretaker I	13.73
99252 - Laboratory Animal Caretaker II	14.48
99260 - Marketing Analyst	26.28
99310 - Mortician	34.74
99410 - Pest Controller	17.29
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	18.41
99711 - Recycling Specialist	20.62
99730 - Refuse Collector	17.29
99810 - Sales Clerk	13.46
99820 - School Crossing Guard	17.51
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	15.47
99841 - Vending Machine Repairer	17.52
99842 - Vending Machine Repairer Helper	15.47

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the

employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5005
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Iowa Nebraska

Area: Iowa Counties of Harrison Mills Pottawattamie

Nebraska Counties of Cass Douglas Sarpy Saunders Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.33
01012 - Accounting Clerk II		17.20
01013 - Accounting Clerk III		19.25
01020 - Administrative Assistant		25.33
01035 - Court Reporter		26.10
01041 - Customer Service Representative I		13.75
01042 - Customer Service Representative II		15.46
01043 - Customer Service Representative III		16.86
01051 - Data Entry Operator I		14.12
01052 - Data Entry Operator II		15.40
01060 - Dispatcher Motor Vehicle		25.59
01070 - Document Preparation Clerk		19.11
01090 - Duplicating Machine Operator		19.11

01111 - General Clerk I	13.23
01112 - General Clerk II	14.43
01113 - General Clerk III	17.51
01120 - Housing Referral Assistant	19.44
01141 - Messenger Courier	13.52
01191 - Order Clerk I	13.28
01192 - Order Clerk II	14.49
01261 - Personnel Assistant (Employment) I	15.70
01262 - Personnel Assistant (Employment) II	17.58
01263 - Personnel Assistant (Employment) III	19.58
01270 - Production Control Clerk	20.00
01290 - Rental Clerk	12.30
01300 - Scheduler Maintenance	15.58
01311 - Secretary I	15.58
01312 - Secretary II	17.44
01313 - Secretary III	19.44
01320 - Service Order Dispatcher	22.87
01410 - Supply Technician	25.33
01420 - Survey Worker	13.03
01460 - Switchboard Operator/Receptionist	14.20
01531 - Travel Clerk I	16.53
01532 - Travel Clerk II	17.58
01533 - Travel Clerk III	18.66
01611 - Word Processor I	14.10
01612 - Word Processor II	15.83
01613 - Word Processor III	17.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.55
05010 - Automotive Electrician	21.60
05040 - Automotive Glass Installer	20.51
05070 - Automotive Worker	20.51
05110 - Mobile Equipment Servicer	18.21
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	20.51
05190 - Motor Vehicle Mechanic	22.49
05220 - Motor Vehicle Mechanic Helper	17.03
05250 - Motor Vehicle Upholstery Worker	19.35
05280 - Motor Vehicle Wrecker	20.51
05310 - Painter Automotive	21.60
05340 - Radiator Repair Specialist	20.51
05370 - Tire Repairer	13.49
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.17
07041 - Cook I	14.56
07042 - Cook II	16.40
07070 - Dishwasher	11.09
07130 - Food Service Worker	12.19
07210 - Meat Cutter	16.77
07260 - Waiter/Waitress	9.92

09000 - Furniture Maintenance And Repair Occupations
  09010 - Electrostatic Spray Painter 19.16
  09040 - Furniture Handler 13.09
  09080 - Furniture Refinisher 19.16
  09090 - Furniture Refinisher Helper 15.11
  09110 - Furniture Repairer Minor 17.17
  09130 - Upholsterer 19.16
11000 - General Services And Support Occupations
  11030 - Cleaner Vehicles 13.61
  11060 - Elevator Operator 12.65
  11090 - Gardener 19.47
  11122 - Housekeeping Aide 12.65
  11150 - Janitor 12.65
  11210 - Laborer Grounds Maintenance 15.77
  11240 - Maid or Houseman 11.41
  11260 - Pruner 14.52
  11270 - Tractor Operator 18.21
  11330 - Trail Maintenance Worker 15.77
  11360 - Window Cleaner 13.74
12000 - Health Occupations
  12010 - Ambulance Driver 16.82
  12011 - Breath Alcohol Technician 19.93
  12012 - Certified Occupational Therapist Assistant 29.52
  12015 - Certified Physical Therapist Assistant 22.92
  12020 - Dental Assistant 18.66
  12025 - Dental Hygienist 33.96
  12030 - EKG Technician 24.98
  12035 - Electroneurodiagnostic Technologist 24.98
  12040 - Emergency Medical Technician 16.82
  12071 - Licensed Practical Nurse I 17.81
  12072 - Licensed Practical Nurse II 19.93
  12073 - Licensed Practical Nurse III 22.22
  12100 - Medical Assistant 17.38
  12130 - Medical Laboratory Technician 25.99
  12160 - Medical Record Clerk 19.18
  12190 - Medical Record Technician 21.46
  12195 - Medical Transcriptionist 18.78
  12210 - Nuclear Medicine Technologist 34.94
  12221 - Nursing Assistant I 11.77
  12222 - Nursing Assistant II 13.24
  12223 - Nursing Assistant III 14.44
  12224 - Nursing Assistant IV 16.21
  12235 - Optical Dispenser 17.57
  12236 - Optical Technician 16.57
  12250 - Pharmacy Technician 16.59
  12280 - Phlebotomist 16.84
  12305 - Radiologic Technologist 25.37
  12311 - Registered Nurse I 23.43
  12312 - Registered Nurse II 28.67
  12313 - Registered Nurse II Specialist 28.67

12314 - Registered Nurse III		34.68
12315 - Registered Nurse III Anesthetist		34.68
12316 - Registered Nurse IV		41.57
12317 - Scheduler (Drug and Alcohol Testing)		24.69
12320 - Substance Abuse Treatment Counselor		22.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.39
13012 - Exhibits Specialist II		27.73
13013 - Exhibits Specialist III		33.92
13041 - Illustrator I		20.94
13042 - Illustrator II		25.93
13043 - Illustrator III		31.73
13047 - Librarian		30.71
13050 - Library Aide/Clerk		11.64
13054 - Library Information Technology Systems Administrator		27.73
13058 - Library Technician		16.37
13061 - Media Specialist I		20.00
13062 - Media Specialist II		22.39
13063 - Media Specialist III		24.96
13071 - Photographer I		14.23
13072 - Photographer II		15.92
13073 - Photographer III		19.72
13074 - Photographer IV		24.12
13075 - Photographer V		29.18
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		19.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.73
14042 - Computer Operator II		19.84
14043 - Computer Operator III		22.76
14044 - Computer Operator IV		24.57
14045 - Computer Operator V		27.23
14071 - Computer Programmer I	(see 1)	24.18
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.73
14160 - Personal Computer Support Technician		24.57
14170 - System Support Specialist		28.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.60
15020 - Aircrew Training Devices Instructor (Rated)		34.46
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		30.60
15060 - Educational Technologist		34.41
15070 - Flight Instructor (Pilot)		40.44

15080 - Graphic Artist 23.66
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.84
15086 - Maintenance Test Pilot Rotary Wing 39.84
15088 - Non-Maintenance Test/Co-Pilot 39.84
15090 - Technical Instructor 22.36
15095 - Technical Instructor/Course Developer 27.36
15110 - Test Proctor 18.06
15120 - Tutor 18.06
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.97
16030 - Counter Attendant 10.97
16040 - Dry Cleaner 12.53
16070 - Finisher Flatwork Machine 10.97
16090 - Presser Hand 10.97
16110 - Presser Machine Drycleaning 10.97
16130 - Presser Machine Shirts 10.97
16160 - Presser Machine Wearing Apparel Laundry 10.97
16190 - Sewing Machine Operator 13.24
16220 - Tailor 14.02
16250 - Washer Machine 11.49
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.59
19040 - Tool And Die Maker 23.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.98
21030 - Material Coordinator 20.00
21040 - Material Expediter 20.00
21050 - Material Handling Laborer 15.48
21071 - Order Filler 12.89
21080 - Production Line Worker (Food Processing) 15.98
21110 - Shipping Packer 15.88
21130 - Shipping/Receiving Clerk 15.88
21140 - Store Worker I 13.40
21150 - Stock Clerk 17.05
21210 - Tools And Parts Attendant 15.98
21410 - Warehouse Specialist 15.98
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.33
23019 - Aircraft Logs and Records Technician 23.11
23021 - Aircraft Mechanic I 25.21
23022 - Aircraft Mechanic II 26.33
23023 - Aircraft Mechanic III 27.45
23040 - Aircraft Mechanic Helper 20.66
23050 - Aircraft Painter 24.50
23060 - Aircraft Servicer 23.11
23070 - Aircraft Survival Flight Equipment Technician 24.50
23080 - Aircraft Worker 23.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.21

II
23110 - Appliance Mechanic 20.00
23120 - Bicycle Repairer 20.75
23125 - Cable Splicer 38.62
23130 - Carpenter Maintenance 19.66
23140 - Carpet Layer 23.37
23160 - Electrician Maintenance 27.67
23181 - Electronics Technician Maintenance I 23.46
23182 - Electronics Technician Maintenance II 24.71
23183 - Electronics Technician Maintenance III 25.73
23260 - Fabric Worker 22.06
23290 - Fire Alarm System Mechanic 21.89
23310 - Fire Extinguisher Repairer 20.75
23311 - Fuel Distribution System Mechanic 26.39
23312 - Fuel Distribution System Operator 22.22
23370 - General Maintenance Worker 20.04
23380 - Ground Support Equipment Mechanic 25.21
23381 - Ground Support Equipment Servicer 23.11
23382 - Ground Support Equipment Worker 23.40
23391 - Gunsmith I 20.75
23392 - Gunsmith II 23.37
23393 - Gunsmith III 25.63
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.49
23430 - Heavy Equipment Mechanic 26.58
23440 - Heavy Equipment Operator 24.22
23460 - Instrument Mechanic 26.26
23465 - Laboratory/Shelter Mechanic 24.62
23470 - Laborer 15.48
23510 - Locksmith 23.45
23530 - Machinery Maintenance Mechanic 23.95
23550 - Machinist Maintenance 19.76
23580 - Maintenance Trades Helper 14.65
23591 - Metrology Technician I 26.26
23592 - Metrology Technician II 27.42
23593 - Metrology Technician III 28.29
23640 - Millwright 29.79
23710 - Office Appliance Repairer 20.24
23760 - Painter Maintenance 17.32
23790 - Pipefitter Maintenance 32.76
23810 - Plumber Maintenance 31.46
23820 - Pneudraulic Systems Mechanic 25.63
23850 - Rigger 25.63
23870 - Scale Mechanic 23.37
23890 - Sheet-Metal Worker Maintenance 28.88
23910 - Small Engine Mechanic 18.74
23931 - Telecommunications Mechanic I 29.09
23932 - Telecommunications Mechanic II 30.38

23950 - Telephone Lineman	25.15
23960 - Welder Combination Maintenance	20.16
23965 - Well Driller	19.70
23970 - Woodcraft Worker	25.63
23980 - Woodworker	20.75
24000 - Personal Needs Occupations	
24550 - Case Manager	15.32
24570 - Child Care Attendant	11.39
24580 - Child Care Center Clerk	14.21
24610 - Chore Aide	12.47
24620 - Family Readiness And Support Services Coordinator	15.32
24630 - Homemaker	15.60
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.86
25040 - Sewage Plant Operator	25.06
25070 - Stationary Engineer	24.86
25190 - Ventilation Equipment Tender	18.82
25210 - Water Treatment Plant Operator	25.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.77
27007 - Baggage Inspector	15.50
27008 - Corrections Officer	22.21
27010 - Court Security Officer	24.81
27030 - Detection Dog Handler	17.34
27040 - Detention Officer	22.21
27070 - Firefighter	26.94
27101 - Guard I	15.50
27102 - Guard II	17.34
27131 - Police Officer I	29.76
27132 - Police Officer II	33.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.63
28042 - Carnival Equipment Repairer	13.51
28043 - Carnival Worker	10.07
28210 - Gate Attendant/Gate Tender	14.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.48
28510 - Recreation Aide/Health Facility Attendant	12.03
28515 - Recreation Specialist	20.41
28630 - Sports Official	13.12
28690 - Swimming Pool Operator	17.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.83
29020 - Hatch Tender	26.83
29030 - Line Handler	26.83
29041 - Stevedore I	25.32
29042 - Stevedore II	28.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.46
30022 - Archeological Technician II 20.64
30023 - Archeological Technician III 25.57
30030 - Cartographic Technician 25.57
30040 - Civil Engineering Technician 21.59
30051 - Cryogenic Technician I 27.98
30052 - Cryogenic Technician II 29.25
30061 - Drafter/CAD Operator I 18.46
30062 - Drafter/CAD Operator II 20.64
30063 - Drafter/CAD Operator III 23.02
30064 - Drafter/CAD Operator IV 27.98
30081 - Engineering Technician I 16.00
30082 - Engineering Technician II 17.95
30083 - Engineering Technician III 20.08
30084 - Engineering Technician IV 24.89
30085 - Engineering Technician V 30.45
30086 - Engineering Technician VI 36.83
30090 - Environmental Technician 25.41
30095 - Evidence Control Specialist 23.90
30210 - Laboratory Technician 28.62
30221 - Latent Fingerprint Technician I 23.41
30222 - Latent Fingerprint Technician II 25.85
30240 - Mathematical Technician 25.41
30361 - Paralegal/Legal Assistant I 19.64
30362 - Paralegal/Legal Assistant II 24.32
30363 - Paralegal/Legal Assistant III 29.75
30364 - Paralegal/Legal Assistant IV 35.99
30375 - Petroleum Supply Specialist 29.25
30390 - Photo-Optics Technician 25.37
30395 - Radiation Control Technician 29.25
30461 - Technical Writer I 24.07
30462 - Technical Writer II 29.45
30463 - Technical Writer III 35.63
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.98
30502 - Weather Forecaster II 32.20
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.02
30621 - Weather Observer Senior (see 2) 25.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 18.04
31030 - Bus Driver 23.67
31043 - Driver Courier 14.74

31260 - Parking and Lot Attendant	12.66
31290 - Shuttle Bus Driver	15.76
31310 - Taxi Driver	12.44
31361 - Truckdriver Light	15.76
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	21.53
31364 - Truckdriver Tractor-Trailer	21.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.23
99050 - Desk Clerk	11.28
99095 - Embalmer	34.13
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.03
99252 - Laboratory Animal Caretaker II	12.86
99260 - Marketing Analyst	27.48
99310 - Mortician	34.13
99410 - Pest Controller	20.15
99510 - Photofinishing Worker	16.20
99710 - Recycling Laborer	16.25
99711 - Recycling Specialist	18.76
99730 - Refuse Collector	14.96
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	34.88
99831 - Surveying Aide	18.88
99832 - Surveying Technician	23.95
99840 - Vending Machine Attendant	14.88
99841 - Vending Machine Repairer	17.79
99842 - Vending Machine Repairer Helper	14.88

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5006
Revision No.: 12
Date Of Last Revision: 06/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Iowa Nebraska

Area: Iowa Counties of Harrison Mills Pottawattamie

Nebraska Counties of Cass Douglas Sarpy Saunders Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.33
01012 - Accounting Clerk II		17.20
01013 - Accounting Clerk III		19.25
01020 - Administrative Assistant		25.33
01035 - Court Reporter		26.10
01041 - Customer Service Representative I		13.75
01042 - Customer Service Representative II		15.46
01043 - Customer Service Representative III		16.86
01051 - Data Entry Operator I		14.12
01052 - Data Entry Operator II		15.40

01060 - Dispatcher Motor Vehicle 25.59
01070 - Document Preparation Clerk 19.11
01090 - Duplicating Machine Operator 19.11
01111 - General Clerk I 13.23
01112 - General Clerk II 14.43
01113 - General Clerk III 17.51
01120 - Housing Referral Assistant 19.44
01141 - Messenger Courier 13.52
01191 - Order Clerk I 13.28
01192 - Order Clerk II 14.49
01261 - Personnel Assistant (Employment) I 15.70
01262 - Personnel Assistant (Employment) II 17.58
01263 - Personnel Assistant (Employment) III 19.58
01270 - Production Control Clerk 20.00
01290 - Rental Clerk 12.30
01300 - Scheduler Maintenance 15.58
01311 - Secretary I 15.58
01312 - Secretary II 17.44
01313 - Secretary III 19.44
01320 - Service Order Dispatcher 22.87
01410 - Supply Technician 25.33
01420 - Survey Worker 13.03
01460 - Switchboard Operator/Receptionist 14.20
01531 - Travel Clerk I 16.53
01532 - Travel Clerk II 17.58
01533 - Travel Clerk III 18.66
01611 - Word Processor I 14.10
01612 - Word Processor II 15.83
01613 - Word Processor III 17.71
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.55
05010 - Automotive Electrician 21.60
05040 - Automotive Glass Installer 20.51
05070 - Automotive Worker 20.51
05110 - Mobile Equipment Servicer 18.21
05130 - Motor Equipment Metal Mechanic 22.49
05160 - Motor Equipment Metal Worker 20.51
05190 - Motor Vehicle Mechanic 22.49
05220 - Motor Vehicle Mechanic Helper 17.03
05250 - Motor Vehicle Upholstery Worker 19.35
05280 - Motor Vehicle Wrecker 20.51
05310 - Painter Automotive 21.60
05340 - Radiator Repair Specialist 20.51
05370 - Tire Repairer 13.49
05400 - Transmission Repair Specialist 22.49
07000 - Food Preparation And Service Occupations
07010 - Baker 13.17
07041 - Cook I 14.56
07042 - Cook II 16.40
07070 - Dishwasher 11.09

07130 - Food Service Worker	12.19
07210 - Meat Cutter	16.77
07260 - Waiter/Waitress	9.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.16
09040 - Furniture Handler	13.09
09080 - Furniture Refinisher	19.16
09090 - Furniture Refinisher Helper	15.11
09110 - Furniture Repairer Minor	17.17
09130 - Upholsterer	19.16
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.61
11060 - Elevator Operator	12.65
11090 - Gardener	19.47
11122 - Housekeeping Aide	12.65
11150 - Janitor	12.65
11210 - Laborer Grounds Maintenance	15.77
11240 - Maid or Houseman	11.41
11260 - Pruner	14.52
11270 - Tractor Operator	18.21
11330 - Trail Maintenance Worker	15.77
11360 - Window Cleaner	13.74
12000 - Health Occupations	
12010 - Ambulance Driver	16.82
12011 - Breath Alcohol Technician	19.93
12012 - Certified Occupational Therapist Assistant	29.52
12015 - Certified Physical Therapist Assistant	22.92
12020 - Dental Assistant	18.66
12025 - Dental Hygienist	33.96
12030 - EKG Technician	24.98
12035 - Electroneurodiagnostic Technologist	24.98
12040 - Emergency Medical Technician	16.82
12071 - Licensed Practical Nurse I	17.81
12072 - Licensed Practical Nurse II	19.93
12073 - Licensed Practical Nurse III	22.22
12100 - Medical Assistant	17.38
12130 - Medical Laboratory Technician	25.99
12160 - Medical Record Clerk	19.18
12190 - Medical Record Technician	21.46
12195 - Medical Transcriptionist	18.78
12210 - Nuclear Medicine Technologist	34.94
12221 - Nursing Assistant I	11.77
12222 - Nursing Assistant II	13.24
12223 - Nursing Assistant III	14.44
12224 - Nursing Assistant IV	16.21
12235 - Optical Dispenser	17.57
12236 - Optical Technician	16.57
12250 - Pharmacy Technician	16.59
12280 - Phlebotomist	16.84
12305 - Radiologic Technologist	25.37

12311 - Registered Nurse I		23.43
12312 - Registered Nurse II		28.67
12313 - Registered Nurse II Specialist		28.67
12314 - Registered Nurse III		34.68
12315 - Registered Nurse III Anesthetist		34.68
12316 - Registered Nurse IV		41.57
12317 - Scheduler (Drug and Alcohol Testing)		24.69
12320 - Substance Abuse Treatment Counselor		22.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.39
13012 - Exhibits Specialist II		27.73
13013 - Exhibits Specialist III		33.92
13041 - Illustrator I		20.94
13042 - Illustrator II		25.93
13043 - Illustrator III		31.73
13047 - Librarian		30.71
13050 - Library Aide/Clerk		11.64
13054 - Library Information Technology Systems Administrator		27.73
13058 - Library Technician		16.37
13061 - Media Specialist I		20.00
13062 - Media Specialist II		22.39
13063 - Media Specialist III		24.96
13071 - Photographer I		14.23
13072 - Photographer II		15.92
13073 - Photographer III		19.72
13074 - Photographer IV		24.12
13075 - Photographer V		29.18
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		19.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.73
14042 - Computer Operator II		19.84
14043 - Computer Operator III		22.76
14044 - Computer Operator IV		24.57
14045 - Computer Operator V		27.23
14071 - Computer Programmer I	(see 1)	24.18
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.73
14160 - Personal Computer Support Technician		24.57
14170 - System Support Specialist		28.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.60
15020 - Aircrew Training Devices Instructor (Rated)		34.46
15030 - Air Crew Training Devices Instructor (Pilot)		40.44

15050 - Computer Based Training Specialist / Instructor 30.60
15060 - Educational Technologist 34.41
15070 - Flight Instructor (Pilot) 40.44
15080 - Graphic Artist 23.66
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.84
15086 - Maintenance Test Pilot Rotary Wing 39.84
15088 - Non-Maintenance Test/Co-Pilot 39.84
15090 - Technical Instructor 22.36
15095 - Technical Instructor/Course Developer 27.36
15110 - Test Proctor 18.06
15120 - Tutor 18.06
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.97
16030 - Counter Attendant 10.97
16040 - Dry Cleaner 12.53
16070 - Finisher Flatwork Machine 10.97
16090 - Presser Hand 10.97
16110 - Presser Machine Drycleaning 10.97
16130 - Presser Machine Shirts 10.97
16160 - Presser Machine Wearing Apparel Laundry 10.97
16190 - Sewing Machine Operator 13.24
16220 - Tailor 14.02
16250 - Washer Machine 11.49
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.59
19040 - Tool And Die Maker 23.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.98
21030 - Material Coordinator 20.00
21040 - Material Expediter 20.00
21050 - Material Handling Laborer 15.48
21071 - Order Filler 12.89
21080 - Production Line Worker (Food Processing) 15.98
21110 - Shipping Packer 15.88
21130 - Shipping/Receiving Clerk 15.88
21140 - Store Worker I 13.40
21150 - Stock Clerk 17.05
21210 - Tools And Parts Attendant 15.98
21410 - Warehouse Specialist 15.98
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.33
23019 - Aircraft Logs and Records Technician 23.11
23021 - Aircraft Mechanic I 25.21
23022 - Aircraft Mechanic II 26.33
23023 - Aircraft Mechanic III 27.45
23040 - Aircraft Mechanic Helper 20.66
23050 - Aircraft Painter 24.50
23060 - Aircraft Servicer 23.11
23070 - Aircraft Survival Flight Equipment Technician 24.50
23080 - Aircraft Worker 23.40

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.21
23110 - Appliance Mechanic 20.00
23120 - Bicycle Repairer 20.75
23125 - Cable Splicer 38.62
23130 - Carpenter Maintenance 19.66
23140 - Carpet Layer 23.37
23160 - Electrician Maintenance 27.67
23181 - Electronics Technician Maintenance I 23.46
23182 - Electronics Technician Maintenance II 24.71
23183 - Electronics Technician Maintenance III 25.73
23260 - Fabric Worker 22.06
23290 - Fire Alarm System Mechanic 21.89
23310 - Fire Extinguisher Repairer 20.75
23311 - Fuel Distribution System Mechanic 26.39
23312 - Fuel Distribution System Operator 22.22
23370 - General Maintenance Worker 20.04
23380 - Ground Support Equipment Mechanic 25.21
23381 - Ground Support Equipment Servicer 23.11
23382 - Ground Support Equipment Worker 23.40
23391 - Gunsmith I 20.75
23392 - Gunsmith II 23.37
23393 - Gunsmith III 25.63
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.49
23430 - Heavy Equipment Mechanic 26.58
23440 - Heavy Equipment Operator 24.22
23460 - Instrument Mechanic 26.26
23465 - Laboratory/Shelter Mechanic 24.62
23470 - Laborer 15.48
23510 - Locksmith 23.45
23530 - Machinery Maintenance Mechanic 23.95
23550 - Machinist Maintenance 19.76
23580 - Maintenance Trades Helper 14.65
23591 - Metrology Technician I 26.26
23592 - Metrology Technician II 27.42
23593 - Metrology Technician III 28.29
23640 - Millwright 29.79
23710 - Office Appliance Repairer 20.24
23760 - Painter Maintenance 17.32
23790 - Pipefitter Maintenance 32.76
23810 - Plumber Maintenance 31.46
23820 - Pneudraulic Systems Mechanic 25.63
23850 - Rigger 25.63
23870 - Scale Mechanic 23.37
23890 - Sheet-Metal Worker Maintenance 28.88

23910 - Small Engine Mechanic 18.74
23931 - Telecommunications Mechanic I 29.09
23932 - Telecommunications Mechanic II 30.38
23950 - Telephone Lineman 25.15
23960 - Welder Combination Maintenance 20.16
23965 - Well Driller 19.70
23970 - Woodcraft Worker 25.63
23980 - Woodworker 20.75
24000 - Personal Needs Occupations
24550 - Case Manager 15.32
24570 - Child Care Attendant 11.39
24580 - Child Care Center Clerk 14.21
24610 - Chore Aide 12.47
24620 - Family Readiness And Support Services Coordinator 15.32
24630 - Homemaker 15.60
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.86
25040 - Sewage Plant Operator 25.06
25070 - Stationary Engineer 24.86
25190 - Ventilation Equipment Tender 18.82
25210 - Water Treatment Plant Operator 25.06
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.77
27007 - Baggage Inspector 15.50
27008 - Corrections Officer 22.21
27010 - Court Security Officer 24.81
27030 - Detection Dog Handler 17.34
27040 - Detention Officer 22.21
27070 - Firefighter 26.94
27101 - Guard I 15.50
27102 - Guard II 17.34
27131 - Police Officer I 29.76
27132 - Police Officer II 33.06
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.63
28042 - Carnival Equipment Repairer 13.51
28043 - Carnival Worker 10.07
28210 - Gate Attendant/Gate Tender 14.73
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 16.48
28510 - Recreation Aide/Health Facility Attendant 12.03
28515 - Recreation Specialist 20.41
28630 - Sports Official 13.12
28690 - Swimming Pool Operator 17.03
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.83
29020 - Hatch Tender 26.83
29030 - Line Handler 26.83
29041 - Stevedore I 25.32

29042 - Stevedore II		28.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.46
30022 - Archeological Technician II		20.64
30023 - Archeological Technician III		25.57
30030 - Cartographic Technician		25.57
30040 - Civil Engineering Technician		21.59
30051 - Cryogenic Technician I		27.98
30052 - Cryogenic Technician II		29.25
30061 - Drafter/CAD Operator I		18.46
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		27.98
30081 - Engineering Technician I		16.00
30082 - Engineering Technician II		17.95
30083 - Engineering Technician III		20.08
30084 - Engineering Technician IV		24.89
30085 - Engineering Technician V		30.45
30086 - Engineering Technician VI		36.83
30090 - Environmental Technician		25.41
30095 - Evidence Control Specialist		23.90
30210 - Laboratory Technician		28.62
30221 - Latent Fingerprint Technician I		23.41
30222 - Latent Fingerprint Technician II		25.85
30240 - Mathematical Technician		25.41
30361 - Paralegal/Legal Assistant I		19.64
30362 - Paralegal/Legal Assistant II		24.32
30363 - Paralegal/Legal Assistant III		29.75
30364 - Paralegal/Legal Assistant IV		35.99
30375 - Petroleum Supply Specialist		29.25
30390 - Photo-Optics Technician		25.37
30395 - Radiation Control Technician		29.25
30461 - Technical Writer I		24.07
30462 - Technical Writer II		29.45
30463 - Technical Writer III		35.63
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.98
30502 - Weather Forecaster II		32.20
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer Senior	(see 2)	25.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67

31020 - Bus Aide	18.04
31030 - Bus Driver	23.67
31043 - Driver Courier	14.74
31260 - Parking and Lot Attendant	12.66
31290 - Shuttle Bus Driver	15.76
31310 - Taxi Driver	12.44
31361 - Truckdriver Light	15.76
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	21.53
31364 - Truckdriver Tractor-Trailer	21.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.23
99050 - Desk Clerk	11.28
99095 - Embalmer	34.13
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.03
99252 - Laboratory Animal Caretaker II	12.86
99260 - Marketing Analyst	27.48
99310 - Mortician	34.13
99410 - Pest Controller	20.15
99510 - Photofinishing Worker	16.20
99710 - Recycling Laborer	16.25
99711 - Recycling Specialist	18.76
99730 - Refuse Collector	14.96
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	34.88
99831 - Surveying Aide	18.88
99832 - Surveying Technician	23.95
99840 - Vending Machine Attendant	14.88
99841 - Vending Machine Repairer	17.79
99842 - Vending Machine Repairer Helper	14.88

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5007
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Iowa Nebraska

Area: Iowa Counties of Plymouth Woodbury

Nebraska Counties of Dakota Dixon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.07
01012 - Accounting Clerk II		15.79
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		22.29
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		12.25
01042 - Customer Service Representative II		13.78
01043 - Customer Service Representative III		15.03
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.36
01060 - Dispatcher Motor Vehicle		23.23
01070 - Document Preparation Clerk		14.86
01090 - Duplicating Machine Operator		14.86

01111 - General Clerk I	14.12
01112 - General Clerk II	15.40
01113 - General Clerk III	17.51
01120 - Housing Referral Assistant	20.81
01141 - Messenger Courier	12.12
01191 - Order Clerk I	17.22
01192 - Order Clerk II	18.78
01261 - Personnel Assistant (Employment) I	16.13
01262 - Personnel Assistant (Employment) II	18.05
01263 - Personnel Assistant (Employment) III	20.12
01270 - Production Control Clerk	23.28
01290 - Rental Clerk	13.33
01300 - Scheduler Maintenance	16.68
01311 - Secretary I	16.68
01312 - Secretary II	18.67
01313 - Secretary III	20.81
01320 - Service Order Dispatcher	20.76
01410 - Supply Technician	22.29
01420 - Survey Worker	16.38
01460 - Switchboard Operator/Receptionist	13.41
01531 - Travel Clerk I	12.42
01532 - Travel Clerk II	13.21
01533 - Travel Clerk III	14.02
01611 - Word Processor I	14.86
01612 - Word Processor II	16.68
01613 - Word Processor III	18.67
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.72
05010 - Automotive Electrician	18.93
05040 - Automotive Glass Installer	18.38
05070 - Automotive Worker	18.38
05110 - Mobile Equipment Servicer	16.99
05130 - Motor Equipment Metal Mechanic	19.59
05160 - Motor Equipment Metal Worker	18.38
05190 - Motor Vehicle Mechanic	19.59
05220 - Motor Vehicle Mechanic Helper	16.21
05250 - Motor Vehicle Upholstery Worker	18.08
05280 - Motor Vehicle Wrecker	18.38
05310 - Painter Automotive	18.93
05340 - Radiator Repair Specialist	17.86
05370 - Tire Repairer	15.18
05400 - Transmission Repair Specialist	19.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.10
07041 - Cook I	11.79
07042 - Cook II	13.28
07070 - Dishwasher	9.55
07130 - Food Service Worker	10.78
07210 - Meat Cutter	12.74
07260 - Waiter/Waitress	9.48

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.79
09040 - Furniture Handler	14.89
09080 - Furniture Refinisher	19.79
09090 - Furniture Refinisher Helper	16.93
09110 - Furniture Repairer Minor	18.36
09130 - Upholsterer	19.79
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.09
11060 - Elevator Operator	12.89
11090 - Gardener	16.99
11122 - Housekeeping Aide	12.89
11150 - Janitor	12.89
11210 - Laborer Grounds Maintenance	13.76
11240 - Maid or Houseman	11.26
11260 - Pruner	12.67
11270 - Tractor Operator	15.89
11330 - Trail Maintenance Worker	13.76
11360 - Window Cleaner	14.00
12000 - Health Occupations	
12010 - Ambulance Driver	18.17
12011 - Breath Alcohol Technician	18.17
12012 - Certified Occupational Therapist Assistant	24.92
12015 - Certified Physical Therapist Assistant	24.92
12020 - Dental Assistant	20.59
12025 - Dental Hygienist	35.35
12030 - EKG Technician	26.78
12035 - Electroneurodiagnostic Technologist	26.78
12040 - Emergency Medical Technician	18.17
12071 - Licensed Practical Nurse I	16.23
12072 - Licensed Practical Nurse II	18.17
12073 - Licensed Practical Nurse III	20.25
12100 - Medical Assistant	15.92
12130 - Medical Laboratory Technician	21.66
12160 - Medical Record Clerk	14.79
12190 - Medical Record Technician	18.17
12195 - Medical Transcriptionist	17.91
12210 - Nuclear Medicine Technologist	39.91
12221 - Nursing Assistant I	11.04
12222 - Nursing Assistant II	12.42
12223 - Nursing Assistant III	13.55
12224 - Nursing Assistant IV	15.21
12235 - Optical Dispenser	17.53
12236 - Optical Technician	16.23
12250 - Pharmacy Technician	15.11
12280 - Phlebotomist	14.51
12305 - Radiologic Technologist	23.31
12311 - Registered Nurse I	23.29
12312 - Registered Nurse II	28.49
12313 - Registered Nurse II Specialist	28.49

12314 - Registered Nurse III		34.47
12315 - Registered Nurse III Anesthetist		34.47
12316 - Registered Nurse IV		41.32
12317 - Scheduler (Drug and Alcohol Testing)		22.50
12320 - Substance Abuse Treatment Counselor		15.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.43
13012 - Exhibits Specialist II		21.58
13013 - Exhibits Specialist III		26.39
13041 - Illustrator I		19.13
13042 - Illustrator II		23.71
13043 - Illustrator III		29.00
13047 - Librarian		23.91
13050 - Library Aide/Clerk		12.21
13054 - Library Information Technology Systems Administrator		21.59
13058 - Library Technician		16.52
13061 - Media Specialist I		15.58
13062 - Media Specialist II		17.42
13063 - Media Specialist III		19.42
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		24.79
13075 - Photographer V		30.00
13090 - Technical Order Library Clerk		16.65
13110 - Video Teleconference Technician		14.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.26
14042 - Computer Operator II		17.08
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		22.16
14045 - Computer Operator V		24.58
14071 - Computer Programmer I	(see 1)	24.18
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.26
14160 - Personal Computer Support Technician		22.16
14170 - System Support Specialist		24.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.60
15020 - Aircrew Training Devices Instructor (Rated)		34.63
15030 - Air Crew Training Devices Instructor (Pilot)		41.51
15050 - Computer Based Training Specialist / Instructor		30.60
15060 - Educational Technologist		28.62
15070 - Flight Instructor (Pilot)		41.51

15080 - Graphic Artist 21.89
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.51
15086 - Maintenance Test Pilot Rotary Wing 41.51
15088 - Non-Maintenance Test/Co-Pilot 41.51
15090 - Technical Instructor 21.17
15095 - Technical Instructor/Course Developer 23.58
15110 - Test Proctor 17.08
15120 - Tutor 17.08
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.54
19040 - Tool And Die Maker 28.37
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.66
21030 - Material Coordinator 23.28
21040 - Material Expediter 23.28
21050 - Material Handling Laborer 16.16
21071 - Order Filler 14.98
21080 - Production Line Worker (Food Processing) 17.66
21110 - Shipping Packer 17.82
21130 - Shipping/Receiving Clerk 17.82
21140 - Store Worker I 13.40
21150 - Stock Clerk 17.05
21210 - Tools And Parts Attendant 17.66
21410 - Warehouse Specialist 17.66
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.87
23019 - Aircraft Logs and Records Technician 23.11
23021 - Aircraft Mechanic I 25.73
23022 - Aircraft Mechanic II 26.87
23023 - Aircraft Mechanic III 27.72
23040 - Aircraft Mechanic Helper 20.66
23050 - Aircraft Painter 24.71
23060 - Aircraft Servicer 23.11
23070 - Aircraft Survival Flight Equipment Technician 24.71
23080 - Aircraft Worker 23.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.73

II
23110 - Appliance Mechanic 24.43
23120 - Bicycle Repairer 20.69
23125 - Cable Splicer 40.91
23130 - Carpenter Maintenance 20.55
23140 - Carpet Layer 23.31
23160 - Electrician Maintenance 25.15
23181 - Electronics Technician Maintenance I 23.31
23182 - Electronics Technician Maintenance II 24.54
23183 - Electronics Technician Maintenance III 25.56
23260 - Fabric Worker 21.99
23290 - Fire Alarm System Mechanic 25.56
23310 - Fire Extinguisher Repairer 20.69
23311 - Fuel Distribution System Mechanic 30.50
23312 - Fuel Distribution System Operator 24.71
23370 - General Maintenance Worker 19.39
23380 - Ground Support Equipment Mechanic 25.73
23381 - Ground Support Equipment Servicer 23.11
23382 - Ground Support Equipment Worker 23.47
23391 - Gunsmith I 20.69
23392 - Gunsmith II 23.31
23393 - Gunsmith III 25.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.35
23430 - Heavy Equipment Mechanic 24.20
23440 - Heavy Equipment Operator 22.11
23460 - Instrument Mechanic 25.56
23465 - Laboratory/Shelter Mechanic 24.54
23470 - Laborer 16.16
23510 - Locksmith 24.54
23530 - Machinery Maintenance Mechanic 25.98
23550 - Machinist Maintenance 19.79
23580 - Maintenance Trades Helper 19.35
23591 - Metrology Technician I 25.56
23592 - Metrology Technician II 26.69
23593 - Metrology Technician III 27.52
23640 - Millwright 25.56
23710 - Office Appliance Repairer 21.14
23760 - Painter Maintenance 17.76
23790 - Pipefitter Maintenance 28.65
23810 - Plumber Maintenance 27.51
23820 - Pneudraulic Systems Mechanic 25.56
23850 - Rigger 25.56
23870 - Scale Mechanic 23.31
23890 - Sheet-Metal Worker Maintenance 28.23
23910 - Small Engine Mechanic 21.98
23931 - Telecommunications Mechanic I 26.68
23932 - Telecommunications Mechanic II 28.68

23950 - Telephone Lineman	26.18
23960 - Welder Combination Maintenance	19.59
23965 - Well Driller	25.56
23970 - Woodcraft Worker	25.56
23980 - Woodworker	20.69
24000 - Personal Needs Occupations	
24550 - Case Manager	16.64
24570 - Child Care Attendant	9.81
24580 - Child Care Center Clerk	13.42
24610 - Chore Aide	12.34
24620 - Family Readiness And Support Services Coordinator	16.64
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.56
25040 - Sewage Plant Operator	24.04
25070 - Stationary Engineer	25.56
25190 - Ventilation Equipment Tender	19.35
25210 - Water Treatment Plant Operator	24.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.04
27007 - Baggage Inspector	13.24
27008 - Corrections Officer	20.22
27010 - Court Security Officer	22.78
27030 - Detection Dog Handler	16.42
27040 - Detention Officer	20.22
27070 - Firefighter	26.01
27101 - Guard I	13.24
27102 - Guard II	16.42
27131 - Police Officer I	26.05
27132 - Police Officer II	28.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.51
28042 - Carnival Equipment Repairer	12.31
28043 - Carnival Worker	9.18
28210 - Gate Attendant/Gate Tender	15.17
28310 - Lifeguard	12.17
28350 - Park Attendant (Aide)	16.97
28510 - Recreation Aide/Health Facility Attendant	12.39
28515 - Recreation Specialist	19.85
28630 - Sports Official	13.51
28690 - Swimming Pool Operator	18.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.14
29020 - Hatch Tender	23.14
29030 - Line Handler	23.14
29041 - Stevedore I	21.93
29042 - Stevedore II	24.48
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.46
30022 - Archeological Technician II 20.64
30023 - Archeological Technician III 25.57
30030 - Cartographic Technician 25.57
30040 - Civil Engineering Technician 24.52
30051 - Cryogenic Technician I 25.70
30052 - Cryogenic Technician II 28.39
30061 - Drafter/CAD Operator I 18.46
30062 - Drafter/CAD Operator II 20.64
30063 - Drafter/CAD Operator III 23.02
30064 - Drafter/CAD Operator IV 28.26
30081 - Engineering Technician I 16.40
30082 - Engineering Technician II 18.41
30083 - Engineering Technician III 20.60
30084 - Engineering Technician IV 25.51
30085 - Engineering Technician V 31.21
30086 - Engineering Technician VI 37.76
30090 - Environmental Technician 24.56
30095 - Evidence Control Specialist 23.21
30210 - Laboratory Technician 22.95
30221 - Latent Fingerprint Technician I 25.70
30222 - Latent Fingerprint Technician II 28.39
30240 - Mathematical Technician 25.51
30361 - Paralegal/Legal Assistant I 19.49
30362 - Paralegal/Legal Assistant II 24.14
30363 - Paralegal/Legal Assistant III 29.53
30364 - Paralegal/Legal Assistant IV 35.73
30375 - Petroleum Supply Specialist 28.39
30390 - Photo-Optics Technician 25.51
30395 - Radiation Control Technician 28.39
30461 - Technical Writer I 24.19
30462 - Technical Writer II 29.60
30463 - Technical Writer III 35.56
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.26
30502 - Weather Forecaster II 34.36
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.02
30621 - Weather Observer Senior (see 2) 25.51
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.22
31030 - Bus Driver 19.97
31043 - Driver Courier 15.76

31260 - Parking and Lot Attendant	13.81
31290 - Shuttle Bus Driver	16.85
31310 - Taxi Driver	13.84
31361 - Truckdriver Light	16.85
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	21.16
31364 - Truckdriver Tractor-Trailer	21.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.66
99050 - Desk Clerk	10.58
99095 - Embalmer	34.13
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.47
99252 - Laboratory Animal Caretaker II	17.92
99260 - Marketing Analyst	23.30
99310 - Mortician	34.13
99410 - Pest Controller	20.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.61
99711 - Recycling Specialist	22.65
99730 - Refuse Collector	18.07
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	26.90
99831 - Surveying Aide	14.56
99832 - Surveying Technician	18.47
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.04
99842 - Vending Machine Repairer Helper	18.30

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5008
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Iowa Nebraska

Area: Iowa Counties of Plymouth Woodbury

Nebraska Counties of Dakota Dixon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.07
01012 - Accounting Clerk II		15.79
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		22.29
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		12.25
01042 - Customer Service Representative II		13.78
01043 - Customer Service Representative III		15.03
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.36

01060 - Dispatcher Motor Vehicle 23.23
01070 - Document Preparation Clerk 14.86
01090 - Duplicating Machine Operator 14.86
01111 - General Clerk I 14.12
01112 - General Clerk II 15.40
01113 - General Clerk III 17.51
01120 - Housing Referral Assistant 20.81
01141 - Messenger Courier 12.12
01191 - Order Clerk I 17.22
01192 - Order Clerk II 18.78
01261 - Personnel Assistant (Employment) I 16.13
01262 - Personnel Assistant (Employment) II 18.05
01263 - Personnel Assistant (Employment) III 20.12
01270 - Production Control Clerk 23.28
01290 - Rental Clerk 13.33
01300 - Scheduler Maintenance 16.68
01311 - Secretary I 16.68
01312 - Secretary II 18.67
01313 - Secretary III 20.81
01320 - Service Order Dispatcher 20.76
01410 - Supply Technician 22.29
01420 - Survey Worker 16.38
01460 - Switchboard Operator/Receptionist 13.41
01531 - Travel Clerk I 12.42
01532 - Travel Clerk II 13.21
01533 - Travel Clerk III 14.02
01611 - Word Processor I 14.86
01612 - Word Processor II 16.68
01613 - Word Processor III 18.67
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.72
05010 - Automotive Electrician 18.93
05040 - Automotive Glass Installer 18.38
05070 - Automotive Worker 18.38
05110 - Mobile Equipment Servicer 16.99
05130 - Motor Equipment Metal Mechanic 19.59
05160 - Motor Equipment Metal Worker 18.38
05190 - Motor Vehicle Mechanic 19.59
05220 - Motor Vehicle Mechanic Helper 16.21
05250 - Motor Vehicle Upholstery Worker 18.08
05280 - Motor Vehicle Wrecker 18.38
05310 - Painter Automotive 18.93
05340 - Radiator Repair Specialist 17.86
05370 - Tire Repairer 15.18
05400 - Transmission Repair Specialist 19.59
07000 - Food Preparation And Service Occupations
07010 - Baker 15.10
07041 - Cook I 11.79
07042 - Cook II 13.28
07070 - Dishwasher 9.55

07130 - Food Service Worker	10.78
07210 - Meat Cutter	12.74
07260 - Waiter/Waitress	9.48
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.79
09040 - Furniture Handler	14.89
09080 - Furniture Refinisher	19.79
09090 - Furniture Refinisher Helper	16.93
09110 - Furniture Repairer Minor	18.36
09130 - Upholsterer	19.79
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.09
11060 - Elevator Operator	12.89
11090 - Gardener	16.99
11122 - Housekeeping Aide	12.89
11150 - Janitor	12.89
11210 - Laborer Grounds Maintenance	13.76
11240 - Maid or Houseman	11.26
11260 - Pruner	12.67
11270 - Tractor Operator	15.89
11330 - Trail Maintenance Worker	13.76
11360 - Window Cleaner	14.00
12000 - Health Occupations	
12010 - Ambulance Driver	18.17
12011 - Breath Alcohol Technician	18.17
12012 - Certified Occupational Therapist Assistant	24.92
12015 - Certified Physical Therapist Assistant	24.92
12020 - Dental Assistant	20.59
12025 - Dental Hygienist	35.35
12030 - EKG Technician	26.78
12035 - Electroneurodiagnostic Technologist	26.78
12040 - Emergency Medical Technician	18.17
12071 - Licensed Practical Nurse I	16.23
12072 - Licensed Practical Nurse II	18.17
12073 - Licensed Practical Nurse III	20.25
12100 - Medical Assistant	15.92
12130 - Medical Laboratory Technician	21.66
12160 - Medical Record Clerk	14.79
12190 - Medical Record Technician	18.17
12195 - Medical Transcriptionist	17.91
12210 - Nuclear Medicine Technologist	39.91
12221 - Nursing Assistant I	11.04
12222 - Nursing Assistant II	12.42
12223 - Nursing Assistant III	13.55
12224 - Nursing Assistant IV	15.21
12235 - Optical Dispenser	17.53
12236 - Optical Technician	16.23
12250 - Pharmacy Technician	15.11
12280 - Phlebotomist	14.51
12305 - Radiologic Technologist	23.31

12311 - Registered Nurse I		23.29
12312 - Registered Nurse II		28.49
12313 - Registered Nurse II Specialist		28.49
12314 - Registered Nurse III		34.47
12315 - Registered Nurse III Anesthetist		34.47
12316 - Registered Nurse IV		41.32
12317 - Scheduler (Drug and Alcohol Testing)		22.50
12320 - Substance Abuse Treatment Counselor		15.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.43
13012 - Exhibits Specialist II		21.58
13013 - Exhibits Specialist III		26.39
13041 - Illustrator I		19.13
13042 - Illustrator II		23.71
13043 - Illustrator III		29.00
13047 - Librarian		23.91
13050 - Library Aide/Clerk		12.21
13054 - Library Information Technology Systems Administrator		21.59
13058 - Library Technician		16.52
13061 - Media Specialist I		15.58
13062 - Media Specialist II		17.42
13063 - Media Specialist III		19.42
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		24.79
13075 - Photographer V		30.00
13090 - Technical Order Library Clerk		16.65
13110 - Video Teleconference Technician		14.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.26
14042 - Computer Operator II		17.08
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		22.16
14045 - Computer Operator V		24.58
14071 - Computer Programmer I	(see 1)	24.18
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.26
14160 - Personal Computer Support Technician		22.16
14170 - System Support Specialist		24.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.60
15020 - Aircrew Training Devices Instructor (Rated)		34.63
15030 - Air Crew Training Devices Instructor (Pilot)		41.51

15050 - Computer Based Training Specialist / Instructor 30.60
15060 - Educational Technologist 28.62
15070 - Flight Instructor (Pilot) 41.51
15080 - Graphic Artist 21.89
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.51
15086 - Maintenance Test Pilot Rotary Wing 41.51
15088 - Non-Maintenance Test/Co-Pilot 41.51
15090 - Technical Instructor 21.17
15095 - Technical Instructor/Course Developer 23.58
15110 - Test Proctor 17.08
15120 - Tutor 17.08
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.54
19040 - Tool And Die Maker 28.37
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.66
21030 - Material Coordinator 23.28
21040 - Material Expediter 23.28
21050 - Material Handling Laborer 16.16
21071 - Order Filler 14.98
21080 - Production Line Worker (Food Processing) 17.66
21110 - Shipping Packer 17.82
21130 - Shipping/Receiving Clerk 17.82
21140 - Store Worker I 13.40
21150 - Stock Clerk 17.05
21210 - Tools And Parts Attendant 17.66
21410 - Warehouse Specialist 17.66
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.87
23019 - Aircraft Logs and Records Technician 23.11
23021 - Aircraft Mechanic I 25.73
23022 - Aircraft Mechanic II 26.87
23023 - Aircraft Mechanic III 27.72
23040 - Aircraft Mechanic Helper 20.66
23050 - Aircraft Painter 24.71
23060 - Aircraft Servicer 23.11
23070 - Aircraft Survival Flight Equipment Technician 24.71
23080 - Aircraft Worker 23.47

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.73
23110 - Appliance Mechanic 24.43
23120 - Bicycle Repairer 20.69
23125 - Cable Splicer 40.91
23130 - Carpenter Maintenance 20.55
23140 - Carpet Layer 23.31
23160 - Electrician Maintenance 25.15
23181 - Electronics Technician Maintenance I 23.31
23182 - Electronics Technician Maintenance II 24.54
23183 - Electronics Technician Maintenance III 25.56
23260 - Fabric Worker 21.99
23290 - Fire Alarm System Mechanic 25.56
23310 - Fire Extinguisher Repairer 20.69
23311 - Fuel Distribution System Mechanic 30.50
23312 - Fuel Distribution System Operator 24.71
23370 - General Maintenance Worker 19.39
23380 - Ground Support Equipment Mechanic 25.73
23381 - Ground Support Equipment Servicer 23.11
23382 - Ground Support Equipment Worker 23.47
23391 - Gunsmith I 20.69
23392 - Gunsmith II 23.31
23393 - Gunsmith III 25.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.35
23430 - Heavy Equipment Mechanic 24.20
23440 - Heavy Equipment Operator 22.11
23460 - Instrument Mechanic 25.56
23465 - Laboratory/Shelter Mechanic 24.54
23470 - Laborer 16.16
23510 - Locksmith 24.54
23530 - Machinery Maintenance Mechanic 25.98
23550 - Machinist Maintenance 19.79
23580 - Maintenance Trades Helper 19.35
23591 - Metrology Technician I 25.56
23592 - Metrology Technician II 26.69
23593 - Metrology Technician III 27.52
23640 - Millwright 25.56
23710 - Office Appliance Repairer 21.14
23760 - Painter Maintenance 17.76
23790 - Pipefitter Maintenance 28.65
23810 - Plumber Maintenance 27.51
23820 - Pneudraulic Systems Mechanic 25.56
23850 - Rigger 25.56
23870 - Scale Mechanic 23.31
23890 - Sheet-Metal Worker Maintenance 28.23

23910 - Small Engine Mechanic	21.98
23931 - Telecommunications Mechanic I	26.68
23932 - Telecommunications Mechanic II	28.68
23950 - Telephone Lineman	26.18
23960 - Welder Combination Maintenance	19.59
23965 - Well Driller	25.56
23970 - Woodcraft Worker	25.56
23980 - Woodworker	20.69
24000 - Personal Needs Occupations	
24550 - Case Manager	16.64
24570 - Child Care Attendant	9.81
24580 - Child Care Center Clerk	13.42
24610 - Chore Aide	12.34
24620 - Family Readiness And Support Services Coordinator	16.64
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.56
25040 - Sewage Plant Operator	24.04
25070 - Stationary Engineer	25.56
25190 - Ventilation Equipment Tender	19.35
25210 - Water Treatment Plant Operator	24.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.04
27007 - Baggage Inspector	13.24
27008 - Corrections Officer	20.22
27010 - Court Security Officer	22.78
27030 - Detection Dog Handler	16.42
27040 - Detention Officer	20.22
27070 - Firefighter	26.01
27101 - Guard I	13.24
27102 - Guard II	16.42
27131 - Police Officer I	26.05
27132 - Police Officer II	28.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.51
28042 - Carnival Equipment Repairer	12.31
28043 - Carnival Worker	9.18
28210 - Gate Attendant/Gate Tender	15.17
28310 - Lifeguard	12.17
28350 - Park Attendant (Aide)	16.97
28510 - Recreation Aide/Health Facility Attendant	12.39
28515 - Recreation Specialist	19.85
28630 - Sports Official	13.51
28690 - Swimming Pool Operator	18.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.14
29020 - Hatch Tender	23.14
29030 - Line Handler	23.14
29041 - Stevedore I	21.93

29042 - Stevedore II		24.48
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.46
30022 - Archeological Technician II		20.64
30023 - Archeological Technician III		25.57
30030 - Cartographic Technician		25.57
30040 - Civil Engineering Technician		24.52
30051 - Cryogenic Technician I		25.70
30052 - Cryogenic Technician II		28.39
30061 - Drafter/CAD Operator I		18.46
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		28.26
30081 - Engineering Technician I		16.40
30082 - Engineering Technician II		18.41
30083 - Engineering Technician III		20.60
30084 - Engineering Technician IV		25.51
30085 - Engineering Technician V		31.21
30086 - Engineering Technician VI		37.76
30090 - Environmental Technician		24.56
30095 - Evidence Control Specialist		23.21
30210 - Laboratory Technician		22.95
30221 - Latent Fingerprint Technician I		25.70
30222 - Latent Fingerprint Technician II		28.39
30240 - Mathematical Technician		25.51
30361 - Paralegal/Legal Assistant I		19.49
30362 - Paralegal/Legal Assistant II		24.14
30363 - Paralegal/Legal Assistant III		29.53
30364 - Paralegal/Legal Assistant IV		35.73
30375 - Petroleum Supply Specialist		28.39
30390 - Photo-Optics Technician		25.51
30395 - Radiation Control Technician		28.39
30461 - Technical Writer I		24.19
30462 - Technical Writer II		29.60
30463 - Technical Writer III		35.56
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.26
30502 - Weather Forecaster II		34.36
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer Senior	(see 2)	25.51
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67

31020 - Bus Aide	15.22
31030 - Bus Driver	19.97
31043 - Driver Courier	15.76
31260 - Parking and Lot Attendant	13.81
31290 - Shuttle Bus Driver	16.85
31310 - Taxi Driver	13.84
31361 - Truckdriver Light	16.85
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	21.16
31364 - Truckdriver Tractor-Trailer	21.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.66
99050 - Desk Clerk	10.58
99095 - Embalmer	34.13
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.47
99252 - Laboratory Animal Caretaker II	17.92
99260 - Marketing Analyst	23.30
99310 - Mortician	34.13
99410 - Pest Controller	20.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.61
99711 - Recycling Specialist	22.65
99730 - Refuse Collector	18.07
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	26.90
99831 - Surveying Aide	14.56
99832 - Surveying Technician	18.47
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.04
99842 - Vending Machine Repairer Helper	18.30

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5009
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: South Dakota

Area: South Dakota County of Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.07
01012 - Accounting Clerk II		15.79
01013 - Accounting Clerk III		17.67
01020 - Administrative Assistant		22.29
01035 - Court Reporter		18.67
01041 - Customer Service Representative I		12.25
01042 - Customer Service Representative II		13.78
01043 - Customer Service Representative III		15.03
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.36
01060 - Dispatcher Motor Vehicle		23.23
01070 - Document Preparation Clerk		14.86
01090 - Duplicating Machine Operator		14.86
01111 - General Clerk I		14.12
01112 - General Clerk II		15.40

01113 - General Clerk III 17.29
01120 - Housing Referral Assistant 20.81
01141 - Messenger Courier 11.67
01191 - Order Clerk I 17.22
01192 - Order Clerk II 18.78
01261 - Personnel Assistant (Employment) I 16.13
01262 - Personnel Assistant (Employment) II 18.05
01263 - Personnel Assistant (Employment) III 20.12
01270 - Production Control Clerk 23.28
01290 - Rental Clerk 12.72
01300 - Scheduler Maintenance 16.68
01311 - Secretary I 16.68
01312 - Secretary II 18.67
01313 - Secretary III 20.81
01320 - Service Order Dispatcher 20.06
01410 - Supply Technician 22.29
01420 - Survey Worker 16.38
01460 - Switchboard Operator/Receptionist 13.36
01531 - Travel Clerk I 12.42
01532 - Travel Clerk II 13.21
01533 - Travel Clerk III 14.02
01611 - Word Processor I 14.86
01612 - Word Processor II 16.68
01613 - Word Processor III 18.67
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.72
05010 - Automotive Electrician 18.81
05040 - Automotive Glass Installer 17.86
05070 - Automotive Worker 17.86
05110 - Mobile Equipment Servicer 15.86
05130 - Motor Equipment Metal Mechanic 19.59
05160 - Motor Equipment Metal Worker 17.86
05190 - Motor Vehicle Mechanic 19.59
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 16.86
05280 - Motor Vehicle Wrecker 17.86
05310 - Painter Automotive 18.81
05340 - Radiator Repair Specialist 17.86
05370 - Tire Repairer 14.71
05400 - Transmission Repair Specialist 19.59
07000 - Food Preparation And Service Occupations
07010 - Baker 15.10
07041 - Cook I 11.79
07042 - Cook II 13.28
07070 - Dishwasher 9.55
07130 - Food Service Worker 10.78
07210 - Meat Cutter 13.28
07260 - Waiter/Waitress 9.48
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.41

09040 - Furniture Handler 12.58
09080 - Furniture Refinisher 18.41
09090 - Furniture Refinisher Helper 14.55
09110 - Furniture Repairer Minor 16.50
09130 - Upholsterer 18.41
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.09
11060 - Elevator Operator 12.89
11090 - Gardener 16.99
11122 - Housekeeping Aide 12.89
11150 - Janitor 12.89
11210 - Laborer Grounds Maintenance 13.76
11240 - Maid or Houseman 11.26
11260 - Pruner 12.67
11270 - Tractor Operator 15.89
11330 - Trail Maintenance Worker 13.76
11360 - Window Cleaner 14.00
12000 - Health Occupations
12010 - Ambulance Driver 18.17
12011 - Breath Alcohol Technician 18.17
12012 - Certified Occupational Therapist Assistant 24.92
12015 - Certified Physical Therapist Assistant 23.45
12020 - Dental Assistant 20.59
12025 - Dental Hygienist 35.35
12030 - EKG Technician 26.78
12035 - Electroneurodiagnostic Technologist 26.78
12040 - Emergency Medical Technician 18.17
12071 - Licensed Practical Nurse I 16.23
12072 - Licensed Practical Nurse II 18.17
12073 - Licensed Practical Nurse III 20.25
12100 - Medical Assistant 15.92
12130 - Medical Laboratory Technician 21.38
12160 - Medical Record Clerk 14.79
12190 - Medical Record Technician 18.17
12195 - Medical Transcriptionist 17.91
12210 - Nuclear Medicine Technologist 39.91
12221 - Nursing Assistant I 11.04
12222 - Nursing Assistant II 12.42
12223 - Nursing Assistant III 13.55
12224 - Nursing Assistant IV 15.21
12235 - Optical Dispenser 17.53
12236 - Optical Technician 16.23
12250 - Pharmacy Technician 16.03
12280 - Phlebotomist 14.51
12305 - Radiologic Technologist 23.31
12311 - Registered Nurse I 23.29
12312 - Registered Nurse II 28.49
12313 - Registered Nurse II Specialist 28.49
12314 - Registered Nurse III 34.47
12315 - Registered Nurse III Anesthetist 34.47

12316 - Registered Nurse IV		41.32
12317 - Scheduler (Drug and Alcohol Testing)		22.50
12320 - Substance Abuse Treatment Counselor		15.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.11
13012 - Exhibits Specialist II		18.68
13013 - Exhibits Specialist III		22.89
13041 - Illustrator I		14.90
13042 - Illustrator II		18.46
13043 - Illustrator III		22.59
13047 - Librarian		20.44
13050 - Library Aide/Clerk		13.06
13054 - Library Information Technology Systems Administrator		18.46
13058 - Library Technician		16.52
13061 - Media Specialist I		13.48
13062 - Media Specialist II		14.90
13063 - Media Specialist III		16.62
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.65
13110 - Video Teleconference Technician		12.75
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.10
14042 - Computer Operator II		15.85
14043 - Computer Operator III		17.59
14044 - Computer Operator IV		19.49
14045 - Computer Operator V		21.71
14071 - Computer Programmer I	(see 1)	19.46
14072 - Computer Programmer II	(see 1)	24.12
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		22.57
14170 - System Support Specialist		22.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.93
15020 - Aircrew Training Devices Instructor (Rated)		37.42
15030 - Air Crew Training Devices Instructor (Pilot)		43.93
15050 - Computer Based Training Specialist / Instructor		30.93
15060 - Educational Technologist		28.15
15070 - Flight Instructor (Pilot)		43.93
15080 - Graphic Artist		19.72
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.51

15086 - Maintenance Test Pilot Rotary Wing 41.51
15088 - Non-Maintenance Test/Co-Pilot 41.51
15090 - Technical Instructor 17.59
15095 - Technical Instructor/Course Developer 21.52
15110 - Test Proctor 14.20
15120 - Tutor 14.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.54
19040 - Tool And Die Maker 28.37
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.66
21030 - Material Coordinator 23.28
21040 - Material Expediter 23.28
21050 - Material Handling Laborer 16.16
21071 - Order Filler 14.98
21080 - Production Line Worker (Food Processing) 17.66
21110 - Shipping Packer 17.82
21130 - Shipping/Receiving Clerk 17.82
21140 - Store Worker I 13.40
21150 - Stock Clerk 17.05
21210 - Tools And Parts Attendant 17.66
21410 - Warehouse Specialist 17.66
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.87
23019 - Aircraft Logs and Records Technician 22.15
23021 - Aircraft Mechanic I 25.73
23022 - Aircraft Mechanic II 26.87
23023 - Aircraft Mechanic III 27.72
23040 - Aircraft Mechanic Helper 19.49
23050 - Aircraft Painter 24.71
23060 - Aircraft Servicer 22.15
23070 - Aircraft Survival Flight Equipment Technician 24.71
23080 - Aircraft Worker 23.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.73
23110 - Appliance Mechanic 23.39

23120 - Bicycle Repairer	16.69
23125 - Cable Splicer	40.91
23130 - Carpenter Maintenance	20.55
23140 - Carpet Layer	23.31
23160 - Electrician Maintenance	25.15
23181 - Electronics Technician Maintenance I	23.31
23182 - Electronics Technician Maintenance II	24.54
23183 - Electronics Technician Maintenance III	25.56
23260 - Fabric Worker	21.99
23290 - Fire Alarm System Mechanic	25.56
23310 - Fire Extinguisher Repairer	20.69
23311 - Fuel Distribution System Mechanic	27.93
23312 - Fuel Distribution System Operator	22.24
23370 - General Maintenance Worker	19.39
23380 - Ground Support Equipment Mechanic	25.73
23381 - Ground Support Equipment Servicer	22.15
23382 - Ground Support Equipment Worker	23.47
23391 - Gunsmith I	20.69
23392 - Gunsmith II	23.31
23393 - Gunsmith III	25.56
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.03
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.23
23430 - Heavy Equipment Mechanic	24.20
23440 - Heavy Equipment Operator	22.11
23460 - Instrument Mechanic	25.56
23465 - Laboratory/Shelter Mechanic	24.54
23470 - Laborer	16.16
23510 - Locksmith	24.54
23530 - Machinery Maintenance Mechanic	25.98
23550 - Machinist Maintenance	19.79
23580 - Maintenance Trades Helper	19.35
23591 - Metrology Technician I	25.56
23592 - Metrology Technician II	26.69
23593 - Metrology Technician III	27.52
23640 - Millwright	25.56
23710 - Office Appliance Repairer	21.14
23760 - Painter Maintenance	17.76
23790 - Pipefitter Maintenance	28.65
23810 - Plumber Maintenance	27.51
23820 - Pneudraulic Systems Mechanic	25.56
23850 - Rigger	25.56
23870 - Scale Mechanic	23.31
23890 - Sheet-Metal Worker Maintenance	26.20
23910 - Small Engine Mechanic	21.78
23931 - Telecommunications Mechanic I	26.68
23932 - Telecommunications Mechanic II	27.86
23950 - Telephone Lineman	24.49
23960 - Welder Combination Maintenance	19.59

23965 - Well Driller		25.56
23970 - Woodcraft Worker		25.56
23980 - Woodworker		20.69
24000 - Personal Needs Occupations		
24550 - Case Manager		16.08
24570 - Child Care Attendant		9.81
24580 - Child Care Center Clerk		12.24
24610 - Chore Aide		12.34
24620 - Family Readiness And Support Services Coordinator		16.08
24630 - Homemaker		16.08
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.56
25040 - Sewage Plant Operator		24.04
25070 - Stationary Engineer		25.56
25190 - Ventilation Equipment Tender		19.35
25210 - Water Treatment Plant Operator		24.04
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.04
27007 - Baggage Inspector		13.18
27008 - Corrections Officer		20.22
27010 - Court Security Officer		22.78
27030 - Detection Dog Handler		14.82
27040 - Detention Officer		20.22
27070 - Firefighter		22.58
27101 - Guard I		13.18
27102 - Guard II		14.82
27131 - Police Officer I		26.05
27132 - Police Officer II		28.94
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.51
28042 - Carnival Equipment Repairer		12.31
28043 - Carnival Worker		9.18
28210 - Gate Attendant/Gate Tender		15.15
28310 - Lifeguard		12.17
28350 - Park Attendant (Aide)		16.94
28510 - Recreation Aide/Health Facility Attendant		12.36
28515 - Recreation Specialist		20.82
28630 - Sports Official		13.50
28690 - Swimming Pool Operator		16.52
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.50
29020 - Hatch Tender		22.50
29030 - Line Handler		22.50
29041 - Stevedore I		21.19
29042 - Stevedore II		23.94
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.72
30022 - Archeological Technician II		19.83
30023 - Archeological Technician III		24.56
30030 - Cartographic Technician		24.56
30040 - Civil Engineering Technician		21.69
30051 - Cryogenic Technician I		25.70
30052 - Cryogenic Technician II		28.39
30061 - Drafter/CAD Operator I		17.72
30062 - Drafter/CAD Operator II		19.83
30063 - Drafter/CAD Operator III		22.10
30064 - Drafter/CAD Operator IV		27.20
30081 - Engineering Technician I		15.43
30082 - Engineering Technician II		17.32
30083 - Engineering Technician III		19.38
30084 - Engineering Technician IV		24.00
30085 - Engineering Technician V		29.37
30086 - Engineering Technician VI		35.53
30090 - Environmental Technician		24.56
30095 - Evidence Control Specialist		23.21
30210 - Laboratory Technician		22.10
30221 - Latent Fingerprint Technician I		25.70
30222 - Latent Fingerprint Technician II		28.39
30240 - Mathematical Technician		24.56
30361 - Paralegal/Legal Assistant I		19.49
30362 - Paralegal/Legal Assistant II		24.14
30363 - Paralegal/Legal Assistant III		29.53
30364 - Paralegal/Legal Assistant IV		35.73
30375 - Petroleum Supply Specialist		28.39
30390 - Photo-Optics Technician		24.56
30395 - Radiation Control Technician		28.39
30461 - Technical Writer I		24.56
30462 - Technical Writer II		30.04
30463 - Technical Writer III		36.35
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.20
30502 - Weather Forecaster II		33.09
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.10
30621 - Weather Observer Senior	(see 2)	24.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.22
31030 - Bus Driver		19.97
31043 - Driver Courier		15.76
31260 - Parking and Lot Attendant		14.01
31290 - Shuttle Bus Driver		16.85

31310 - Taxi Driver	13.84
31361 - Truckdriver Light	16.85
31362 - Truckdriver Medium	17.91
31363 - Truckdriver Heavy	21.16
31364 - Truckdriver Tractor-Trailer	21.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.66
99050 - Desk Clerk	10.52
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.11
99252 - Laboratory Animal Caretaker II	19.57
99260 - Marketing Analyst	23.30
99310 - Mortician	25.35
99410 - Pest Controller	20.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.61
99711 - Recycling Specialist	22.65
99730 - Refuse Collector	18.07
99810 - Sales Clerk	11.66
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	18.54
99831 - Surveying Aide	12.22
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.04
99842 - Vending Machine Repairer Helper	18.30

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5010
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: South Dakota

Area: South Dakota County of Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.07
01012 - Accounting Clerk II		15.79
01013 - Accounting Clerk III		17.67
01020 - Administrative Assistant		22.29
01035 - Court Reporter		18.67
01041 - Customer Service Representative I		12.25
01042 - Customer Service Representative II		13.78
01043 - Customer Service Representative III		15.03
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.36
01060 - Dispatcher Motor Vehicle		23.23
01070 - Document Preparation Clerk		14.86

01090 - Duplicating Machine Operator	14.86
01111 - General Clerk I	14.12
01112 - General Clerk II	15.40
01113 - General Clerk III	17.29
01120 - Housing Referral Assistant	20.81
01141 - Messenger Courier	11.67
01191 - Order Clerk I	17.22
01192 - Order Clerk II	18.78
01261 - Personnel Assistant (Employment) I	16.13
01262 - Personnel Assistant (Employment) II	18.05
01263 - Personnel Assistant (Employment) III	20.12
01270 - Production Control Clerk	23.28
01290 - Rental Clerk	12.72
01300 - Scheduler Maintenance	16.68
01311 - Secretary I	16.68
01312 - Secretary II	18.67
01313 - Secretary III	20.81
01320 - Service Order Dispatcher	20.06
01410 - Supply Technician	22.29
01420 - Survey Worker	16.38
01460 - Switchboard Operator/Receptionist	13.36
01531 - Travel Clerk I	12.42
01532 - Travel Clerk II	13.21
01533 - Travel Clerk III	14.02
01611 - Word Processor I	14.86
01612 - Word Processor II	16.68
01613 - Word Processor III	18.67
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.72
05010 - Automotive Electrician	18.81
05040 - Automotive Glass Installer	17.86
05070 - Automotive Worker	17.86
05110 - Mobile Equipment Servicer	15.86
05130 - Motor Equipment Metal Mechanic	19.59
05160 - Motor Equipment Metal Worker	17.86
05190 - Motor Vehicle Mechanic	19.59
05220 - Motor Vehicle Mechanic Helper	14.83
05250 - Motor Vehicle Upholstery Worker	16.86
05280 - Motor Vehicle Wrecker	17.86
05310 - Painter Automotive	18.81
05340 - Radiator Repair Specialist	17.86
05370 - Tire Repairer	14.71
05400 - Transmission Repair Specialist	19.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.10
07041 - Cook I	11.79
07042 - Cook II	13.28
07070 - Dishwasher	9.55
07130 - Food Service Worker	10.78
07210 - Meat Cutter	13.28

07260 - Waiter/Waitress	9.48
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.41
09040 - Furniture Handler	12.58
09080 - Furniture Refinisher	18.41
09090 - Furniture Refinisher Helper	14.55
09110 - Furniture Repairer Minor	16.50
09130 - Upholsterer	18.41
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.09
11060 - Elevator Operator	12.89
11090 - Gardener	16.99
11122 - Housekeeping Aide	12.89
11150 - Janitor	12.89
11210 - Laborer Grounds Maintenance	13.76
11240 - Maid or Houseman	11.26
11260 - Pruner	12.67
11270 - Tractor Operator	15.89
11330 - Trail Maintenance Worker	13.76
11360 - Window Cleaner	14.00
12000 - Health Occupations	
12010 - Ambulance Driver	18.17
12011 - Breath Alcohol Technician	18.17
12012 - Certified Occupational Therapist Assistant	24.92
12015 - Certified Physical Therapist Assistant	23.45
12020 - Dental Assistant	20.59
12025 - Dental Hygienist	35.35
12030 - EKG Technician	26.78
12035 - Electroneurodiagnostic Technologist	26.78
12040 - Emergency Medical Technician	18.17
12071 - Licensed Practical Nurse I	16.23
12072 - Licensed Practical Nurse II	18.17
12073 - Licensed Practical Nurse III	20.25
12100 - Medical Assistant	15.92
12130 - Medical Laboratory Technician	21.38
12160 - Medical Record Clerk	14.79
12190 - Medical Record Technician	18.17
12195 - Medical Transcriptionist	17.91
12210 - Nuclear Medicine Technologist	39.91
12221 - Nursing Assistant I	11.04
12222 - Nursing Assistant II	12.42
12223 - Nursing Assistant III	13.55
12224 - Nursing Assistant IV	15.21
12235 - Optical Dispenser	17.53
12236 - Optical Technician	16.23
12250 - Pharmacy Technician	16.03
12280 - Phlebotomist	14.51
12305 - Radiologic Technologist	23.31
12311 - Registered Nurse I	23.29
12312 - Registered Nurse II	28.49

12313 - Registered Nurse II Specialist		28.49
12314 - Registered Nurse III		34.47
12315 - Registered Nurse III Anesthetist		34.47
12316 - Registered Nurse IV		41.32
12317 - Scheduler (Drug and Alcohol Testing)		22.50
12320 - Substance Abuse Treatment Counselor		15.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.11
13012 - Exhibits Specialist II		18.68
13013 - Exhibits Specialist III		22.89
13041 - Illustrator I		14.90
13042 - Illustrator II		18.46
13043 - Illustrator III		22.59
13047 - Librarian		20.44
13050 - Library Aide/Clerk		13.06
13054 - Library Information Technology Systems Administrator		18.46
13058 - Library Technician		16.52
13061 - Media Specialist I		13.48
13062 - Media Specialist II		14.90
13063 - Media Specialist III		16.62
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.65
13110 - Video Teleconference Technician		12.75
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.10
14042 - Computer Operator II		15.85
14043 - Computer Operator III		17.59
14044 - Computer Operator IV		19.49
14045 - Computer Operator V		21.71
14071 - Computer Programmer I	(see 1)	19.46
14072 - Computer Programmer II	(see 1)	24.12
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		22.57
14170 - System Support Specialist		22.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.93
15020 - Aircrew Training Devices Instructor (Rated)		37.42
15030 - Air Crew Training Devices Instructor (Pilot)		43.93
15050 - Computer Based Training Specialist / Instructor		30.93
15060 - Educational Technologist		28.15

15070 - Flight Instructor (Pilot) 43.93
15080 - Graphic Artist 19.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.51
15086 - Maintenance Test Pilot Rotary Wing 41.51
15088 - Non-Maintenance Test/Co-Pilot 41.51
15090 - Technical Instructor 17.59
15095 - Technical Instructor/Course Developer 21.52
15110 - Test Proctor 14.20
15120 - Tutor 14.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.64
16030 - Counter Attendant 10.64
16040 - Dry Cleaner 12.16
16070 - Finisher Flatwork Machine 10.64
16090 - Presser Hand 10.64
16110 - Presser Machine Drycleaning 10.64
16130 - Presser Machine Shirts 10.64
16160 - Presser Machine Wearing Apparel Laundry 10.64
16190 - Sewing Machine Operator 12.85
16220 - Tailor 13.61
16250 - Washer Machine 11.15
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.54
19040 - Tool And Die Maker 28.37
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.66
21030 - Material Coordinator 23.28
21040 - Material Expediter 23.28
21050 - Material Handling Laborer 16.16
21071 - Order Filler 14.98
21080 - Production Line Worker (Food Processing) 17.66
21110 - Shipping Packer 17.82
21130 - Shipping/Receiving Clerk 17.82
21140 - Store Worker I 13.40
21150 - Stock Clerk 17.05
21210 - Tools And Parts Attendant 17.66
21410 - Warehouse Specialist 17.66
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.87
23019 - Aircraft Logs and Records Technician 22.15
23021 - Aircraft Mechanic I 25.73
23022 - Aircraft Mechanic II 26.87
23023 - Aircraft Mechanic III 27.72
23040 - Aircraft Mechanic Helper 19.49
23050 - Aircraft Painter 24.71
23060 - Aircraft Servicer 22.15
23070 - Aircraft Survival Flight Equipment Technician 24.71
23080 - Aircraft Worker 23.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.47

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.73
23110 - Appliance Mechanic 23.39
23120 - Bicycle Repairer 16.69
23125 - Cable Splicer 40.91
23130 - Carpenter Maintenance 20.55
23140 - Carpet Layer 23.31
23160 - Electrician Maintenance 25.15
23181 - Electronics Technician Maintenance I 23.31
23182 - Electronics Technician Maintenance II 24.54
23183 - Electronics Technician Maintenance III 25.56
23260 - Fabric Worker 21.99
23290 - Fire Alarm System Mechanic 25.56
23310 - Fire Extinguisher Repairer 20.69
23311 - Fuel Distribution System Mechanic 27.93
23312 - Fuel Distribution System Operator 22.24
23370 - General Maintenance Worker 19.39
23380 - Ground Support Equipment Mechanic 25.73
23381 - Ground Support Equipment Servicer 22.15
23382 - Ground Support Equipment Worker 23.47
23391 - Gunsmith I 20.69
23392 - Gunsmith II 23.31
23393 - Gunsmith III 25.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.03
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.23
23430 - Heavy Equipment Mechanic 24.20
23440 - Heavy Equipment Operator 22.11
23460 - Instrument Mechanic 25.56
23465 - Laboratory/Shelter Mechanic 24.54
23470 - Laborer 16.16
23510 - Locksmith 24.54
23530 - Machinery Maintenance Mechanic 25.98
23550 - Machinist Maintenance 19.79
23580 - Maintenance Trades Helper 19.35
23591 - Metrology Technician I 25.56
23592 - Metrology Technician II 26.69
23593 - Metrology Technician III 27.52
23640 - Millwright 25.56
23710 - Office Appliance Repairer 21.14
23760 - Painter Maintenance 17.76
23790 - Pipefitter Maintenance 28.65
23810 - Plumber Maintenance 27.51
23820 - Pneudraulic Systems Mechanic 25.56
23850 - Rigger 25.56
23870 - Scale Mechanic 23.31
23890 - Sheet-Metal Worker Maintenance 26.20
23910 - Small Engine Mechanic 21.78
23931 - Telecommunications Mechanic I 26.68

23932 - Telecommunications Mechanic II	27.86
23950 - Telephone Lineman	24.49
23960 - Welder Combination Maintenance	19.59
23965 - Well Driller	25.56
23970 - Woodcraft Worker	25.56
23980 - Woodworker	20.69
24000 - Personal Needs Occupations	
24550 - Case Manager	16.08
24570 - Child Care Attendant	9.81
24580 - Child Care Center Clerk	12.24
24610 - Chore Aide	12.34
24620 - Family Readiness And Support Services Coordinator	16.08
24630 - Homemaker	16.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.56
25040 - Sewage Plant Operator	24.04
25070 - Stationary Engineer	25.56
25190 - Ventilation Equipment Tender	19.35
25210 - Water Treatment Plant Operator	24.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.04
27007 - Baggage Inspector	13.18
27008 - Corrections Officer	20.22
27010 - Court Security Officer	22.78
27030 - Detection Dog Handler	14.82
27040 - Detention Officer	20.22
27070 - Firefighter	22.58
27101 - Guard I	13.18
27102 - Guard II	14.82
27131 - Police Officer I	26.05
27132 - Police Officer II	28.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.51
28042 - Carnival Equipment Repairer	12.31
28043 - Carnival Worker	9.18
28210 - Gate Attendant/Gate Tender	15.15
28310 - Lifeguard	12.17
28350 - Park Attendant (Aide)	16.94
28510 - Recreation Aide/Health Facility Attendant	12.36
28515 - Recreation Specialist	20.82
28630 - Sports Official	13.50
28690 - Swimming Pool Operator	16.52
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.50
29020 - Hatch Tender	22.50
29030 - Line Handler	22.50
29041 - Stevedore I	21.19
29042 - Stevedore II	23.94
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.72
30022 - Archeological Technician II 19.83
30023 - Archeological Technician III 24.56
30030 - Cartographic Technician 24.56
30040 - Civil Engineering Technician 21.69
30051 - Cryogenic Technician I 25.70
30052 - Cryogenic Technician II 28.39
30061 - Drafter/CAD Operator I 17.72
30062 - Drafter/CAD Operator II 19.83
30063 - Drafter/CAD Operator III 22.10
30064 - Drafter/CAD Operator IV 27.20
30081 - Engineering Technician I 15.43
30082 - Engineering Technician II 17.32
30083 - Engineering Technician III 19.38
30084 - Engineering Technician IV 24.00
30085 - Engineering Technician V 29.37
30086 - Engineering Technician VI 35.53
30090 - Environmental Technician 24.56
30095 - Evidence Control Specialist 23.21
30210 - Laboratory Technician 22.10
30221 - Latent Fingerprint Technician I 25.70
30222 - Latent Fingerprint Technician II 28.39
30240 - Mathematical Technician 24.56
30361 - Paralegal/Legal Assistant I 19.49
30362 - Paralegal/Legal Assistant II 24.14
30363 - Paralegal/Legal Assistant III 29.53
30364 - Paralegal/Legal Assistant IV 35.73
30375 - Petroleum Supply Specialist 28.39
30390 - Photo-Optics Technician 24.56
30395 - Radiation Control Technician 28.39
30461 - Technical Writer I 24.56
30462 - Technical Writer II 30.04
30463 - Technical Writer III 36.35
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.20
30502 - Weather Forecaster II 33.09
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.10
30621 - Weather Observer Senior (see 2) 24.56
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.22
31030 - Bus Driver 19.97

31043 - Driver Courier	15.76
31260 - Parking and Lot Attendant	14.01
31290 - Shuttle Bus Driver	16.85
31310 - Taxi Driver	13.84
31361 - Truckdriver Light	16.85
31362 - Truckdriver Medium	17.91
31363 - Truckdriver Heavy	21.16
31364 - Truckdriver Tractor-Trailer	21.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.66
99050 - Desk Clerk	10.52
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.11
99252 - Laboratory Animal Caretaker II	19.57
99260 - Marketing Analyst	23.30
99310 - Mortician	25.35
99410 - Pest Controller	20.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.61
99711 - Recycling Specialist	22.65
99730 - Refuse Collector	18.07
99810 - Sales Clerk	11.66
99820 - School Crossing Guard	14.59
99830 - Survey Party Chief	18.54
99831 - Surveying Aide	12.22
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.04
99842 - Vending Machine Repairer Helper	18.30

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5011
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Illinois Iowa

Area: Iowa County of Scott

Illinois Counties of Henry Mercer Rock Island

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.51
01012 - Accounting Clerk II		17.85
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		22.79
01035 - Court Reporter		19.13
01041 - Customer Service Representative I		12.53
01042 - Customer Service Representative II		14.09
01043 - Customer Service Representative III		15.38
01051 - Data Entry Operator I		14.28
01052 - Data Entry Operator II		16.71
01060 - Dispatcher Motor Vehicle		20.14
01070 - Document Preparation Clerk		14.72
01090 - Duplicating Machine Operator		14.72

01111 - General Clerk I	12.99
01112 - General Clerk II	14.18
01113 - General Clerk III	15.91
01120 - Housing Referral Assistant	19.93
01141 - Messenger Courier	12.32
01191 - Order Clerk I	15.13
01192 - Order Clerk II	17.32
01261 - Personnel Assistant (Employment) I	16.04
01262 - Personnel Assistant (Employment) II	17.94
01263 - Personnel Assistant (Employment) III	20.00
01270 - Production Control Clerk	22.84
01290 - Rental Clerk	11.70
01300 - Scheduler Maintenance	15.98
01311 - Secretary I	15.98
01312 - Secretary II	17.89
01313 - Secretary III	19.93
01320 - Service Order Dispatcher	18.00
01410 - Supply Technician	22.79
01420 - Survey Worker	15.92
01460 - Switchboard Operator/Receptionist	14.19
01531 - Travel Clerk I	16.23
01532 - Travel Clerk II	17.55
01533 - Travel Clerk III	18.99
01611 - Word Processor I	13.38
01612 - Word Processor II	15.03
01613 - Word Processor III	16.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.43
05010 - Automotive Electrician	18.87
05040 - Automotive Glass Installer	18.05
05070 - Automotive Worker	18.05
05110 - Mobile Equipment Servicer	16.43
05130 - Motor Equipment Metal Mechanic	19.68
05160 - Motor Equipment Metal Worker	18.05
05190 - Motor Vehicle Mechanic	19.68
05220 - Motor Vehicle Mechanic Helper	15.79
05250 - Motor Vehicle Upholstery Worker	17.22
05280 - Motor Vehicle Wrecker	18.05
05310 - Painter Automotive	18.87
05340 - Radiator Repair Specialist	18.05
05370 - Tire Repairer	16.45
05400 - Transmission Repair Specialist	19.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.84
07041 - Cook I	12.56
07042 - Cook II	13.80
07070 - Dishwasher	10.05
07130 - Food Service Worker	10.65
07210 - Meat Cutter	15.36
07260 - Waiter/Waitress	10.43

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.90
09040 - Furniture Handler	14.47
09080 - Furniture Refinisher	18.27
09090 - Furniture Refinisher Helper	15.92
09110 - Furniture Repairer Minor	17.12
09130 - Upholsterer	18.27
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.80
11060 - Elevator Operator	12.14
11090 - Gardener	16.05
11122 - Housekeeping Aide	12.14
11150 - Janitor	12.14
11210 - Laborer Grounds Maintenance	14.18
11240 - Maid or Houseman	10.77
11260 - Pruner	13.54
11270 - Tractor Operator	15.43
11330 - Trail Maintenance Worker	14.18
11360 - Window Cleaner	12.72
12000 - Health Occupations	
12010 - Ambulance Driver	15.66
12011 - Breath Alcohol Technician	19.43
12012 - Certified Occupational Therapist Assistant	26.65
12015 - Certified Physical Therapist Assistant	26.20
12020 - Dental Assistant	17.59
12025 - Dental Hygienist	31.19
12030 - EKG Technician	29.35
12035 - Electroneurodiagnostic Technologist	29.35
12040 - Emergency Medical Technician	15.66
12071 - Licensed Practical Nurse I	17.36
12072 - Licensed Practical Nurse II	19.43
12073 - Licensed Practical Nurse III	21.65
12100 - Medical Assistant	15.70
12130 - Medical Laboratory Technician	21.37
12160 - Medical Record Clerk	15.88
12190 - Medical Record Technician	17.77
12195 - Medical Transcriptionist	16.02
12210 - Nuclear Medicine Technologist	41.19
12221 - Nursing Assistant I	11.74
12222 - Nursing Assistant II	13.20
12223 - Nursing Assistant III	14.41
12224 - Nursing Assistant IV	16.17
12235 - Optical Dispenser	16.29
12236 - Optical Technician	17.36
12250 - Pharmacy Technician	14.24
12280 - Phlebotomist	16.18
12305 - Radiologic Technologist	26.51
12311 - Registered Nurse I	22.29
12312 - Registered Nurse II	27.27
12313 - Registered Nurse II Specialist	26.28

12314 - Registered Nurse III		32.99
12315 - Registered Nurse III Anesthetist		31.82
12316 - Registered Nurse IV		39.53
12317 - Scheduler (Drug and Alcohol Testing)		24.07
12320 - Substance Abuse Treatment Counselor		19.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.18
13012 - Exhibits Specialist II		24.99
13013 - Exhibits Specialist III		30.57
13041 - Illustrator I		20.18
13042 - Illustrator II		24.99
13043 - Illustrator III		30.57
13047 - Librarian		27.68
13050 - Library Aide/Clerk		11.50
13054 - Library Information Technology Systems Administrator		24.99
13058 - Library Technician		17.10
13061 - Media Specialist I		18.03
13062 - Media Specialist II		20.18
13063 - Media Specialist III		22.49
13071 - Photographer I		13.37
13072 - Photographer II		17.10
13073 - Photographer III		21.83
13074 - Photographer IV		26.69
13075 - Photographer V		28.08
13090 - Technical Order Library Clerk		15.81
13110 - Video Teleconference Technician		17.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.43
14043 - Computer Operator III		21.18
14044 - Computer Operator IV		24.24
14045 - Computer Operator V		26.85
14071 - Computer Programmer I	(see 1)	24.74
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.48
14160 - Personal Computer Support Technician		24.24
14170 - System Support Specialist		27.55
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.82
15020 - Aircrew Training Devices Instructor (Rated)		37.29
15030 - Air Crew Training Devices Instructor (Pilot)		44.70
15050 - Computer Based Training Specialist / Instructor		30.82
15060 - Educational Technologist		32.22
15070 - Flight Instructor (Pilot)		44.70

15080 - Graphic Artist 20.42
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.70
15086 - Maintenance Test Pilot Rotary Wing 44.70
15088 - Non-Maintenance Test/Co-Pilot 44.70
15090 - Technical Instructor 19.24
15095 - Technical Instructor/Course Developer 23.53
15110 - Test Proctor 15.81
15120 - Tutor 15.81
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.39
16030 - Counter Attendant 14.39
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.39
16090 - Presser Hand 14.39
16110 - Presser Machine Drycleaning 14.39
16130 - Presser Machine Shirts 14.39
16160 - Presser Machine Wearing Apparel Laundry 14.39
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.21
19040 - Tool And Die Maker 27.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.22
21030 - Material Coordinator 22.84
21040 - Material Expediter 22.84
21050 - Material Handling Laborer 14.39
21071 - Order Filler 13.36
21080 - Production Line Worker (Food Processing) 17.22
21110 - Shipping Packer 15.47
21130 - Shipping/Receiving Clerk 15.47
21140 - Store Worker I 19.14
21150 - Stock Clerk 21.87
21210 - Tools And Parts Attendant 17.22
21410 - Warehouse Specialist 17.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.56
23019 - Aircraft Logs and Records Technician 26.03
23021 - Aircraft Mechanic I 29.29
23022 - Aircraft Mechanic II 30.56
23023 - Aircraft Mechanic III 31.82
23040 - Aircraft Mechanic Helper 23.98
23050 - Aircraft Painter 28.52
23060 - Aircraft Servicer 26.03
23070 - Aircraft Survival Flight Equipment Technician 28.52
23080 - Aircraft Worker 27.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 29.29

II
23110 - Appliance Mechanic 25.98
23120 - Bicycle Repairer 21.79
23125 - Cable Splicer 31.42
23130 - Carpenter Maintenance 25.58
23140 - Carpet Layer 21.25
23160 - Electrician Maintenance 31.99
23181 - Electronics Technician Maintenance I 27.36
23182 - Electronics Technician Maintenance II 28.61
23183 - Electronics Technician Maintenance III 29.83
23260 - Fabric Worker 23.71
23290 - Fire Alarm System Mechanic 23.56
23310 - Fire Extinguisher Repairer 22.62
23311 - Fuel Distribution System Mechanic 28.53
23312 - Fuel Distribution System Operator 23.98
23370 - General Maintenance Worker 21.38
23380 - Ground Support Equipment Mechanic 29.29
23381 - Ground Support Equipment Servicer 26.03
23382 - Ground Support Equipment Worker 27.28
23391 - Gunsmith I 22.62
23392 - Gunsmith II 24.85
23393 - Gunsmith III 27.09
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.67
23430 - Heavy Equipment Mechanic 29.29
23440 - Heavy Equipment Operator 31.19
23460 - Instrument Mechanic 27.09
23465 - Laboratory/Shelter Mechanic 25.98
23470 - Laborer 14.16
23510 - Locksmith 25.17
23530 - Machinery Maintenance Mechanic 26.42
23550 - Machinist Maintenance 21.65
23580 - Maintenance Trades Helper 16.35
23591 - Metrology Technician I 27.09
23592 - Metrology Technician II 28.23
23593 - Metrology Technician III 29.40
23640 - Millwright 32.29
23710 - Office Appliance Repairer 19.62
23760 - Painter Maintenance 24.81
23790 - Pipefitter Maintenance 29.37
23810 - Plumber Maintenance 28.17
23820 - Pneudraulic Systems Mechanic 27.09
23850 - Rigger 27.09
23870 - Scale Mechanic 24.85
23890 - Sheet-Metal Worker Maintenance 32.56
23910 - Small Engine Mechanic 18.15
23931 - Telecommunications Mechanic I 31.29
23932 - Telecommunications Mechanic II 32.61

23950 - Telephone Lineman	27.64
23960 - Welder Combination Maintenance	18.91
23965 - Well Driller	27.09
23970 - Woodcraft Worker	27.09
23980 - Woodworker	22.62
24000 - Personal Needs Occupations	
24550 - Case Manager	13.58
24570 - Child Care Attendant	10.29
24580 - Child Care Center Clerk	13.55
24610 - Chore Aide	11.65
24620 - Family Readiness And Support Services Coordinator	13.58
24630 - Homemaker	13.58
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.44
25040 - Sewage Plant Operator	26.06
25070 - Stationary Engineer	34.44
25190 - Ventilation Equipment Tender	27.81
25210 - Water Treatment Plant Operator	26.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.95
27007 - Baggage Inspector	12.90
27008 - Corrections Officer	28.23
27010 - Court Security Officer	25.65
27030 - Detection Dog Handler	15.08
27040 - Detention Officer	28.23
27070 - Firefighter	21.67
27101 - Guard I	12.90
27102 - Guard II	15.08
27131 - Police Officer I	26.40
27132 - Police Officer II	29.35
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.37
28042 - Carnival Equipment Repairer	11.84
28043 - Carnival Worker	9.98
28210 - Gate Attendant/Gate Tender	14.76
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.52
28510 - Recreation Aide/Health Facility Attendant	12.05
28515 - Recreation Specialist	20.46
28630 - Sports Official	13.15
28690 - Swimming Pool Operator	13.31
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.25
29020 - Hatch Tender	30.25
29030 - Line Handler	29.57
29041 - Stevedore I	28.85
29042 - Stevedore II	31.62
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.26

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.76
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.58
30021 - Archeological Technician I 20.66
30022 - Archeological Technician II 23.11
30023 - Archeological Technician III 28.62
30030 - Cartographic Technician 28.62
30040 - Civil Engineering Technician 28.85
30051 - Cryogenic Technician I 30.76
30052 - Cryogenic Technician II 33.98
30061 - Drafter/CAD Operator I 20.66
30062 - Drafter/CAD Operator II 23.11
30063 - Drafter/CAD Operator III 25.77
30064 - Drafter/CAD Operator IV 31.71
30081 - Engineering Technician I 18.52
30082 - Engineering Technician II 20.79
30083 - Engineering Technician III 23.25
30084 - Engineering Technician IV 28.85
30085 - Engineering Technician V 35.57
30086 - Engineering Technician VI 42.64
30090 - Environmental Technician 28.62
30095 - Evidence Control Specialist 27.78
30210 - Laboratory Technician 23.74
30221 - Latent Fingerprint Technician I 30.76
30222 - Latent Fingerprint Technician II 33.98
30240 - Mathematical Technician 28.62
30361 - Paralegal/Legal Assistant I 18.97
30362 - Paralegal/Legal Assistant II 23.50
30363 - Paralegal/Legal Assistant III 28.75
30364 - Paralegal/Legal Assistant IV 34.78
30375 - Petroleum Supply Specialist 33.98
30390 - Photo-Optics Technician 28.62
30395 - Radiation Control Technician 33.98
30461 - Technical Writer I 27.78
30462 - Technical Writer II 33.98
30463 - Technical Writer III 41.11
30491 - Unexploded Ordnance (UXO) Technician I 25.59
30492 - Unexploded Ordnance (UXO) Technician II 30.96
30493 - Unexploded Ordnance (UXO) Technician III 37.11
30494 - Unexploded (UXO) Safety Escort 25.59
30495 - Unexploded (UXO) Sweep Personnel 25.59
30501 - Weather Forecaster I 31.71
30502 - Weather Forecaster II 38.56
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.77
30621 - Weather Observer Senior (see 2) 28.62
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.96
31020 - Bus Aide 15.19
31030 - Bus Driver 18.05
31043 - Driver Courier 14.41

31260 - Parking and Lot Attendant	11.48
31290 - Shuttle Bus Driver	14.99
31310 - Taxi Driver	12.41
31361 - Truckdriver Light	14.99
31362 - Truckdriver Medium	15.71
31363 - Truckdriver Heavy	21.24
31364 - Truckdriver Tractor-Trailer	21.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.09
99030 - Cashier	10.49
99050 - Desk Clerk	10.11
99095 - Embalmer	33.04
99130 - Flight Follower	25.59
99251 - Laboratory Animal Caretaker I	12.34
99252 - Laboratory Animal Caretaker II	12.84
99260 - Marketing Analyst	24.74
99310 - Mortician	33.04
99410 - Pest Controller	17.85
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.97
99711 - Recycling Specialist	22.82
99730 - Refuse Collector	20.02
99810 - Sales Clerk	11.78
99820 - School Crossing Guard	15.57
99830 - Survey Party Chief	28.51
99831 - Surveying Aide	14.77
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	14.19
99841 - Vending Machine Repairer	16.07
99842 - Vending Machine Repairer Helper	14.30

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor

prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5012
Revision No.: 12
Date Of Last Revision: 06/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Illinois Iowa

Area: Iowa County of Scott

Illinois Counties of Henry Mercer Rock Island

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.51
01012 - Accounting Clerk II		17.85
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		22.79
01035 - Court Reporter		19.13
01041 - Customer Service Representative I		12.53
01042 - Customer Service Representative II		14.09
01043 - Customer Service Representative III		15.38
01051 - Data Entry Operator I		14.28
01052 - Data Entry Operator II		16.71

01060 - Dispatcher Motor Vehicle 20.14
01070 - Document Preparation Clerk 14.72
01090 - Duplicating Machine Operator 14.72
01111 - General Clerk I 12.99
01112 - General Clerk II 14.18
01113 - General Clerk III 15.91
01120 - Housing Referral Assistant 19.93
01141 - Messenger Courier 12.32
01191 - Order Clerk I 15.13
01192 - Order Clerk II 17.32
01261 - Personnel Assistant (Employment) I 16.04
01262 - Personnel Assistant (Employment) II 17.94
01263 - Personnel Assistant (Employment) III 20.00
01270 - Production Control Clerk 22.84
01290 - Rental Clerk 11.70
01300 - Scheduler Maintenance 15.98
01311 - Secretary I 15.98
01312 - Secretary II 17.89
01313 - Secretary III 19.93
01320 - Service Order Dispatcher 18.00
01410 - Supply Technician 22.79
01420 - Survey Worker 15.92
01460 - Switchboard Operator/Receptionist 14.19
01531 - Travel Clerk I 16.23
01532 - Travel Clerk II 17.55
01533 - Travel Clerk III 18.99
01611 - Word Processor I 13.38
01612 - Word Processor II 15.03
01613 - Word Processor III 16.81
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.43
05010 - Automotive Electrician 18.87
05040 - Automotive Glass Installer 18.05
05070 - Automotive Worker 18.05
05110 - Mobile Equipment Servicer 16.43
05130 - Motor Equipment Metal Mechanic 19.68
05160 - Motor Equipment Metal Worker 18.05
05190 - Motor Vehicle Mechanic 19.68
05220 - Motor Vehicle Mechanic Helper 15.79
05250 - Motor Vehicle Upholstery Worker 17.22
05280 - Motor Vehicle Wrecker 18.05
05310 - Painter Automotive 18.87
05340 - Radiator Repair Specialist 18.05
05370 - Tire Repairer 16.45
05400 - Transmission Repair Specialist 19.68
07000 - Food Preparation And Service Occupations
07010 - Baker 14.84
07041 - Cook I 12.56
07042 - Cook II 13.80
07070 - Dishwasher 10.05

07130 - Food Service Worker	10.65
07210 - Meat Cutter	15.36
07260 - Waiter/Waitress	10.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.90
09040 - Furniture Handler	14.47
09080 - Furniture Refinisher	18.27
09090 - Furniture Refinisher Helper	15.92
09110 - Furniture Repairer Minor	17.12
09130 - Upholsterer	18.27
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.80
11060 - Elevator Operator	12.14
11090 - Gardener	16.05
11122 - Housekeeping Aide	12.14
11150 - Janitor	12.14
11210 - Laborer Grounds Maintenance	14.18
11240 - Maid or Houseman	10.77
11260 - Pruner	13.54
11270 - Tractor Operator	15.43
11330 - Trail Maintenance Worker	14.18
11360 - Window Cleaner	12.72
12000 - Health Occupations	
12010 - Ambulance Driver	15.66
12011 - Breath Alcohol Technician	19.43
12012 - Certified Occupational Therapist Assistant	26.65
12015 - Certified Physical Therapist Assistant	26.20
12020 - Dental Assistant	17.59
12025 - Dental Hygienist	31.19
12030 - EKG Technician	29.35
12035 - Electroneurodiagnostic Technologist	29.35
12040 - Emergency Medical Technician	15.66
12071 - Licensed Practical Nurse I	17.36
12072 - Licensed Practical Nurse II	19.43
12073 - Licensed Practical Nurse III	21.65
12100 - Medical Assistant	15.70
12130 - Medical Laboratory Technician	21.37
12160 - Medical Record Clerk	15.88
12190 - Medical Record Technician	17.77
12195 - Medical Transcriptionist	16.02
12210 - Nuclear Medicine Technologist	41.19
12221 - Nursing Assistant I	11.74
12222 - Nursing Assistant II	13.20
12223 - Nursing Assistant III	14.41
12224 - Nursing Assistant IV	16.17
12235 - Optical Dispenser	16.29
12236 - Optical Technician	17.36
12250 - Pharmacy Technician	14.24
12280 - Phlebotomist	16.18
12305 - Radiologic Technologist	26.51

12311 - Registered Nurse I		22.29
12312 - Registered Nurse II		27.27
12313 - Registered Nurse II Specialist		26.28
12314 - Registered Nurse III		32.99
12315 - Registered Nurse III Anesthetist		31.82
12316 - Registered Nurse IV		39.53
12317 - Scheduler (Drug and Alcohol Testing)		24.07
12320 - Substance Abuse Treatment Counselor		19.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.18
13012 - Exhibits Specialist II		24.99
13013 - Exhibits Specialist III		30.57
13041 - Illustrator I		20.18
13042 - Illustrator II		24.99
13043 - Illustrator III		30.57
13047 - Librarian		27.68
13050 - Library Aide/Clerk		11.50
13054 - Library Information Technology Systems Administrator		24.99
13058 - Library Technician		17.10
13061 - Media Specialist I		18.03
13062 - Media Specialist II		20.18
13063 - Media Specialist III		22.49
13071 - Photographer I		13.37
13072 - Photographer II		17.10
13073 - Photographer III		21.83
13074 - Photographer IV		26.69
13075 - Photographer V		28.08
13090 - Technical Order Library Clerk		15.81
13110 - Video Teleconference Technician		17.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.43
14043 - Computer Operator III		21.18
14044 - Computer Operator IV		24.24
14045 - Computer Operator V		26.85
14071 - Computer Programmer I	(see 1)	24.74
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.48
14160 - Personal Computer Support Technician		24.24
14170 - System Support Specialist		27.55
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.82
15020 - Aircrew Training Devices Instructor (Rated)		37.29
15030 - Air Crew Training Devices Instructor (Pilot)		44.70

15050 - Computer Based Training Specialist / Instructor 30.82
15060 - Educational Technologist 32.22
15070 - Flight Instructor (Pilot) 44.70
15080 - Graphic Artist 20.42
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.70
15086 - Maintenance Test Pilot Rotary Wing 44.70
15088 - Non-Maintenance Test/Co-Pilot 44.70
15090 - Technical Instructor 19.24
15095 - Technical Instructor/Course Developer 23.53
15110 - Test Proctor 15.81
15120 - Tutor 15.81
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.39
16030 - Counter Attendant 14.39
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.39
16090 - Presser Hand 14.39
16110 - Presser Machine Drycleaning 14.39
16130 - Presser Machine Shirts 14.39
16160 - Presser Machine Wearing Apparel Laundry 14.39
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.21
19040 - Tool And Die Maker 27.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.22
21030 - Material Coordinator 22.84
21040 - Material Expediter 22.84
21050 - Material Handling Laborer 14.39
21071 - Order Filler 13.36
21080 - Production Line Worker (Food Processing) 17.22
21110 - Shipping Packer 15.47
21130 - Shipping/Receiving Clerk 15.47
21140 - Store Worker I 19.14
21150 - Stock Clerk 21.87
21210 - Tools And Parts Attendant 17.22
21410 - Warehouse Specialist 17.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.56
23019 - Aircraft Logs and Records Technician 26.03
23021 - Aircraft Mechanic I 29.29
23022 - Aircraft Mechanic II 30.56
23023 - Aircraft Mechanic III 31.82
23040 - Aircraft Mechanic Helper 23.98
23050 - Aircraft Painter 28.52
23060 - Aircraft Servicer 26.03
23070 - Aircraft Survival Flight Equipment Technician 28.52
23080 - Aircraft Worker 27.28

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.29
23110 - Appliance Mechanic 25.98
23120 - Bicycle Repairer 21.79
23125 - Cable Splicer 31.42
23130 - Carpenter Maintenance 25.58
23140 - Carpet Layer 21.25
23160 - Electrician Maintenance 31.99
23181 - Electronics Technician Maintenance I 27.36
23182 - Electronics Technician Maintenance II 28.61
23183 - Electronics Technician Maintenance III 29.83
23260 - Fabric Worker 23.71
23290 - Fire Alarm System Mechanic 23.56
23310 - Fire Extinguisher Repairer 22.62
23311 - Fuel Distribution System Mechanic 28.53
23312 - Fuel Distribution System Operator 23.98
23370 - General Maintenance Worker 21.38
23380 - Ground Support Equipment Mechanic 29.29
23381 - Ground Support Equipment Servicer 26.03
23382 - Ground Support Equipment Worker 27.28
23391 - Gunsmith I 22.62
23392 - Gunsmith II 24.85
23393 - Gunsmith III 27.09
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.67
23430 - Heavy Equipment Mechanic 29.29
23440 - Heavy Equipment Operator 31.19
23460 - Instrument Mechanic 27.09
23465 - Laboratory/Shelter Mechanic 25.98
23470 - Laborer 14.16
23510 - Locksmith 25.17
23530 - Machinery Maintenance Mechanic 26.42
23550 - Machinist Maintenance 21.65
23580 - Maintenance Trades Helper 16.35
23591 - Metrology Technician I 27.09
23592 - Metrology Technician II 28.23
23593 - Metrology Technician III 29.40
23640 - Millwright 32.29
23710 - Office Appliance Repairer 19.62
23760 - Painter Maintenance 24.81
23790 - Pipefitter Maintenance 29.37
23810 - Plumber Maintenance 28.17
23820 - Pneudraulic Systems Mechanic 27.09
23850 - Rigger 27.09
23870 - Scale Mechanic 24.85
23890 - Sheet-Metal Worker Maintenance 32.56

23910 - Small Engine Mechanic 18.15
23931 - Telecommunications Mechanic I 31.29
23932 - Telecommunications Mechanic II 32.61
23950 - Telephone Lineman 27.64
23960 - Welder Combination Maintenance 18.91
23965 - Well Driller 27.09
23970 - Woodcraft Worker 27.09
23980 - Woodworker 22.62
24000 - Personal Needs Occupations
24550 - Case Manager 13.58
24570 - Child Care Attendant 10.29
24580 - Child Care Center Clerk 13.55
24610 - Chore Aide 11.65
24620 - Family Readiness And Support Services Coordinator 13.58
24630 - Homemaker 13.58
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 34.44
25040 - Sewage Plant Operator 26.06
25070 - Stationary Engineer 34.44
25190 - Ventilation Equipment Tender 27.81
25210 - Water Treatment Plant Operator 26.06
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.95
27007 - Baggage Inspector 12.90
27008 - Corrections Officer 28.23
27010 - Court Security Officer 25.65
27030 - Detection Dog Handler 15.08
27040 - Detention Officer 28.23
27070 - Firefighter 21.67
27101 - Guard I 12.90
27102 - Guard II 15.08
27131 - Police Officer I 26.40
27132 - Police Officer II 29.35
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.37
28042 - Carnival Equipment Repairer 11.84
28043 - Carnival Worker 9.98
28210 - Gate Attendant/Gate Tender 14.76
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 16.52
28510 - Recreation Aide/Health Facility Attendant 12.05
28515 - Recreation Specialist 20.46
28630 - Sports Official 13.15
28690 - Swimming Pool Operator 13.31
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 30.25
29020 - Hatch Tender 30.25
29030 - Line Handler 29.57
29041 - Stevedore I 28.85

29042 - Stevedore II 31.62
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.26
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.76
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.58
30021 - Archeological Technician I 20.66
30022 - Archeological Technician II 23.11
30023 - Archeological Technician III 28.62
30030 - Cartographic Technician 28.62
30040 - Civil Engineering Technician 28.85
30051 - Cryogenic Technician I 30.76
30052 - Cryogenic Technician II 33.98
30061 - Drafter/CAD Operator I 20.66
30062 - Drafter/CAD Operator II 23.11
30063 - Drafter/CAD Operator III 25.77
30064 - Drafter/CAD Operator IV 31.71
30081 - Engineering Technician I 18.52
30082 - Engineering Technician II 20.79
30083 - Engineering Technician III 23.25
30084 - Engineering Technician IV 28.85
30085 - Engineering Technician V 35.57
30086 - Engineering Technician VI 42.64
30090 - Environmental Technician 28.62
30095 - Evidence Control Specialist 27.78
30210 - Laboratory Technician 23.74
30221 - Latent Fingerprint Technician I 30.76
30222 - Latent Fingerprint Technician II 33.98
30240 - Mathematical Technician 28.62
30361 - Paralegal/Legal Assistant I 18.97
30362 - Paralegal/Legal Assistant II 23.50
30363 - Paralegal/Legal Assistant III 28.75
30364 - Paralegal/Legal Assistant IV 34.78
30375 - Petroleum Supply Specialist 33.98
30390 - Photo-Optics Technician 28.62
30395 - Radiation Control Technician 33.98
30461 - Technical Writer I 27.78
30462 - Technical Writer II 33.98
30463 - Technical Writer III 41.11
30491 - Unexploded Ordnance (UXO) Technician I 25.59
30492 - Unexploded Ordnance (UXO) Technician II 30.96
30493 - Unexploded Ordnance (UXO) Technician III 37.11
30494 - Unexploded (UXO) Safety Escort 25.59
30495 - Unexploded (UXO) Sweep Personnel 25.59
30501 - Weather Forecaster I 31.71
30502 - Weather Forecaster II 38.56
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.77
30621 - Weather Observer Senior (see 2) 28.62
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.96

31020 - Bus Aide	15.19
31030 - Bus Driver	18.05
31043 - Driver Courier	14.41
31260 - Parking and Lot Attendant	11.48
31290 - Shuttle Bus Driver	14.99
31310 - Taxi Driver	12.41
31361 - Truckdriver Light	14.99
31362 - Truckdriver Medium	15.71
31363 - Truckdriver Heavy	21.24
31364 - Truckdriver Tractor-Trailer	21.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.09
99030 - Cashier	10.49
99050 - Desk Clerk	10.11
99095 - Embalmer	33.04
99130 - Flight Follower	25.59
99251 - Laboratory Animal Caretaker I	12.34
99252 - Laboratory Animal Caretaker II	12.84
99260 - Marketing Analyst	24.74
99310 - Mortician	33.04
99410 - Pest Controller	17.85
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.97
99711 - Recycling Specialist	22.82
99730 - Refuse Collector	20.02
99810 - Sales Clerk	11.78
99820 - School Crossing Guard	15.57
99830 - Survey Party Chief	28.51
99831 - Surveying Aide	14.77
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	14.19
99841 - Vending Machine Repairer	16.07
99842 - Vending Machine Repairer Helper	14.30

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the

employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to

be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5013
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of De Witt McLean

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.04
01012 - Accounting Clerk II		16.88
01013 - Accounting Clerk III		18.89
01020 - Administrative Assistant		24.43
01035 - Court Reporter		18.21
01041 - Customer Service Representative I		12.67
01042 - Customer Service Representative II		14.26
01043 - Customer Service Representative III		15.55
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		14.64
01060 - Dispatcher Motor Vehicle		21.08
01070 - Document Preparation Clerk		16.01
01090 - Duplicating Machine Operator		16.01
01111 - General Clerk I		12.49
01112 - General Clerk II		13.62

01113 - General Clerk III 15.29
01120 - Housing Referral Assistant 20.31
01141 - Messenger Courier 11.82
01191 - Order Clerk I 14.47
01192 - Order Clerk II 15.79
01261 - Personnel Assistant (Employment) I 15.84
01262 - Personnel Assistant (Employment) II 17.72
01263 - Personnel Assistant (Employment) III 19.75
01270 - Production Control Clerk 21.54
01290 - Rental Clerk 11.69
01300 - Scheduler Maintenance 16.28
01311 - Secretary I 16.28
01312 - Secretary II 18.21
01313 - Secretary III 20.31
01320 - Service Order Dispatcher 18.84
01410 - Supply Technician 24.43
01420 - Survey Worker 16.49
01460 - Switchboard Operator/Receptionist 13.16
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 14.50
01612 - Word Processor II 16.28
01613 - Word Processor III 18.21
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.72
05010 - Automotive Electrician 18.64
05040 - Automotive Glass Installer 17.41
05070 - Automotive Worker 17.41
05110 - Mobile Equipment Servicer 15.99
05130 - Motor Equipment Metal Mechanic 18.89
05160 - Motor Equipment Metal Worker 17.41
05190 - Motor Vehicle Mechanic 18.89
05220 - Motor Vehicle Mechanic Helper 15.40
05250 - Motor Vehicle Upholstery Worker 17.41
05280 - Motor Vehicle Wrecker 17.41
05310 - Painter Automotive 17.97
05340 - Radiator Repair Specialist 17.41
05370 - Tire Repairer 14.02
05400 - Transmission Repair Specialist 18.89
07000 - Food Preparation And Service Occupations
07010 - Baker 13.18
07041 - Cook I 14.67
07042 - Cook II 16.82
07070 - Dishwasher 9.88
07130 - Food Service Worker 10.35
07210 - Meat Cutter 14.19
07260 - Waiter/Waitress 9.41
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.43

09040 - Furniture Handler 17.82
09080 - Furniture Refinisher 21.43
09090 - Furniture Refinisher Helper 20.20
09110 - Furniture Repairer Minor 21.04
09130 - Upholsterer 21.43
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.52
11060 - Elevator Operator 13.66
11090 - Gardener 18.31
11122 - Housekeeping Aide 13.66
11150 - Janitor 13.66
11210 - Laborer Grounds Maintenance 14.73
11240 - Maid or Houseman 11.23
11260 - Pruner 13.55
11270 - Tractor Operator 17.10
11330 - Trail Maintenance Worker 14.73
11360 - Window Cleaner 14.63
12000 - Health Occupations
12010 - Ambulance Driver 17.40
12011 - Breath Alcohol Technician 21.66
12012 - Certified Occupational Therapist Assistant 29.72
12015 - Certified Physical Therapist Assistant 29.72
12020 - Dental Assistant 21.28
12025 - Dental Hygienist 36.41
12030 - EKG Technician 32.83
12035 - Electroneurodiagnostic Technologist 32.83
12040 - Emergency Medical Technician 17.40
12071 - Licensed Practical Nurse I 19.36
12072 - Licensed Practical Nurse II 21.66
12073 - Licensed Practical Nurse III 24.15
12100 - Medical Assistant 16.65
12130 - Medical Laboratory Technician 23.55
12160 - Medical Record Clerk 17.57
12190 - Medical Record Technician 20.32
12195 - Medical Transcriptionist 18.64
12210 - Nuclear Medicine Technologist 47.60
12221 - Nursing Assistant I 11.82
12222 - Nursing Assistant II 13.29
12223 - Nursing Assistant III 14.50
12224 - Nursing Assistant IV 16.27
12235 - Optical Dispenser 17.12
12236 - Optical Technician 17.87
12250 - Pharmacy Technician 15.37
12280 - Phlebotomist 18.83
12305 - Radiologic Technologist 27.70
12311 - Registered Nurse I 24.41
12312 - Registered Nurse II 29.86
12313 - Registered Nurse II Specialist 29.86
12314 - Registered Nurse III 36.13
12315 - Registered Nurse III Anesthetist 36.13

12316 - Registered Nurse IV		43.31
12317 - Scheduler (Drug and Alcohol Testing)		26.83
12320 - Substance Abuse Treatment Counselor		24.23
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.55
13012 - Exhibits Specialist II		24.21
13013 - Exhibits Specialist III		29.62
13041 - Illustrator I		19.55
13042 - Illustrator II		24.21
13043 - Illustrator III		29.62
13047 - Librarian		26.82
13050 - Library Aide/Clerk		12.84
13054 - Library Information Technology Systems Administrator		24.21
13058 - Library Technician		17.17
13061 - Media Specialist I		17.47
13062 - Media Specialist II		19.55
13063 - Media Specialist III		21.79
13071 - Photographer I		17.47
13072 - Photographer II		19.55
13073 - Photographer III		24.21
13074 - Photographer IV		29.62
13075 - Photographer V		35.84
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		17.83
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.03
14042 - Computer Operator II		19.04
14043 - Computer Operator III		21.24
14044 - Computer Operator IV		23.60
14045 - Computer Operator V		26.14
14071 - Computer Programmer I	(see 1)	23.38
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.03
14160 - Personal Computer Support Technician		23.60
14170 - System Support Specialist		38.76
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.27
15020 - Aircrew Training Devices Instructor (Rated)		39.05
15030 - Air Crew Training Devices Instructor (Pilot)		46.80
15050 - Computer Based Training Specialist / Instructor		32.27
15060 - Educational Technologist		30.15
15070 - Flight Instructor (Pilot)		46.80
15080 - Graphic Artist		21.97
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.80

15086 - Maintenance Test Pilot Rotary Wing 46.80
15088 - Non-Maintenance Test/Co-Pilot 46.80
15090 - Technical Instructor 28.45
15095 - Technical Instructor/Course Developer 35.22
15110 - Test Proctor 21.97
15120 - Tutor 21.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.49
16030 - Counter Attendant 14.49
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.49
16090 - Presser Hand 14.49
16110 - Presser Machine Drycleaning 14.49
16130 - Presser Machine Shirts 14.49
16160 - Presser Machine Wearing Apparel Laundry 14.49
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.14
19040 - Tool And Die Maker 34.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.69
21030 - Material Coordinator 21.54
21040 - Material Expediter 21.54
21050 - Material Handling Laborer 15.69
21071 - Order Filler 12.33
21080 - Production Line Worker (Food Processing) 17.69
21110 - Shipping Packer 15.59
21130 - Shipping/Receiving Clerk 15.59
21140 - Store Worker I 13.97
21150 - Stock Clerk 18.02
21210 - Tools And Parts Attendant 17.69
21410 - Warehouse Specialist 17.69
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.22
23019 - Aircraft Logs and Records Technician 25.02
23021 - Aircraft Mechanic I 29.69
23022 - Aircraft Mechanic II 31.22
23023 - Aircraft Mechanic III 32.72
23040 - Aircraft Mechanic Helper 21.78
23050 - Aircraft Painter 28.14
23060 - Aircraft Servicer 25.02
23070 - Aircraft Survival Flight Equipment Technician 28.14
23080 - Aircraft Worker 26.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.69
23110 - Appliance Mechanic 24.39

23120 - Bicycle Repairer	19.58
23125 - Cable Splicer	29.69
23130 - Carpenter Maintenance	25.70
23140 - Carpet Layer	26.64
23160 - Electrician Maintenance	35.54
23181 - Electronics Technician Maintenance I	26.64
23182 - Electronics Technician Maintenance II	28.14
23183 - Electronics Technician Maintenance III	29.69
23260 - Fabric Worker	25.02
23290 - Fire Alarm System Mechanic	28.85
23310 - Fire Extinguisher Repairer	23.32
23311 - Fuel Distribution System Mechanic	29.69
23312 - Fuel Distribution System Operator	23.32
23370 - General Maintenance Worker	19.05
23380 - Ground Support Equipment Mechanic	29.69
23381 - Ground Support Equipment Servicer	25.02
23382 - Ground Support Equipment Worker	26.64
23391 - Gunsmith I	23.32
23392 - Gunsmith II	26.64
23393 - Gunsmith III	29.69
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.78
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.01
23430 - Heavy Equipment Mechanic	31.42
23440 - Heavy Equipment Operator	33.68
23460 - Instrument Mechanic	29.69
23465 - Laboratory/Shelter Mechanic	28.14
23470 - Laborer	15.69
23510 - Locksmith	28.14
23530 - Machinery Maintenance Mechanic	29.14
23550 - Machinist Maintenance	20.69
23580 - Maintenance Trades Helper	17.73
23591 - Metrology Technician I	29.69
23592 - Metrology Technician II	31.22
23593 - Metrology Technician III	32.72
23640 - Millwright	29.69
23710 - Office Appliance Repairer	22.12
23760 - Painter Maintenance	24.12
23790 - Pipefitter Maintenance	34.34
23810 - Plumber Maintenance	32.62
23820 - Pneudraulic Systems Mechanic	29.69
23850 - Rigger	29.69
23870 - Scale Mechanic	26.64
23890 - Sheet-Metal Worker Maintenance	33.99
23910 - Small Engine Mechanic	26.64
23931 - Telecommunications Mechanic I	29.69
23932 - Telecommunications Mechanic II	31.22
23950 - Telephone Lineman	29.69
23960 - Welder Combination Maintenance	22.46

23965 - Well Driller	29.69
23970 - Woodcraft Worker	29.69
23980 - Woodworker	23.32
24000 - Personal Needs Occupations	
24550 - Case Manager	17.41
24570 - Child Care Attendant	10.04
24580 - Child Care Center Clerk	12.53
24610 - Chore Aide	12.50
24620 - Family Readiness And Support Services Coordinator	17.41
24630 - Homemaker	17.41
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.69
25040 - Sewage Plant Operator	24.22
25070 - Stationary Engineer	29.69
25190 - Ventilation Equipment Tender	20.78
25210 - Water Treatment Plant Operator	24.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.61
27007 - Baggage Inspector	13.66
27008 - Corrections Officer	22.75
27010 - Court Security Officer	23.83
27030 - Detection Dog Handler	16.41
27040 - Detention Officer	22.75
27070 - Firefighter	23.24
27101 - Guard I	13.66
27102 - Guard II	16.41
27131 - Police Officer I	33.94
27132 - Police Officer II	37.71
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.67
28042 - Carnival Equipment Repairer	13.56
28043 - Carnival Worker	10.24
28210 - Gate Attendant/Gate Tender	13.52
28310 - Lifeguard	12.04
28350 - Park Attendant (Aide)	15.12
28510 - Recreation Aide/Health Facility Attendant	11.04
28515 - Recreation Specialist	18.73
28630 - Sports Official	12.04
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.64
29020 - Hatch Tender	26.64
29030 - Line Handler	26.64
29041 - Stevedore I	25.02
29042 - Stevedore II	28.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		15.52
30022 - Archeological Technician II		17.37
30023 - Archeological Technician III		21.51
30030 - Cartographic Technician		21.51
30040 - Civil Engineering Technician		22.24
30051 - Cryogenic Technician I		23.83
30052 - Cryogenic Technician II		26.32
30061 - Drafter/CAD Operator I		15.52
30062 - Drafter/CAD Operator II		17.37
30063 - Drafter/CAD Operator III		19.37
30064 - Drafter/CAD Operator IV		23.83
30081 - Engineering Technician I		15.19
30082 - Engineering Technician II		17.41
30083 - Engineering Technician III		19.48
30084 - Engineering Technician IV		24.12
30085 - Engineering Technician V		29.52
30086 - Engineering Technician VI		32.47
30090 - Environmental Technician		21.51
30095 - Evidence Control Specialist		21.51
30210 - Laboratory Technician		19.51
30221 - Latent Fingerprint Technician I		23.83
30222 - Latent Fingerprint Technician II		26.32
30240 - Mathematical Technician		21.51
30361 - Paralegal/Legal Assistant I		18.84
30362 - Paralegal/Legal Assistant II		23.33
30363 - Paralegal/Legal Assistant III		28.55
30364 - Paralegal/Legal Assistant IV		34.53
30375 - Petroleum Supply Specialist		26.32
30390 - Photo-Optics Technician		21.51
30395 - Radiation Control Technician		26.32
30461 - Technical Writer I		22.39
30462 - Technical Writer II		27.38
30463 - Technical Writer III		33.13
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		23.83
30502 - Weather Forecaster II		28.99
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	19.37
30621 - Weather Observer Senior	(see 2)	21.51
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		18.01
31030 - Bus Driver		23.81
31043 - Driver Courier		15.23
31260 - Parking and Lot Attendant		12.28
31290 - Shuttle Bus Driver		16.31

31310 - Taxi Driver	13.43
31361 - Truckdriver Light	16.31
31362 - Truckdriver Medium	17.51
31363 - Truckdriver Heavy	25.43
31364 - Truckdriver Tractor-Trailer	25.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.95
99050 - Desk Clerk	10.78
99095 - Embalmer	26.24
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.83
99252 - Laboratory Animal Caretaker II	14.81
99260 - Marketing Analyst	28.01
99310 - Mortician	26.24
99410 - Pest Controller	22.24
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.79
99711 - Recycling Specialist	19.49
99730 - Refuse Collector	15.43
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	15.33
99830 - Survey Party Chief	21.14
99831 - Surveying Aide	13.84
99832 - Surveying Technician	18.95
99840 - Vending Machine Attendant	19.35
99841 - Vending Machine Repairer	23.75
99842 - Vending Machine Repairer Helper	19.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5014
Revision No.: 12
Date Of Last Revision: 06/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of De Witt McLean

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.04
01012 - Accounting Clerk II		16.88
01013 - Accounting Clerk III		18.89
01020 - Administrative Assistant		24.43
01035 - Court Reporter		18.21
01041 - Customer Service Representative I		12.67
01042 - Customer Service Representative II		14.26
01043 - Customer Service Representative III		15.55
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		14.64
01060 - Dispatcher Motor Vehicle		21.08
01070 - Document Preparation Clerk		16.01

01090 - Duplicating Machine Operator 16.01
01111 - General Clerk I 12.49
01112 - General Clerk II 13.62
01113 - General Clerk III 15.29
01120 - Housing Referral Assistant 20.31
01141 - Messenger Courier 11.82
01191 - Order Clerk I 14.47
01192 - Order Clerk II 15.79
01261 - Personnel Assistant (Employment) I 15.84
01262 - Personnel Assistant (Employment) II 17.72
01263 - Personnel Assistant (Employment) III 19.75
01270 - Production Control Clerk 21.54
01290 - Rental Clerk 11.69
01300 - Scheduler Maintenance 16.28
01311 - Secretary I 16.28
01312 - Secretary II 18.21
01313 - Secretary III 20.31
01320 - Service Order Dispatcher 18.84
01410 - Supply Technician 24.43
01420 - Survey Worker 16.49
01460 - Switchboard Operator/Receptionist 13.16
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 14.50
01612 - Word Processor II 16.28
01613 - Word Processor III 18.21
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.72
05010 - Automotive Electrician 18.64
05040 - Automotive Glass Installer 17.41
05070 - Automotive Worker 17.41
05110 - Mobile Equipment Servicer 15.99
05130 - Motor Equipment Metal Mechanic 18.89
05160 - Motor Equipment Metal Worker 17.41
05190 - Motor Vehicle Mechanic 18.89
05220 - Motor Vehicle Mechanic Helper 15.40
05250 - Motor Vehicle Upholstery Worker 17.41
05280 - Motor Vehicle Wrecker 17.41
05310 - Painter Automotive 17.97
05340 - Radiator Repair Specialist 17.41
05370 - Tire Repairer 14.02
05400 - Transmission Repair Specialist 18.89
07000 - Food Preparation And Service Occupations
07010 - Baker 13.18
07041 - Cook I 14.67
07042 - Cook II 16.82
07070 - Dishwasher 9.88
07130 - Food Service Worker 10.35
07210 - Meat Cutter 14.19

07260 - Waiter/Waitress	9.41
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.43
09040 - Furniture Handler	17.82
09080 - Furniture Refinisher	21.43
09090 - Furniture Refinisher Helper	20.20
09110 - Furniture Repairer Minor	21.04
09130 - Upholsterer	21.43
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.52
11060 - Elevator Operator	13.66
11090 - Gardener	18.31
11122 - Housekeeping Aide	13.66
11150 - Janitor	13.66
11210 - Laborer Grounds Maintenance	14.73
11240 - Maid or Houseman	11.23
11260 - Pruner	13.55
11270 - Tractor Operator	17.10
11330 - Trail Maintenance Worker	14.73
11360 - Window Cleaner	14.63
12000 - Health Occupations	
12010 - Ambulance Driver	17.40
12011 - Breath Alcohol Technician	21.66
12012 - Certified Occupational Therapist Assistant	29.72
12015 - Certified Physical Therapist Assistant	29.72
12020 - Dental Assistant	21.28
12025 - Dental Hygienist	36.41
12030 - EKG Technician	32.83
12035 - Electroneurodiagnostic Technologist	32.83
12040 - Emergency Medical Technician	17.40
12071 - Licensed Practical Nurse I	19.36
12072 - Licensed Practical Nurse II	21.66
12073 - Licensed Practical Nurse III	24.15
12100 - Medical Assistant	16.65
12130 - Medical Laboratory Technician	23.55
12160 - Medical Record Clerk	17.57
12190 - Medical Record Technician	20.32
12195 - Medical Transcriptionist	18.64
12210 - Nuclear Medicine Technologist	47.60
12221 - Nursing Assistant I	11.82
12222 - Nursing Assistant II	13.29
12223 - Nursing Assistant III	14.50
12224 - Nursing Assistant IV	16.27
12235 - Optical Dispenser	17.12
12236 - Optical Technician	17.87
12250 - Pharmacy Technician	15.37
12280 - Phlebotomist	18.83
12305 - Radiologic Technologist	27.70
12311 - Registered Nurse I	24.41
12312 - Registered Nurse II	29.86

12313 - Registered Nurse II Specialist		29.86
12314 - Registered Nurse III		36.13
12315 - Registered Nurse III Anesthetist		36.13
12316 - Registered Nurse IV		43.31
12317 - Scheduler (Drug and Alcohol Testing)		26.83
12320 - Substance Abuse Treatment Counselor		24.23
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.55
13012 - Exhibits Specialist II		24.21
13013 - Exhibits Specialist III		29.62
13041 - Illustrator I		19.55
13042 - Illustrator II		24.21
13043 - Illustrator III		29.62
13047 - Librarian		26.82
13050 - Library Aide/Clerk		12.84
13054 - Library Information Technology Systems Administrator		24.21
13058 - Library Technician		17.17
13061 - Media Specialist I		17.47
13062 - Media Specialist II		19.55
13063 - Media Specialist III		21.79
13071 - Photographer I		17.47
13072 - Photographer II		19.55
13073 - Photographer III		24.21
13074 - Photographer IV		29.62
13075 - Photographer V		35.84
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		17.83
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.03
14042 - Computer Operator II		19.04
14043 - Computer Operator III		21.24
14044 - Computer Operator IV		23.60
14045 - Computer Operator V		26.14
14071 - Computer Programmer I	(see 1)	23.38
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.03
14160 - Personal Computer Support Technician		23.60
14170 - System Support Specialist		38.76
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.27
15020 - Aircrew Training Devices Instructor (Rated)		39.05
15030 - Air Crew Training Devices Instructor (Pilot)		46.80
15050 - Computer Based Training Specialist / Instructor		32.27
15060 - Educational Technologist		30.15

15070 - Flight Instructor (Pilot) 46.80
15080 - Graphic Artist 21.97
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.80
15086 - Maintenance Test Pilot Rotary Wing 46.80
15088 - Non-Maintenance Test/Co-Pilot 46.80
15090 - Technical Instructor 28.45
15095 - Technical Instructor/Course Developer 35.22
15110 - Test Proctor 21.97
15120 - Tutor 21.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.49
16030 - Counter Attendant 14.49
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.49
16090 - Presser Hand 14.49
16110 - Presser Machine Drycleaning 14.49
16130 - Presser Machine Shirts 14.49
16160 - Presser Machine Wearing Apparel Laundry 14.49
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.14
19040 - Tool And Die Maker 34.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.69
21030 - Material Coordinator 21.54
21040 - Material Expediter 21.54
21050 - Material Handling Laborer 15.69
21071 - Order Filler 12.33
21080 - Production Line Worker (Food Processing) 17.69
21110 - Shipping Packer 15.59
21130 - Shipping/Receiving Clerk 15.59
21140 - Store Worker I 13.97
21150 - Stock Clerk 18.02
21210 - Tools And Parts Attendant 17.69
21410 - Warehouse Specialist 17.69
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.22
23019 - Aircraft Logs and Records Technician 25.02
23021 - Aircraft Mechanic I 29.69
23022 - Aircraft Mechanic II 31.22
23023 - Aircraft Mechanic III 32.72
23040 - Aircraft Mechanic Helper 21.78
23050 - Aircraft Painter 28.14
23060 - Aircraft Servicer 25.02
23070 - Aircraft Survival Flight Equipment Technician 28.14
23080 - Aircraft Worker 26.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.64

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.69
23110 - Appliance Mechanic 24.39
23120 - Bicycle Repairer 19.58
23125 - Cable Splicer 29.69
23130 - Carpenter Maintenance 25.70
23140 - Carpet Layer 26.64
23160 - Electrician Maintenance 35.54
23181 - Electronics Technician Maintenance I 26.64
23182 - Electronics Technician Maintenance II 28.14
23183 - Electronics Technician Maintenance III 29.69
23260 - Fabric Worker 25.02
23290 - Fire Alarm System Mechanic 28.85
23310 - Fire Extinguisher Repairer 23.32
23311 - Fuel Distribution System Mechanic 29.69
23312 - Fuel Distribution System Operator 23.32
23370 - General Maintenance Worker 19.05
23380 - Ground Support Equipment Mechanic 29.69
23381 - Ground Support Equipment Servicer 25.02
23382 - Ground Support Equipment Worker 26.64
23391 - Gunsmith I 23.32
23392 - Gunsmith II 26.64
23393 - Gunsmith III 29.69
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.78
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.01
23430 - Heavy Equipment Mechanic 31.42
23440 - Heavy Equipment Operator 33.68
23460 - Instrument Mechanic 29.69
23465 - Laboratory/Shelter Mechanic 28.14
23470 - Laborer 15.69
23510 - Locksmith 28.14
23530 - Machinery Maintenance Mechanic 29.14
23550 - Machinist Maintenance 20.69
23580 - Maintenance Trades Helper 17.73
23591 - Metrology Technician I 29.69
23592 - Metrology Technician II 31.22
23593 - Metrology Technician III 32.72
23640 - Millwright 29.69
23710 - Office Appliance Repairer 22.12
23760 - Painter Maintenance 24.12
23790 - Pipefitter Maintenance 34.34
23810 - Plumber Maintenance 32.62
23820 - Pneudraulic Systems Mechanic 29.69
23850 - Rigger 29.69
23870 - Scale Mechanic 26.64
23890 - Sheet-Metal Worker Maintenance 33.99
23910 - Small Engine Mechanic 26.64
23931 - Telecommunications Mechanic I 29.69

23932 - Telecommunications Mechanic II 31.22
23950 - Telephone Lineman 29.69
23960 - Welder Combination Maintenance 22.46
23965 - Well Driller 29.69
23970 - Woodcraft Worker 29.69
23980 - Woodworker 23.32
24000 - Personal Needs Occupations
24550 - Case Manager 17.41
24570 - Child Care Attendant 10.04
24580 - Child Care Center Clerk 12.53
24610 - Chore Aide 12.50
24620 - Family Readiness And Support Services Coordinator 17.41
24630 - Homemaker 17.41
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.69
25040 - Sewage Plant Operator 24.22
25070 - Stationary Engineer 29.69
25190 - Ventilation Equipment Tender 20.78
25210 - Water Treatment Plant Operator 24.22
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.61
27007 - Baggage Inspector 13.66
27008 - Corrections Officer 22.75
27010 - Court Security Officer 23.83
27030 - Detection Dog Handler 16.41
27040 - Detention Officer 22.75
27070 - Firefighter 23.24
27101 - Guard I 13.66
27102 - Guard II 16.41
27131 - Police Officer I 33.94
27132 - Police Officer II 37.71
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.67
28042 - Carnival Equipment Repairer 13.56
28043 - Carnival Worker 10.24
28210 - Gate Attendant/Gate Tender 13.52
28310 - Lifeguard 12.04
28350 - Park Attendant (Aide) 15.12
28510 - Recreation Aide/Health Facility Attendant 11.04
28515 - Recreation Specialist 18.73
28630 - Sports Official 12.04
28690 - Swimming Pool Operator 17.64
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.64
29020 - Hatch Tender 26.64
29030 - Line Handler 26.64
29041 - Stevedore I 25.02
29042 - Stevedore II 28.14
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 15.52
30022 - Archeological Technician II 17.37
30023 - Archeological Technician III 21.51
30030 - Cartographic Technician 21.51
30040 - Civil Engineering Technician 22.24
30051 - Cryogenic Technician I 23.83
30052 - Cryogenic Technician II 26.32
30061 - Drafter/CAD Operator I 15.52
30062 - Drafter/CAD Operator II 17.37
30063 - Drafter/CAD Operator III 19.37
30064 - Drafter/CAD Operator IV 23.83
30081 - Engineering Technician I 15.19
30082 - Engineering Technician II 17.41
30083 - Engineering Technician III 19.48
30084 - Engineering Technician IV 24.12
30085 - Engineering Technician V 29.52
30086 - Engineering Technician VI 32.47
30090 - Environmental Technician 21.51
30095 - Evidence Control Specialist 21.51
30210 - Laboratory Technician 19.51
30221 - Latent Fingerprint Technician I 23.83
30222 - Latent Fingerprint Technician II 26.32
30240 - Mathematical Technician 21.51
30361 - Paralegal/Legal Assistant I 18.84
30362 - Paralegal/Legal Assistant II 23.33
30363 - Paralegal/Legal Assistant III 28.55
30364 - Paralegal/Legal Assistant IV 34.53
30375 - Petroleum Supply Specialist 26.32
30390 - Photo-Optics Technician 21.51
30395 - Radiation Control Technician 26.32
30461 - Technical Writer I 22.39
30462 - Technical Writer II 27.38
30463 - Technical Writer III 33.13
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 23.83
30502 - Weather Forecaster II 28.99
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.37
30621 - Weather Observer Senior (see 2) 21.51
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 18.01
31030 - Bus Driver 23.81

31043 - Driver Courier	15.23
31260 - Parking and Lot Attendant	12.28
31290 - Shuttle Bus Driver	16.31
31310 - Taxi Driver	13.43
31361 - Truckdriver Light	16.31
31362 - Truckdriver Medium	17.51
31363 - Truckdriver Heavy	25.43
31364 - Truckdriver Tractor-Trailer	25.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.95
99050 - Desk Clerk	10.78
99095 - Embalmer	26.24
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.83
99252 - Laboratory Animal Caretaker II	14.81
99260 - Marketing Analyst	28.01
99310 - Mortician	26.24
99410 - Pest Controller	22.24
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.79
99711 - Recycling Specialist	19.49
99730 - Refuse Collector	15.43
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	15.33
99830 - Survey Party Chief	21.14
99831 - Surveying Aide	13.84
99832 - Surveying Technician	18.95
99840 - Vending Machine Attendant	19.35
99841 - Vending Machine Repairer	23.75
99842 - Vending Machine Repairer Helper	19.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5015
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Champaign Ford Piatt

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.45
01012 - Accounting Clerk II		17.34
01013 - Accounting Clerk III		19.41
01020 - Administrative Assistant		28.36
01035 - Court Reporter		17.13
01041 - Customer Service Representative I		12.82
01042 - Customer Service Representative II		14.41
01043 - Customer Service Representative III		15.72
01051 - Data Entry Operator I		14.04
01052 - Data Entry Operator II		15.32
01060 - Dispatcher Motor Vehicle		21.69
01070 - Document Preparation Clerk		13.63
01090 - Duplicating Machine Operator		13.63
01111 - General Clerk I		14.48
01112 - General Clerk II		15.80

01113 - General Clerk III 17.73
01120 - Housing Referral Assistant 19.09
01141 - Messenger Courier 12.78
01191 - Order Clerk I 15.34
01192 - Order Clerk II 16.74
01261 - Personnel Assistant (Employment) I 16.05
01262 - Personnel Assistant (Employment) II 17.96
01263 - Personnel Assistant (Employment) III 20.02
01270 - Production Control Clerk 26.70
01290 - Rental Clerk 11.69
01300 - Scheduler Maintenance 15.31
01311 - Secretary I 15.31
01312 - Secretary II 17.13
01313 - Secretary III 19.09
01320 - Service Order Dispatcher 19.38
01410 - Supply Technician 28.36
01420 - Survey Worker 16.03
01460 - Switchboard Operator/Receptionist 13.89
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 13.63
01612 - Word Processor II 15.31
01613 - Word Processor III 17.13
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.56
05010 - Automotive Electrician 18.92
05040 - Automotive Glass Installer 17.90
05070 - Automotive Worker 17.90
05110 - Mobile Equipment Servicer 15.99
05130 - Motor Equipment Metal Mechanic 19.95
05160 - Motor Equipment Metal Worker 17.90
05190 - Motor Vehicle Mechanic 19.95
05220 - Motor Vehicle Mechanic Helper 15.40
05250 - Motor Vehicle Upholstery Worker 17.41
05280 - Motor Vehicle Wrecker 17.90
05310 - Painter Automotive 18.92
05340 - Radiator Repair Specialist 17.90
05370 - Tire Repairer 13.37
05400 - Transmission Repair Specialist 19.95
07000 - Food Preparation And Service Occupations
07010 - Baker 13.14
07041 - Cook I 13.80
07042 - Cook II 15.82
07070 - Dishwasher 9.63
07130 - Food Service Worker 11.80
07210 - Meat Cutter 14.57
07260 - Waiter/Waitress 9.78
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.15

09040 - Furniture Handler 13.79
09080 - Furniture Refinisher 19.15
09090 - Furniture Refinisher Helper 15.17
09110 - Furniture Repairer Minor 17.03
09130 - Upholsterer 19.15
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.05
11060 - Elevator Operator 13.66
11090 - Gardener 18.48
11122 - Housekeeping Aide 13.66
11150 - Janitor 13.66
11210 - Laborer Grounds Maintenance 14.86
11240 - Maid or Houseman 10.76
11260 - Pruner 13.67
11270 - Tractor Operator 17.26
11330 - Trail Maintenance Worker 14.86
11360 - Window Cleaner 14.63
12000 - Health Occupations
12010 - Ambulance Driver 17.40
12011 - Breath Alcohol Technician 20.89
12012 - Certified Occupational Therapist Assistant 31.17
12015 - Certified Physical Therapist Assistant 30.49
12020 - Dental Assistant 19.35
12025 - Dental Hygienist 28.74
12030 - EKG Technician 29.36
12035 - Electroneurodiagnostic Technologist 29.36
12040 - Emergency Medical Technician 17.40
12071 - Licensed Practical Nurse I 18.67
12072 - Licensed Practical Nurse II 20.89
12073 - Licensed Practical Nurse III 23.29
12100 - Medical Assistant 16.24
12130 - Medical Laboratory Technician 24.04
12160 - Medical Record Clerk 17.35
12190 - Medical Record Technician 19.82
12195 - Medical Transcriptionist 18.67
12210 - Nuclear Medicine Technologist 45.91
12221 - Nursing Assistant I 11.24
12222 - Nursing Assistant II 12.64
12223 - Nursing Assistant III 13.79
12224 - Nursing Assistant IV 15.48
12235 - Optical Dispenser 17.25
12236 - Optical Technician 18.67
12250 - Pharmacy Technician 15.81
12280 - Phlebotomist 14.10
12305 - Radiologic Technologist 27.70
12311 - Registered Nurse I 23.66
12312 - Registered Nurse II 28.95
12313 - Registered Nurse II Specialist 28.95
12314 - Registered Nurse III 35.03
12315 - Registered Nurse III Anesthetist 35.03

12316 - Registered Nurse IV		41.98
12317 - Scheduler (Drug and Alcohol Testing)		25.88
12320 - Substance Abuse Treatment Counselor		22.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.63
13012 - Exhibits Specialist II		24.30
13013 - Exhibits Specialist III		29.74
13041 - Illustrator I		19.63
13042 - Illustrator II		24.30
13043 - Illustrator III		29.74
13047 - Librarian		26.88
13050 - Library Aide/Clerk		12.84
13054 - Library Information Technology Systems Administrator		24.27
13058 - Library Technician		21.03
13061 - Media Specialist I		17.54
13062 - Media Specialist II		19.63
13063 - Media Specialist III		21.87
13071 - Photographer I		16.47
13072 - Photographer II		18.43
13073 - Photographer III		22.82
13074 - Photographer IV		27.92
13075 - Photographer V		33.78
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		17.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.03
14042 - Computer Operator II		19.04
14043 - Computer Operator III		21.24
14044 - Computer Operator IV		23.60
14045 - Computer Operator V		26.14
14071 - Computer Programmer I	(see 1)	19.91
14072 - Computer Programmer II	(see 1)	24.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.03
14160 - Personal Computer Support Technician		23.60
14170 - System Support Specialist		30.08
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.11
15020 - Aircrew Training Devices Instructor (Rated)		34.00
15030 - Air Crew Training Devices Instructor (Pilot)		40.75
15050 - Computer Based Training Specialist / Instructor		28.11
15060 - Educational Technologist		28.20
15070 - Flight Instructor (Pilot)		40.75
15080 - Graphic Artist		21.08
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.68

15086 - Maintenance Test Pilot Rotary Wing 40.68
15088 - Non-Maintenance Test/Co-Pilot 40.68
15090 - Technical Instructor 25.86
15095 - Technical Instructor/Course Developer 32.30
15110 - Test Proctor 19.20
15120 - Tutor 19.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.49
16030 - Counter Attendant 14.49
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.49
16090 - Presser Hand 14.49
16110 - Presser Machine Drycleaning 14.49
16130 - Presser Machine Shirts 14.49
16160 - Presser Machine Wearing Apparel Laundry 14.49
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.49
19040 - Tool And Die Maker 28.90
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.38
21030 - Material Coordinator 26.70
21040 - Material Expediter 26.70
21050 - Material Handling Laborer 13.29
21071 - Order Filler 12.71
21080 - Production Line Worker (Food Processing) 16.38
21110 - Shipping Packer 16.08
21130 - Shipping/Receiving Clerk 16.08
21140 - Store Worker I 13.97
21150 - Stock Clerk 18.02
21210 - Tools And Parts Attendant 16.38
21410 - Warehouse Specialist 16.38
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.61
23019 - Aircraft Logs and Records Technician 24.38
23021 - Aircraft Mechanic I 29.11
23022 - Aircraft Mechanic II 30.61
23023 - Aircraft Mechanic III 32.10
23040 - Aircraft Mechanic Helper 21.21
23050 - Aircraft Painter 27.51
23060 - Aircraft Servicer 24.38
23070 - Aircraft Survival Flight Equipment Technician 27.51
23080 - Aircraft Worker 26.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.03
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.11
23110 - Appliance Mechanic 29.14

23120 - Bicycle Repairer	19.58
23125 - Cable Splicer	30.73
23130 - Carpenter Maintenance	32.35
23140 - Carpet Layer	25.07
23160 - Electrician Maintenance	38.93
23181 - Electronics Technician Maintenance I	27.58
23182 - Electronics Technician Maintenance II	29.14
23183 - Electronics Technician Maintenance III	30.73
23260 - Fabric Worker	25.83
23290 - Fire Alarm System Mechanic	30.73
23310 - Fire Extinguisher Repairer	24.06
23311 - Fuel Distribution System Mechanic	27.29
23312 - Fuel Distribution System Operator	21.53
23370 - General Maintenance Worker	20.97
23380 - Ground Support Equipment Mechanic	29.11
23381 - Ground Support Equipment Servicer	24.38
23382 - Ground Support Equipment Worker	26.03
23391 - Gunsmith I	24.06
23392 - Gunsmith II	27.58
23393 - Gunsmith III	30.73
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.86
23430 - Heavy Equipment Mechanic	30.73
23440 - Heavy Equipment Operator	40.76
23460 - Instrument Mechanic	30.73
23465 - Laboratory/Shelter Mechanic	29.14
23470 - Laborer	13.29
23510 - Locksmith	26.49
23530 - Machinery Maintenance Mechanic	24.71
23550 - Machinist Maintenance	21.07
23580 - Maintenance Trades Helper	17.04
23591 - Metrology Technician I	30.73
23592 - Metrology Technician II	32.32
23593 - Metrology Technician III	33.88
23640 - Millwright	30.73
23710 - Office Appliance Repairer	29.14
23760 - Painter Maintenance	29.36
23790 - Pipefitter Maintenance	39.26
23810 - Plumber Maintenance	37.10
23820 - Pneudraulic Systems Mechanic	30.73
23850 - Rigger	30.73
23870 - Scale Mechanic	27.58
23890 - Sheet-Metal Worker Maintenance	38.67
23910 - Small Engine Mechanic	27.58
23931 - Telecommunications Mechanic I	30.53
23932 - Telecommunications Mechanic II	32.10
23950 - Telephone Lineman	30.73
23960 - Welder Combination Maintenance	18.06

23965 - Well Driller	30.73
23970 - Woodcraft Worker	30.73
23980 - Woodworker	24.06
24000 - Personal Needs Occupations	
24550 - Case Manager	17.36
24570 - Child Care Attendant	11.47
24580 - Child Care Center Clerk	14.31
24610 - Chore Aide	13.37
24620 - Family Readiness And Support Services Coordinator	17.36
24630 - Homemaker	17.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.73
25040 - Sewage Plant Operator	27.27
25070 - Stationary Engineer	30.73
25190 - Ventilation Equipment Tender	22.46
25210 - Water Treatment Plant Operator	27.27
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.19
27007 - Baggage Inspector	16.46
27008 - Corrections Officer	26.33
27010 - Court Security Officer	27.59
27030 - Detection Dog Handler	18.41
27040 - Detention Officer	26.33
27070 - Firefighter	27.59
27101 - Guard I	16.46
27102 - Guard II	18.41
27131 - Police Officer I	28.69
27132 - Police Officer II	31.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	15.14
28043 - Carnival Worker	12.39
28210 - Gate Attendant/Gate Tender	13.91
28310 - Lifeguard	12.20
28350 - Park Attendant (Aide)	15.56
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	18.98
28630 - Sports Official	12.39
28690 - Swimming Pool Operator	23.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.01
29020 - Hatch Tender	28.01
29030 - Line Handler	28.01
29041 - Stevedore I	26.23
29042 - Stevedore II	29.60
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.85
30022 - Archeological Technician II		19.97
30023 - Archeological Technician III		24.74
30030 - Cartographic Technician		24.74
30040 - Civil Engineering Technician		31.30
30051 - Cryogenic Technician I		27.40
30052 - Cryogenic Technician II		30.26
30061 - Drafter/CAD Operator I		17.85
30062 - Drafter/CAD Operator II		19.97
30063 - Drafter/CAD Operator III		22.26
30064 - Drafter/CAD Operator IV		27.40
30081 - Engineering Technician I		15.19
30082 - Engineering Technician II		17.41
30083 - Engineering Technician III		19.48
30084 - Engineering Technician IV		24.12
30085 - Engineering Technician V		29.52
30086 - Engineering Technician VI		32.78
30090 - Environmental Technician		24.74
30095 - Evidence Control Specialist		24.74
30210 - Laboratory Technician		24.31
30221 - Latent Fingerprint Technician I		27.40
30222 - Latent Fingerprint Technician II		30.26
30240 - Mathematical Technician		24.74
30361 - Paralegal/Legal Assistant I		18.81
30362 - Paralegal/Legal Assistant II		23.29
30363 - Paralegal/Legal Assistant III		28.49
30364 - Paralegal/Legal Assistant IV		34.47
30375 - Petroleum Supply Specialist		30.26
30390 - Photo-Optics Technician		24.74
30395 - Radiation Control Technician		30.26
30461 - Technical Writer I		24.74
30462 - Technical Writer II		30.26
30463 - Technical Writer III		36.61
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.40
30502 - Weather Forecaster II		33.32
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.26
30621 - Weather Observer Senior	(see 2)	24.74
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.96
31030 - Bus Driver		21.29
31043 - Driver Courier		16.84
31260 - Parking and Lot Attendant		12.46
31290 - Shuttle Bus Driver		18.03

31310 - Taxi Driver	13.39
31361 - Truckdriver Light	18.03
31362 - Truckdriver Medium	19.35
31363 - Truckdriver Heavy	20.43
31364 - Truckdriver Tractor-Trailer	20.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.60
99050 - Desk Clerk	11.46
99095 - Embalmer	26.66
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.58
99252 - Laboratory Animal Caretaker II	14.54
99260 - Marketing Analyst	26.52
99310 - Mortician	26.66
99410 - Pest Controller	21.26
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.66
99711 - Recycling Specialist	18.19
99730 - Refuse Collector	14.40
99810 - Sales Clerk	12.42
99820 - School Crossing Guard	14.88
99830 - Survey Party Chief	23.25
99831 - Surveying Aide	15.22
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	18.50
99841 - Vending Machine Repairer	22.63
99842 - Vending Machine Repairer Helper	18.50

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5016
Revision No.: 12
Date Of Last Revision: 06/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Champaign Ford Piatt

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.45
01012 - Accounting Clerk II		17.34
01013 - Accounting Clerk III		19.41
01020 - Administrative Assistant		28.36
01035 - Court Reporter		17.13
01041 - Customer Service Representative I		12.82
01042 - Customer Service Representative II		14.41
01043 - Customer Service Representative III		15.72
01051 - Data Entry Operator I		14.04
01052 - Data Entry Operator II		15.32
01060 - Dispatcher Motor Vehicle		21.69
01070 - Document Preparation Clerk		13.63

01090 - Duplicating Machine Operator 13.63
01111 - General Clerk I 14.48
01112 - General Clerk II 15.80
01113 - General Clerk III 17.73
01120 - Housing Referral Assistant 19.09
01141 - Messenger Courier 12.78
01191 - Order Clerk I 15.34
01192 - Order Clerk II 16.74
01261 - Personnel Assistant (Employment) I 16.05
01262 - Personnel Assistant (Employment) II 17.96
01263 - Personnel Assistant (Employment) III 20.02
01270 - Production Control Clerk 26.70
01290 - Rental Clerk 11.69
01300 - Scheduler Maintenance 15.31
01311 - Secretary I 15.31
01312 - Secretary II 17.13
01313 - Secretary III 19.09
01320 - Service Order Dispatcher 19.38
01410 - Supply Technician 28.36
01420 - Survey Worker 16.03
01460 - Switchboard Operator/Receptionist 13.89
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 13.63
01612 - Word Processor II 15.31
01613 - Word Processor III 17.13
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.56
05010 - Automotive Electrician 18.92
05040 - Automotive Glass Installer 17.90
05070 - Automotive Worker 17.90
05110 - Mobile Equipment Servicer 15.99
05130 - Motor Equipment Metal Mechanic 19.95
05160 - Motor Equipment Metal Worker 17.90
05190 - Motor Vehicle Mechanic 19.95
05220 - Motor Vehicle Mechanic Helper 15.40
05250 - Motor Vehicle Upholstery Worker 17.41
05280 - Motor Vehicle Wrecker 17.90
05310 - Painter Automotive 18.92
05340 - Radiator Repair Specialist 17.90
05370 - Tire Repairer 13.37
05400 - Transmission Repair Specialist 19.95
07000 - Food Preparation And Service Occupations
07010 - Baker 13.14
07041 - Cook I 13.80
07042 - Cook II 15.82
07070 - Dishwasher 9.63
07130 - Food Service Worker 11.80
07210 - Meat Cutter 14.57

07260 - Waiter/Waitress	9.78
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.15
09040 - Furniture Handler	13.79
09080 - Furniture Refinisher	19.15
09090 - Furniture Refinisher Helper	15.17
09110 - Furniture Repairer Minor	17.03
09130 - Upholsterer	19.15
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.05
11060 - Elevator Operator	13.66
11090 - Gardener	18.48
11122 - Housekeeping Aide	13.66
11150 - Janitor	13.66
11210 - Laborer Grounds Maintenance	14.86
11240 - Maid or Houseman	10.76
11260 - Pruner	13.67
11270 - Tractor Operator	17.26
11330 - Trail Maintenance Worker	14.86
11360 - Window Cleaner	14.63
12000 - Health Occupations	
12010 - Ambulance Driver	17.40
12011 - Breath Alcohol Technician	20.89
12012 - Certified Occupational Therapist Assistant	31.17
12015 - Certified Physical Therapist Assistant	30.49
12020 - Dental Assistant	19.35
12025 - Dental Hygienist	28.74
12030 - EKG Technician	29.36
12035 - Electroneurodiagnostic Technologist	29.36
12040 - Emergency Medical Technician	17.40
12071 - Licensed Practical Nurse I	18.67
12072 - Licensed Practical Nurse II	20.89
12073 - Licensed Practical Nurse III	23.29
12100 - Medical Assistant	16.24
12130 - Medical Laboratory Technician	24.04
12160 - Medical Record Clerk	17.35
12190 - Medical Record Technician	19.82
12195 - Medical Transcriptionist	18.67
12210 - Nuclear Medicine Technologist	45.91
12221 - Nursing Assistant I	11.24
12222 - Nursing Assistant II	12.64
12223 - Nursing Assistant III	13.79
12224 - Nursing Assistant IV	15.48
12235 - Optical Dispenser	17.25
12236 - Optical Technician	18.67
12250 - Pharmacy Technician	15.81
12280 - Phlebotomist	14.10
12305 - Radiologic Technologist	27.70
12311 - Registered Nurse I	23.66
12312 - Registered Nurse II	28.95

12313 - Registered Nurse II Specialist		28.95
12314 - Registered Nurse III		35.03
12315 - Registered Nurse III Anesthetist		35.03
12316 - Registered Nurse IV		41.98
12317 - Scheduler (Drug and Alcohol Testing)		25.88
12320 - Substance Abuse Treatment Counselor		22.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.63
13012 - Exhibits Specialist II		24.30
13013 - Exhibits Specialist III		29.74
13041 - Illustrator I		19.63
13042 - Illustrator II		24.30
13043 - Illustrator III		29.74
13047 - Librarian		26.88
13050 - Library Aide/Clerk		12.84
13054 - Library Information Technology Systems Administrator		24.27
13058 - Library Technician		21.03
13061 - Media Specialist I		17.54
13062 - Media Specialist II		19.63
13063 - Media Specialist III		21.87
13071 - Photographer I		16.47
13072 - Photographer II		18.43
13073 - Photographer III		22.82
13074 - Photographer IV		27.92
13075 - Photographer V		33.78
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		17.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.03
14042 - Computer Operator II		19.04
14043 - Computer Operator III		21.24
14044 - Computer Operator IV		23.60
14045 - Computer Operator V		26.14
14071 - Computer Programmer I	(see 1)	19.91
14072 - Computer Programmer II	(see 1)	24.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.03
14160 - Personal Computer Support Technician		23.60
14170 - System Support Specialist		30.08
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.11
15020 - Aircrew Training Devices Instructor (Rated)		34.00
15030 - Air Crew Training Devices Instructor (Pilot)		40.75
15050 - Computer Based Training Specialist / Instructor		28.11
15060 - Educational Technologist		28.20

15070 - Flight Instructor (Pilot) 40.75
15080 - Graphic Artist 21.08
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.68
15086 - Maintenance Test Pilot Rotary Wing 40.68
15088 - Non-Maintenance Test/Co-Pilot 40.68
15090 - Technical Instructor 25.86
15095 - Technical Instructor/Course Developer 32.30
15110 - Test Proctor 19.20
15120 - Tutor 19.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.49
16030 - Counter Attendant 14.49
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.49
16090 - Presser Hand 14.49
16110 - Presser Machine Drycleaning 14.49
16130 - Presser Machine Shirts 14.49
16160 - Presser Machine Wearing Apparel Laundry 14.49
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.49
19040 - Tool And Die Maker 28.90
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.38
21030 - Material Coordinator 26.70
21040 - Material Expediter 26.70
21050 - Material Handling Laborer 13.29
21071 - Order Filler 12.71
21080 - Production Line Worker (Food Processing) 16.38
21110 - Shipping Packer 16.08
21130 - Shipping/Receiving Clerk 16.08
21140 - Store Worker I 13.97
21150 - Stock Clerk 18.02
21210 - Tools And Parts Attendant 16.38
21410 - Warehouse Specialist 16.38
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.61
23019 - Aircraft Logs and Records Technician 24.38
23021 - Aircraft Mechanic I 29.11
23022 - Aircraft Mechanic II 30.61
23023 - Aircraft Mechanic III 32.10
23040 - Aircraft Mechanic Helper 21.21
23050 - Aircraft Painter 27.51
23060 - Aircraft Servicer 24.38
23070 - Aircraft Survival Flight Equipment Technician 27.51
23080 - Aircraft Worker 26.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.03

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.11
23110 - Appliance Mechanic 29.14
23120 - Bicycle Repairer 19.58
23125 - Cable Splicer 30.73
23130 - Carpenter Maintenance 32.35
23140 - Carpet Layer 25.07
23160 - Electrician Maintenance 38.93
23181 - Electronics Technician Maintenance I 27.58
23182 - Electronics Technician Maintenance II 29.14
23183 - Electronics Technician Maintenance III 30.73
23260 - Fabric Worker 25.83
23290 - Fire Alarm System Mechanic 30.73
23310 - Fire Extinguisher Repairer 24.06
23311 - Fuel Distribution System Mechanic 27.29
23312 - Fuel Distribution System Operator 21.53
23370 - General Maintenance Worker 20.97
23380 - Ground Support Equipment Mechanic 29.11
23381 - Ground Support Equipment Servicer 24.38
23382 - Ground Support Equipment Worker 26.03
23391 - Gunsmith I 24.06
23392 - Gunsmith II 27.58
23393 - Gunsmith III 30.73
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.86
23430 - Heavy Equipment Mechanic 30.73
23440 - Heavy Equipment Operator 40.76
23460 - Instrument Mechanic 30.73
23465 - Laboratory/Shelter Mechanic 29.14
23470 - Laborer 13.29
23510 - Locksmith 26.49
23530 - Machinery Maintenance Mechanic 24.71
23550 - Machinist Maintenance 21.07
23580 - Maintenance Trades Helper 17.04
23591 - Metrology Technician I 30.73
23592 - Metrology Technician II 32.32
23593 - Metrology Technician III 33.88
23640 - Millwright 30.73
23710 - Office Appliance Repairer 29.14
23760 - Painter Maintenance 29.36
23790 - Pipefitter Maintenance 39.26
23810 - Plumber Maintenance 37.10
23820 - Pneudraulic Systems Mechanic 30.73
23850 - Rigger 30.73
23870 - Scale Mechanic 27.58
23890 - Sheet-Metal Worker Maintenance 38.67
23910 - Small Engine Mechanic 27.58
23931 - Telecommunications Mechanic I 30.53

23932 - Telecommunications Mechanic II	32.10
23950 - Telephone Lineman	30.73
23960 - Welder Combination Maintenance	18.06
23965 - Well Driller	30.73
23970 - Woodcraft Worker	30.73
23980 - Woodworker	24.06
24000 - Personal Needs Occupations	
24550 - Case Manager	17.36
24570 - Child Care Attendant	11.47
24580 - Child Care Center Clerk	14.31
24610 - Chore Aide	13.37
24620 - Family Readiness And Support Services Coordinator	17.36
24630 - Homemaker	17.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.73
25040 - Sewage Plant Operator	27.27
25070 - Stationary Engineer	30.73
25190 - Ventilation Equipment Tender	22.46
25210 - Water Treatment Plant Operator	27.27
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.19
27007 - Baggage Inspector	16.46
27008 - Corrections Officer	26.33
27010 - Court Security Officer	27.59
27030 - Detection Dog Handler	18.41
27040 - Detention Officer	26.33
27070 - Firefighter	27.59
27101 - Guard I	16.46
27102 - Guard II	18.41
27131 - Police Officer I	28.69
27132 - Police Officer II	31.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	15.14
28043 - Carnival Worker	12.39
28210 - Gate Attendant/Gate Tender	13.91
28310 - Lifeguard	12.20
28350 - Park Attendant (Aide)	15.56
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	18.98
28630 - Sports Official	12.39
28690 - Swimming Pool Operator	23.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.01
29020 - Hatch Tender	28.01
29030 - Line Handler	28.01
29041 - Stevedore I	26.23
29042 - Stevedore II	29.60
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.85
30022 - Archeological Technician II 19.97
30023 - Archeological Technician III 24.74
30030 - Cartographic Technician 24.74
30040 - Civil Engineering Technician 31.30
30051 - Cryogenic Technician I 27.40
30052 - Cryogenic Technician II 30.26
30061 - Drafter/CAD Operator I 17.85
30062 - Drafter/CAD Operator II 19.97
30063 - Drafter/CAD Operator III 22.26
30064 - Drafter/CAD Operator IV 27.40
30081 - Engineering Technician I 15.19
30082 - Engineering Technician II 17.41
30083 - Engineering Technician III 19.48
30084 - Engineering Technician IV 24.12
30085 - Engineering Technician V 29.52
30086 - Engineering Technician VI 32.78
30090 - Environmental Technician 24.74
30095 - Evidence Control Specialist 24.74
30210 - Laboratory Technician 24.31
30221 - Latent Fingerprint Technician I 27.40
30222 - Latent Fingerprint Technician II 30.26
30240 - Mathematical Technician 24.74
30361 - Paralegal/Legal Assistant I 18.81
30362 - Paralegal/Legal Assistant II 23.29
30363 - Paralegal/Legal Assistant III 28.49
30364 - Paralegal/Legal Assistant IV 34.47
30375 - Petroleum Supply Specialist 30.26
30390 - Photo-Optics Technician 24.74
30395 - Radiation Control Technician 30.26
30461 - Technical Writer I 24.74
30462 - Technical Writer II 30.26
30463 - Technical Writer III 36.61
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.40
30502 - Weather Forecaster II 33.32
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.26
30621 - Weather Observer Senior (see 2) 24.74
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.96
31030 - Bus Driver 21.29

31043 - Driver Courier	16.84
31260 - Parking and Lot Attendant	12.46
31290 - Shuttle Bus Driver	18.03
31310 - Taxi Driver	13.39
31361 - Truckdriver Light	18.03
31362 - Truckdriver Medium	19.35
31363 - Truckdriver Heavy	20.43
31364 - Truckdriver Tractor-Trailer	20.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.60
99050 - Desk Clerk	11.46
99095 - Embalmer	26.66
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.58
99252 - Laboratory Animal Caretaker II	14.54
99260 - Marketing Analyst	26.52
99310 - Mortician	26.66
99410 - Pest Controller	21.26
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.66
99711 - Recycling Specialist	18.19
99730 - Refuse Collector	14.40
99810 - Sales Clerk	12.42
99820 - School Crossing Guard	14.88
99830 - Survey Party Chief	23.25
99831 - Surveying Aide	15.22
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	18.50
99841 - Vending Machine Repairer	22.63
99842 - Vending Machine Repairer Helper	18.50

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5017
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Cook Du Page McHenry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		29.03
01035 - Court Reporter		22.28
01041 - Customer Service Representative I		14.65
01042 - Customer Service Representative II		16.47
01043 - Customer Service Representative III		17.97
01051 - Data Entry Operator I		16.25
01052 - Data Entry Operator II		17.73
01060 - Dispatcher Motor Vehicle		24.18
01070 - Document Preparation Clerk		18.54
01090 - Duplicating Machine Operator		18.54
01111 - General Clerk I		14.14
01112 - General Clerk II		15.42

01113 - General Clerk III	17.31
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	15.67
01191 - Order Clerk I	16.20
01192 - Order Clerk II	17.68
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	24.27
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.62
01410 - Supply Technician	29.03
01420 - Survey Worker	19.19
01460 - Switchboard Operator/Receptionist	14.98
01531 - Travel Clerk I	17.64
01532 - Travel Clerk II	19.09
01533 - Travel Clerk III	20.65
01611 - Word Processor I	17.51
01612 - Word Processor II	19.65
01613 - Word Processor III	21.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.97
05010 - Automotive Electrician	24.16
05040 - Automotive Glass Installer	23.05
05070 - Automotive Worker	23.05
05110 - Mobile Equipment Servicer	20.85
05130 - Motor Equipment Metal Mechanic	27.79
05160 - Motor Equipment Metal Worker	23.05
05190 - Motor Vehicle Mechanic	27.79
05220 - Motor Vehicle Mechanic Helper	19.73
05250 - Motor Vehicle Upholstery Worker	21.96
05280 - Motor Vehicle Wrecker	23.09
05310 - Painter Automotive	24.16
05340 - Radiator Repair Specialist	23.05
05370 - Tire Repairer	15.92
05400 - Transmission Repair Specialist	27.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.71
07041 - Cook I	13.88
07042 - Cook II	15.67
07070 - Dishwasher	12.01
07130 - Food Service Worker	12.87
07210 - Meat Cutter	15.33
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.06

09040 - Furniture Handler 14.52
09080 - Furniture Refinisher 20.06
09090 - Furniture Refinisher Helper 16.37
09110 - Furniture Repairer Minor 18.23
09130 - Upholsterer 20.05
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.32
11060 - Elevator Operator 14.13
11090 - Gardener 19.66
11122 - Housekeeping Aide 14.13
11150 - Janitor 14.13
11210 - Laborer Grounds Maintenance 15.63
11240 - Maid or Houseman 12.76
11260 - Pruner 14.31
11270 - Tractor Operator 18.36
11330 - Trail Maintenance Worker 15.63
11360 - Window Cleaner 15.44
12000 - Health Occupations
12010 - Ambulance Driver 21.04
12011 - Breath Alcohol Technician 24.29
12012 - Certified Occupational Therapist Assistant 31.73
12015 - Certified Physical Therapist Assistant 30.09
12020 - Dental Assistant 19.76
12025 - Dental Hygienist 37.42
12030 - EKG Technician 30.87
12035 - Electroneurodiagnostic Technologist 30.87
12040 - Emergency Medical Technician 21.04
12071 - Licensed Practical Nurse I 21.71
12072 - Licensed Practical Nurse II 24.29
12073 - Licensed Practical Nurse III 27.08
12100 - Medical Assistant 17.48
12130 - Medical Laboratory Technician 26.30
12160 - Medical Record Clerk 19.07
12190 - Medical Record Technician 23.47
12195 - Medical Transcriptionist 17.07
12210 - Nuclear Medicine Technologist 42.13
12221 - Nursing Assistant I 12.35
12222 - Nursing Assistant II 13.88
12223 - Nursing Assistant III 15.15
12224 - Nursing Assistant IV 17.01
12235 - Optical Dispenser 17.19
12236 - Optical Technician 19.62
12250 - Pharmacy Technician 15.77
12280 - Phlebotomist 17.58
12305 - Radiologic Technologist 32.46
12311 - Registered Nurse I 29.17
12312 - Registered Nurse II 32.57
12313 - Registered Nurse II Specialist 32.57
12314 - Registered Nurse III 38.43
12315 - Registered Nurse III Anesthetist 38.43

12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		30.09
12320 - Substance Abuse Treatment Counselor		21.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.92
13012 - Exhibits Specialist II		27.16
13013 - Exhibits Specialist III		33.22
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		35.08
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.01
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.50
13072 - Photographer II		20.70
13073 - Photographer III		25.64
13074 - Photographer IV		31.35
13075 - Photographer V		37.94
13090 - Technical Order Library Clerk		17.20
13110 - Video Teleconference Technician		19.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		33.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		32.47
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		27.67
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.08

15086 - Maintenance Test Pilot Rotary Wing 43.08
15088 - Non-Maintenance Test/Co-Pilot 43.08
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 31.46
15110 - Test Proctor 20.76
15120 - Tutor 20.76
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.40
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.48
21030 - Material Coordinator 24.27
21040 - Material Expediter 24.27
21050 - Material Handling Laborer 18.12
21071 - Order Filler 15.18
21080 - Production Line Worker (Food Processing) 17.48
21110 - Shipping Packer 17.00
21130 - Shipping/Receiving Clerk 17.00
21140 - Store Worker I 15.68
21150 - Stock Clerk 20.55
21210 - Tools And Parts Attendant 17.48
21410 - Warehouse Specialist 17.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 30.18
23021 - Aircraft Mechanic I 35.59
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.87
23040 - Aircraft Mechanic Helper 26.52
23050 - Aircraft Painter 33.77
23060 - Aircraft Servicer 30.18
23070 - Aircraft Survival Flight Equipment Technician 33.77
23080 - Aircraft Worker 32.00
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.00
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.59
23110 - Appliance Mechanic 27.22

23120 - Bicycle Repairer 21.19
23125 - Cable Splicer 40.55
23130 - Carpenter Maintenance 39.71
23140 - Carpet Layer 32.44
23160 - Electrician Maintenance 41.77
23181 - Electronics Technician Maintenance I 27.58
23182 - Electronics Technician Maintenance II 29.11
23183 - Electronics Technician Maintenance III 30.66
23260 - Fabric Worker 27.96
23290 - Fire Alarm System Mechanic 28.80
23310 - Fire Extinguisher Repairer 26.69
23311 - Fuel Distribution System Mechanic 35.05
23312 - Fuel Distribution System Operator 27.97
23370 - General Maintenance Worker 23.74
23380 - Ground Support Equipment Mechanic 35.59
23381 - Ground Support Equipment Servicer 30.18
23382 - Ground Support Equipment Worker 32.00
23391 - Gunsmith I 26.69
23392 - Gunsmith II 30.13
23393 - Gunsmith III 33.50
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.27
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.81
23430 - Heavy Equipment Mechanic 31.12
23440 - Heavy Equipment Operator 42.62
23460 - Instrument Mechanic 33.80
23465 - Laboratory/Shelter Mechanic 31.80
23470 - Laborer 13.78
23510 - Locksmith 26.26
23530 - Machinery Maintenance Mechanic 27.15
23550 - Machinist Maintenance 27.46
23580 - Maintenance Trades Helper 16.14
23591 - Metrology Technician I 33.80
23592 - Metrology Technician II 35.52
23593 - Metrology Technician III 36.93
23640 - Millwright 31.97
23710 - Office Appliance Repairer 23.17
23760 - Painter Maintenance 27.38
23790 - Pipefitter Maintenance 45.24
23810 - Plumber Maintenance 42.95
23820 - Pneudraulic Systems Mechanic 33.50
23850 - Rigger 34.76
23870 - Scale Mechanic 30.13
23890 - Sheet-Metal Worker Maintenance 41.97
23910 - Small Engine Mechanic 22.69
23931 - Telecommunications Mechanic I 30.01
23932 - Telecommunications Mechanic II 31.54
23950 - Telephone Lineman 34.65
23960 - Welder Combination Maintenance 20.97

23965 - Well Driller		36.85
23970 - Woodcraft Worker		33.50
23980 - Woodworker		26.69
24000 - Personal Needs Occupations		
24550 - Case Manager		17.01
24570 - Child Care Attendant		11.43
24580 - Child Care Center Clerk		14.27
24610 - Chore Aide		12.04
24620 - Family Readiness And Support Services Coordinator		17.01
24630 - Homemaker		17.01
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		43.29
25040 - Sewage Plant Operator		31.86
25070 - Stationary Engineer		43.29
25190 - Ventilation Equipment Tender		32.21
25210 - Water Treatment Plant Operator		31.86
27000 - Protective Service Occupations		
27004 - Alarm Monitor		26.63
27007 - Baggage Inspector		14.69
27008 - Corrections Officer		32.85
27010 - Court Security Officer		32.47
27030 - Detection Dog Handler		16.66
27040 - Detention Officer		32.85
27070 - Firefighter		34.35
27101 - Guard I		14.69
27102 - Guard II		16.66
27131 - Police Officer I		38.41
27132 - Police Officer II		42.68
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.11
28042 - Carnival Equipment Repairer		15.10
28043 - Carnival Worker		11.00
28210 - Gate Attendant/Gate Tender		16.44
28310 - Lifeguard		13.10
28350 - Park Attendant (Aide)		18.37
28510 - Recreation Aide/Health Facility Attendant		11.81
28515 - Recreation Specialist		20.04
28630 - Sports Official		14.64
28690 - Swimming Pool Operator		18.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.56
29020 - Hatch Tender		27.56
29030 - Line Handler		27.56
29041 - Stevedore I		26.00
29042 - Stevedore II		29.08
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.24
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.59

30021 - Archeological Technician I		20.03
30022 - Archeological Technician II		22.41
30023 - Archeological Technician III		27.76
30030 - Cartographic Technician		27.76
30040 - Civil Engineering Technician		32.60
30051 - Cryogenic Technician I		30.74
30052 - Cryogenic Technician II		33.95
30061 - Drafter/CAD Operator I		20.03
30062 - Drafter/CAD Operator II		22.41
30063 - Drafter/CAD Operator III		24.98
30064 - Drafter/CAD Operator IV		30.74
30081 - Engineering Technician I		18.16
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		45.66
30090 - Environmental Technician		24.39
30095 - Evidence Control Specialist		27.76
30210 - Laboratory Technician		23.41
30221 - Latent Fingerprint Technician I		37.22
30222 - Latent Fingerprint Technician II		41.12
30240 - Mathematical Technician		27.76
30361 - Paralegal/Legal Assistant I		22.52
30362 - Paralegal/Legal Assistant II		27.90
30363 - Paralegal/Legal Assistant III		34.13
30364 - Paralegal/Legal Assistant IV		41.29
30375 - Petroleum Supply Specialist		33.95
30390 - Photo-Optics Technician		27.76
30395 - Radiation Control Technician		33.95
30461 - Technical Writer I		26.76
30462 - Technical Writer II		32.65
30463 - Technical Writer III		39.34
30491 - Unexploded Ordnance (UXO) Technician I		28.11
30492 - Unexploded Ordnance (UXO) Technician II		34.01
30493 - Unexploded Ordnance (UXO) Technician III		40.77
30494 - Unexploded (UXO) Safety Escort		28.11
30495 - Unexploded (UXO) Sweep Personnel		28.11
30501 - Weather Forecaster I		30.74
30502 - Weather Forecaster II		37.40
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.98
30621 - Weather Observer Senior	(see 2)	27.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.01
31020 - Bus Aide		22.89
31030 - Bus Driver		30.61
31043 - Driver Courier		19.82
31260 - Parking and Lot Attendant		12.59
31290 - Shuttle Bus Driver		21.43

31310 - Taxi Driver	16.70
31361 - Truckdriver Light	21.43
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.15
31364 - Truckdriver Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	11.47
99050 - Desk Clerk	12.34
99095 - Embalmer	36.98
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	14.03
99252 - Laboratory Animal Caretaker II	15.43
99260 - Marketing Analyst	29.63
99310 - Mortician	36.98
99410 - Pest Controller	19.86
99510 - Photofinishing Worker	19.20
99710 - Recycling Laborer	35.44
99711 - Recycling Specialist	41.64
99730 - Refuse Collector	32.45
99810 - Sales Clerk	13.81
99820 - School Crossing Guard	16.35
99830 - Survey Party Chief	30.76
99831 - Surveying Aide	19.29
99832 - Surveying Technician	26.44
99840 - Vending Machine Attendant	16.09
99841 - Vending Machine Repairer	19.18
99842 - Vending Machine Repairer Helper	16.09

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5018
Revision No.: 16
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Cook Du Page McHenry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		29.03
01035 - Court Reporter		22.28
01041 - Customer Service Representative I		14.65
01042 - Customer Service Representative II		16.47
01043 - Customer Service Representative III		17.97
01051 - Data Entry Operator I		16.25
01052 - Data Entry Operator II		17.73
01060 - Dispatcher Motor Vehicle		24.18
01070 - Document Preparation Clerk		18.54

01090 - Duplicating Machine Operator	18.54
01111 - General Clerk I	14.14
01112 - General Clerk II	15.42
01113 - General Clerk III	17.31
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	15.67
01191 - Order Clerk I	16.20
01192 - Order Clerk II	17.68
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	24.27
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.62
01410 - Supply Technician	29.03
01420 - Survey Worker	19.19
01460 - Switchboard Operator/Receptionist	14.98
01531 - Travel Clerk I	17.64
01532 - Travel Clerk II	19.09
01533 - Travel Clerk III	20.65
01611 - Word Processor I	17.51
01612 - Word Processor II	19.65
01613 - Word Processor III	21.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.97
05010 - Automotive Electrician	24.16
05040 - Automotive Glass Installer	23.05
05070 - Automotive Worker	23.05
05110 - Mobile Equipment Servicer	20.85
05130 - Motor Equipment Metal Mechanic	27.79
05160 - Motor Equipment Metal Worker	23.05
05190 - Motor Vehicle Mechanic	27.79
05220 - Motor Vehicle Mechanic Helper	19.73
05250 - Motor Vehicle Upholstery Worker	21.96
05280 - Motor Vehicle Wrecker	23.09
05310 - Painter Automotive	24.16
05340 - Radiator Repair Specialist	23.05
05370 - Tire Repairer	15.92
05400 - Transmission Repair Specialist	27.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.71
07041 - Cook I	13.88
07042 - Cook II	15.67
07070 - Dishwasher	12.01
07130 - Food Service Worker	12.87
07210 - Meat Cutter	15.33

07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.06
09040 - Furniture Handler	14.52
09080 - Furniture Refinisher	20.06
09090 - Furniture Refinisher Helper	16.37
09110 - Furniture Repairer Minor	18.23
09130 - Upholsterer	20.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.32
11060 - Elevator Operator	14.13
11090 - Gardener	19.66
11122 - Housekeeping Aide	14.13
11150 - Janitor	14.13
11210 - Laborer Grounds Maintenance	15.63
11240 - Maid or Houseman	12.76
11260 - Pruner	14.31
11270 - Tractor Operator	18.36
11330 - Trail Maintenance Worker	15.63
11360 - Window Cleaner	15.44
12000 - Health Occupations	
12010 - Ambulance Driver	21.04
12011 - Breath Alcohol Technician	24.29
12012 - Certified Occupational Therapist Assistant	31.73
12015 - Certified Physical Therapist Assistant	30.09
12020 - Dental Assistant	19.76
12025 - Dental Hygienist	37.42
12030 - EKG Technician	30.87
12035 - Electroneurodiagnostic Technologist	30.87
12040 - Emergency Medical Technician	21.04
12071 - Licensed Practical Nurse I	21.71
12072 - Licensed Practical Nurse II	24.29
12073 - Licensed Practical Nurse III	27.08
12100 - Medical Assistant	17.48
12130 - Medical Laboratory Technician	26.30
12160 - Medical Record Clerk	19.07
12190 - Medical Record Technician	23.47
12195 - Medical Transcriptionist	17.07
12210 - Nuclear Medicine Technologist	42.13
12221 - Nursing Assistant I	12.35
12222 - Nursing Assistant II	13.88
12223 - Nursing Assistant III	15.15
12224 - Nursing Assistant IV	17.01
12235 - Optical Dispenser	17.19
12236 - Optical Technician	19.62
12250 - Pharmacy Technician	15.77
12280 - Phlebotomist	17.58
12305 - Radiologic Technologist	32.46
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57

12313 - Registered Nurse II Specialist		32.57
12314 - Registered Nurse III		38.43
12315 - Registered Nurse III Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		30.09
12320 - Substance Abuse Treatment Counselor		21.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.92
13012 - Exhibits Specialist II		27.16
13013 - Exhibits Specialist III		33.22
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		35.08
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.01
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.50
13072 - Photographer II		20.70
13073 - Photographer III		25.64
13074 - Photographer IV		31.35
13075 - Photographer V		37.94
13090 - Technical Order Library Clerk		17.20
13110 - Video Teleconference Technician		19.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		33.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		32.47

15070 - Flight Instructor (Pilot) 46.94
15080 - Graphic Artist 27.67
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.08
15086 - Maintenance Test Pilot Rotary Wing 43.08
15088 - Non-Maintenance Test/Co-Pilot 43.08
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 31.46
15110 - Test Proctor 20.76
15120 - Tutor 20.76
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.40
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.48
21030 - Material Coordinator 24.27
21040 - Material Expediter 24.27
21050 - Material Handling Laborer 18.12
21071 - Order Filler 15.18
21080 - Production Line Worker (Food Processing) 17.48
21110 - Shipping Packer 17.00
21130 - Shipping/Receiving Clerk 17.00
21140 - Store Worker I 15.68
21150 - Stock Clerk 20.55
21210 - Tools And Parts Attendant 17.48
21410 - Warehouse Specialist 17.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 30.18
23021 - Aircraft Mechanic I 35.59
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.87
23040 - Aircraft Mechanic Helper 26.52
23050 - Aircraft Painter 33.77
23060 - Aircraft Servicer 30.18
23070 - Aircraft Survival Flight Equipment Technician 33.77
23080 - Aircraft Worker 32.00
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.00

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.59
23110 - Appliance Mechanic 27.22
23120 - Bicycle Repairer 21.19
23125 - Cable Splicer 40.55
23130 - Carpenter Maintenance 39.71
23140 - Carpet Layer 32.44
23160 - Electrician Maintenance 41.77
23181 - Electronics Technician Maintenance I 27.58
23182 - Electronics Technician Maintenance II 29.11
23183 - Electronics Technician Maintenance III 30.66
23260 - Fabric Worker 27.96
23290 - Fire Alarm System Mechanic 28.80
23310 - Fire Extinguisher Repairer 26.69
23311 - Fuel Distribution System Mechanic 35.05
23312 - Fuel Distribution System Operator 27.97
23370 - General Maintenance Worker 23.74
23380 - Ground Support Equipment Mechanic 35.59
23381 - Ground Support Equipment Servicer 30.18
23382 - Ground Support Equipment Worker 32.00
23391 - Gunsmith I 26.69
23392 - Gunsmith II 30.13
23393 - Gunsmith III 33.50
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.27
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.81
23430 - Heavy Equipment Mechanic 31.12
23440 - Heavy Equipment Operator 42.62
23460 - Instrument Mechanic 33.80
23465 - Laboratory/Shelter Mechanic 31.80
23470 - Laborer 13.78
23510 - Locksmith 26.26
23530 - Machinery Maintenance Mechanic 27.15
23550 - Machinist Maintenance 27.46
23580 - Maintenance Trades Helper 16.14
23591 - Metrology Technician I 33.80
23592 - Metrology Technician II 35.52
23593 - Metrology Technician III 36.93
23640 - Millwright 31.97
23710 - Office Appliance Repairer 23.17
23760 - Painter Maintenance 27.38
23790 - Pipefitter Maintenance 45.24
23810 - Plumber Maintenance 42.95
23820 - Pneudraulic Systems Mechanic 33.50
23850 - Rigger 34.76
23870 - Scale Mechanic 30.13
23890 - Sheet-Metal Worker Maintenance 41.97
23910 - Small Engine Mechanic 22.69
23931 - Telecommunications Mechanic I 30.01

23932 - Telecommunications Mechanic II	31.54
23950 - Telephone Lineman	34.65
23960 - Welder Combination Maintenance	20.97
23965 - Well Driller	36.85
23970 - Woodcraft Worker	33.50
23980 - Woodworker	26.69
24000 - Personal Needs Occupations	
24550 - Case Manager	17.01
24570 - Child Care Attendant	11.43
24580 - Child Care Center Clerk	14.27
24610 - Chore Aide	12.04
24620 - Family Readiness And Support Services Coordinator	17.01
24630 - Homemaker	17.01
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	43.29
25040 - Sewage Plant Operator	31.86
25070 - Stationary Engineer	43.29
25190 - Ventilation Equipment Tender	32.21
25210 - Water Treatment Plant Operator	31.86
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.63
27007 - Baggage Inspector	14.69
27008 - Corrections Officer	32.85
27010 - Court Security Officer	32.47
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	32.85
27070 - Firefighter	34.35
27101 - Guard I	14.69
27102 - Guard II	16.66
27131 - Police Officer I	38.41
27132 - Police Officer II	42.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.11
28042 - Carnival Equipment Repairer	15.10
28043 - Carnival Worker	11.00
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	20.04
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.56
29020 - Hatch Tender	27.56
29030 - Line Handler	27.56
29041 - Stevedore I	26.00
29042 - Stevedore II	29.08
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.24
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.59
30021 - Archeological Technician I 20.03
30022 - Archeological Technician II 22.41
30023 - Archeological Technician III 27.76
30030 - Cartographic Technician 27.76
30040 - Civil Engineering Technician 32.60
30051 - Cryogenic Technician I 30.74
30052 - Cryogenic Technician II 33.95
30061 - Drafter/CAD Operator I 20.03
30062 - Drafter/CAD Operator II 22.41
30063 - Drafter/CAD Operator III 24.98
30064 - Drafter/CAD Operator IV 30.74
30081 - Engineering Technician I 18.16
30082 - Engineering Technician II 20.39
30083 - Engineering Technician III 22.81
30084 - Engineering Technician IV 28.26
30085 - Engineering Technician V 34.56
30086 - Engineering Technician VI 45.66
30090 - Environmental Technician 24.39
30095 - Evidence Control Specialist 27.76
30210 - Laboratory Technician 23.41
30221 - Latent Fingerprint Technician I 37.22
30222 - Latent Fingerprint Technician II 41.12
30240 - Mathematical Technician 27.76
30361 - Paralegal/Legal Assistant I 22.52
30362 - Paralegal/Legal Assistant II 27.90
30363 - Paralegal/Legal Assistant III 34.13
30364 - Paralegal/Legal Assistant IV 41.29
30375 - Petroleum Supply Specialist 33.95
30390 - Photo-Optics Technician 27.76
30395 - Radiation Control Technician 33.95
30461 - Technical Writer I 26.76
30462 - Technical Writer II 32.65
30463 - Technical Writer III 39.34
30491 - Unexploded Ordnance (UXO) Technician I 28.11
30492 - Unexploded Ordnance (UXO) Technician II 34.01
30493 - Unexploded Ordnance (UXO) Technician III 40.77
30494 - Unexploded (UXO) Safety Escort 28.11
30495 - Unexploded (UXO) Sweep Personnel 28.11
30501 - Weather Forecaster I 30.74
30502 - Weather Forecaster II 37.40
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.98
30621 - Weather Observer Senior (see 2) 27.76
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.01
31020 - Bus Aide 22.89
31030 - Bus Driver 30.61

31043 - Driver Courier	19.82
31260 - Parking and Lot Attendant	12.59
31290 - Shuttle Bus Driver	21.43
31310 - Taxi Driver	16.70
31361 - Truckdriver Light	21.43
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.15
31364 - Truckdriver Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	11.47
99050 - Desk Clerk	12.34
99095 - Embalmer	36.98
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	14.03
99252 - Laboratory Animal Caretaker II	15.43
99260 - Marketing Analyst	29.63
99310 - Mortician	36.98
99410 - Pest Controller	19.86
99510 - Photofinishing Worker	19.20
99710 - Recycling Laborer	35.44
99711 - Recycling Specialist	41.64
99730 - Refuse Collector	32.45
99810 - Sales Clerk	13.81
99820 - School Crossing Guard	16.35
99830 - Survey Party Chief	30.76
99831 - Surveying Aide	19.29
99832 - Surveying Technician	26.44
99840 - Vending Machine Attendant	16.09
99841 - Vending Machine Repairer	19.18
99842 - Vending Machine Repairer Helper	16.09

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5019
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Grundy Kendall Will

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		29.03
01035 - Court Reporter		22.28
01041 - Customer Service Representative I		14.65
01042 - Customer Service Representative II		16.47
01043 - Customer Service Representative III		17.97
01051 - Data Entry Operator I		16.25
01052 - Data Entry Operator II		17.73
01060 - Dispatcher Motor Vehicle		24.18
01070 - Document Preparation Clerk		18.54
01090 - Duplicating Machine Operator		18.54
01111 - General Clerk I		14.14
01112 - General Clerk II		15.42

01113 - General Clerk III 17.31
01120 - Housing Referral Assistant 22.12
01141 - Messenger Courier 15.67
01191 - Order Clerk I 16.20
01192 - Order Clerk II 17.68
01261 - Personnel Assistant (Employment) I 17.84
01262 - Personnel Assistant (Employment) II 19.95
01263 - Personnel Assistant (Employment) III 22.24
01270 - Production Control Clerk 24.27
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.36
01311 - Secretary I 18.36
01312 - Secretary II 19.84
01313 - Secretary III 22.12
01320 - Service Order Dispatcher 21.62
01410 - Supply Technician 29.03
01420 - Survey Worker 19.19
01460 - Switchboard Operator/Receptionist 14.98
01531 - Travel Clerk I 17.64
01532 - Travel Clerk II 19.09
01533 - Travel Clerk III 20.65
01611 - Word Processor I 17.51
01612 - Word Processor II 19.65
01613 - Word Processor III 21.99
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.97
05010 - Automotive Electrician 24.51
05040 - Automotive Glass Installer 23.47
05070 - Automotive Worker 23.47
05110 - Mobile Equipment Servicer 21.37
05130 - Motor Equipment Metal Mechanic 28.12
05160 - Motor Equipment Metal Worker 23.47
05190 - Motor Vehicle Mechanic 28.63
05220 - Motor Vehicle Mechanic Helper 20.28
05250 - Motor Vehicle Upholstery Worker 22.45
05280 - Motor Vehicle Wrecker 23.47
05310 - Painter Automotive 23.47
05340 - Radiator Repair Specialist 23.47
05370 - Tire Repairer 16.41
05400 - Transmission Repair Specialist 28.12
07000 - Food Preparation And Service Occupations
07010 - Baker 15.77
07041 - Cook I 14.43
07042 - Cook II 15.77
07070 - Dishwasher 12.01
07130 - Food Service Worker 12.87
07210 - Meat Cutter 15.77
07260 - Waiter/Waitress 12.02
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.79

09040 - Furniture Handler 15.81
09080 - Furniture Refinisher 21.77
09090 - Furniture Refinisher Helper 18.02
09110 - Furniture Repairer Minor 19.94
09130 - Upholsterer 21.77
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.29
11060 - Elevator Operator 14.13
11090 - Gardener 19.66
11122 - Housekeeping Aide 14.13
11150 - Janitor 14.13
11210 - Laborer Grounds Maintenance 15.63
11240 - Maid or Houseman 12.76
11260 - Pruner 14.31
11270 - Tractor Operator 18.36
11330 - Trail Maintenance Worker 15.63
11360 - Window Cleaner 15.44
12000 - Health Occupations
12010 - Ambulance Driver 22.26
12011 - Breath Alcohol Technician 24.29
12012 - Certified Occupational Therapist Assistant 31.73
12015 - Certified Physical Therapist Assistant 30.09
12020 - Dental Assistant 19.76
12025 - Dental Hygienist 37.42
12030 - EKG Technician 30.87
12035 - Electroneurodiagnostic Technologist 30.87
12040 - Emergency Medical Technician 22.26
12071 - Licensed Practical Nurse I 21.71
12072 - Licensed Practical Nurse II 24.29
12073 - Licensed Practical Nurse III 27.08
12100 - Medical Assistant 17.48
12130 - Medical Laboratory Technician 26.30
12160 - Medical Record Clerk 19.07
12190 - Medical Record Technician 23.47
12195 - Medical Transcriptionist 17.59
12210 - Nuclear Medicine Technologist 42.13
12221 - Nursing Assistant I 12.35
12222 - Nursing Assistant II 13.88
12223 - Nursing Assistant III 15.15
12224 - Nursing Assistant IV 17.01
12235 - Optical Dispenser 17.70
12236 - Optical Technician 19.62
12250 - Pharmacy Technician 15.77
12280 - Phlebotomist 17.58
12305 - Radiologic Technologist 32.46
12311 - Registered Nurse I 29.17
12312 - Registered Nurse II 32.57
12313 - Registered Nurse II Specialist 32.57
12314 - Registered Nurse III 38.43
12315 - Registered Nurse III Anesthetist 38.43

12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		30.09
12320 - Substance Abuse Treatment Counselor		21.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.65
13013 - Exhibits Specialist III		32.46
13041 - Illustrator I		22.03
13042 - Illustrator II		27.53
13043 - Illustrator III		32.62
13047 - Librarian		33.74
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.74
13058 - Library Technician		17.76
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		19.24
13072 - Photographer II		21.51
13073 - Photographer III		26.65
13074 - Photographer IV		32.46
13075 - Photographer V		35.76
13090 - Technical Order Library Clerk		17.20
13110 - Video Teleconference Technician		19.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		33.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		32.47
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		27.67
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.08

15086 - Maintenance Test Pilot Rotary Wing 43.08
15088 - Non-Maintenance Test/Co-Pilot 43.08
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 31.46
15110 - Test Proctor 20.76
15120 - Tutor 20.76
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.85
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.48
21030 - Material Coordinator 24.27
21040 - Material Expediter 24.27
21050 - Material Handling Laborer 17.45
21071 - Order Filler 15.18
21080 - Production Line Worker (Food Processing) 17.48
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 15.68
21150 - Stock Clerk 20.55
21210 - Tools And Parts Attendant 17.48
21410 - Warehouse Specialist 17.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 30.18
23021 - Aircraft Mechanic I 35.59
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.87
23040 - Aircraft Mechanic Helper 26.52
23050 - Aircraft Painter 33.77
23060 - Aircraft Servicer 30.18
23070 - Aircraft Survival Flight Equipment Technician 33.77
23080 - Aircraft Worker 32.00
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.00
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.59
23110 - Appliance Mechanic 27.22

23120 - Bicycle Repairer	21.85
23125 - Cable Splicer	42.17
23130 - Carpenter Maintenance	39.71
23140 - Carpet Layer	28.21
23160 - Electrician Maintenance	41.77
23181 - Electronics Technician Maintenance I	27.58
23182 - Electronics Technician Maintenance II	29.11
23183 - Electronics Technician Maintenance III	30.66
23260 - Fabric Worker	28.42
23290 - Fire Alarm System Mechanic	28.80
23310 - Fire Extinguisher Repairer	26.69
23311 - Fuel Distribution System Mechanic	35.05
23312 - Fuel Distribution System Operator	27.97
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	35.59
23381 - Ground Support Equipment Servicer	30.18
23382 - Ground Support Equipment Worker	32.00
23391 - Gunsmith I	26.69
23392 - Gunsmith II	30.13
23393 - Gunsmith III	33.50
23410 - Heating Ventilation And Air-Conditioning Mechanic	30.27
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.81
23430 - Heavy Equipment Mechanic	31.12
23440 - Heavy Equipment Operator	42.62
23460 - Instrument Mechanic	33.80
23465 - Laboratory/Shelter Mechanic	31.80
23470 - Laborer	13.78
23510 - Locksmith	26.36
23530 - Machinery Maintenance Mechanic	27.15
23550 - Machinist Maintenance	27.64
23580 - Maintenance Trades Helper	19.22
23591 - Metrology Technician I	33.80
23592 - Metrology Technician II	35.52
23593 - Metrology Technician III	36.93
23640 - Millwright	31.97
23710 - Office Appliance Repairer	24.84
23760 - Painter Maintenance	27.38
23790 - Pipefitter Maintenance	45.24
23810 - Plumber Maintenance	42.95
23820 - Pneudraulic Systems Mechanic	33.50
23850 - Rigger	34.76
23870 - Scale Mechanic	30.13
23890 - Sheet-Metal Worker Maintenance	41.97
23910 - Small Engine Mechanic	23.54
23931 - Telecommunications Mechanic I	30.01
23932 - Telecommunications Mechanic II	31.54
23950 - Telephone Lineman	34.65
23960 - Welder Combination Maintenance	21.33

23965 - Well Driller		34.85
23970 - Woodcraft Worker		33.50
23980 - Woodworker		26.69
24000 - Personal Needs Occupations		
24550 - Case Manager		17.01
24570 - Child Care Attendant		11.43
24580 - Child Care Center Clerk		16.17
24610 - Chore Aide		14.01
24620 - Family Readiness And Support Services Coordinator		17.01
24630 - Homemaker		17.01
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		43.29
25040 - Sewage Plant Operator		31.86
25070 - Stationary Engineer		43.29
25190 - Ventilation Equipment Tender		32.21
25210 - Water Treatment Plant Operator		31.86
27000 - Protective Service Occupations		
27004 - Alarm Monitor		26.15
27007 - Baggage Inspector		14.69
27008 - Corrections Officer		32.85
27010 - Court Security Officer		32.47
27030 - Detection Dog Handler		16.44
27040 - Detention Officer		32.85
27070 - Firefighter		34.35
27101 - Guard I		14.69
27102 - Guard II		16.44
27131 - Police Officer I		38.41
27132 - Police Officer II		42.68
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.11
28042 - Carnival Equipment Repairer		15.10
28043 - Carnival Worker		11.17
28210 - Gate Attendant/Gate Tender		16.44
28310 - Lifeguard		13.10
28350 - Park Attendant (Aide)		18.37
28510 - Recreation Aide/Health Facility Attendant		11.81
28515 - Recreation Specialist		20.04
28630 - Sports Official		14.64
28690 - Swimming Pool Operator		20.03
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.56
29020 - Hatch Tender		27.56
29030 - Line Handler		27.56
29041 - Stevedore I		26.00
29042 - Stevedore II		29.08
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.24
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.59

30021 - Archeological Technician I		20.03
30022 - Archeological Technician II		22.41
30023 - Archeological Technician III		27.76
30030 - Cartographic Technician		27.76
30040 - Civil Engineering Technician		32.60
30051 - Cryogenic Technician I		30.74
30052 - Cryogenic Technician II		33.95
30061 - Drafter/CAD Operator I		20.03
30062 - Drafter/CAD Operator II		22.41
30063 - Drafter/CAD Operator III		24.98
30064 - Drafter/CAD Operator IV		30.74
30081 - Engineering Technician I		17.38
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		40.57
30090 - Environmental Technician		26.71
30095 - Evidence Control Specialist		27.76
30210 - Laboratory Technician		23.41
30221 - Latent Fingerprint Technician I		37.22
30222 - Latent Fingerprint Technician II		41.12
30240 - Mathematical Technician		27.76
30361 - Paralegal/Legal Assistant I		22.52
30362 - Paralegal/Legal Assistant II		27.90
30363 - Paralegal/Legal Assistant III		34.13
30364 - Paralegal/Legal Assistant IV		41.29
30375 - Petroleum Supply Specialist		33.95
30390 - Photo-Optics Technician		27.76
30395 - Radiation Control Technician		33.95
30461 - Technical Writer I		26.07
30462 - Technical Writer II		31.89
30463 - Technical Writer III		38.58
30491 - Unexploded Ordnance (UXO) Technician I		28.11
30492 - Unexploded Ordnance (UXO) Technician II		34.01
30493 - Unexploded Ordnance (UXO) Technician III		40.77
30494 - Unexploded (UXO) Safety Escort		28.11
30495 - Unexploded (UXO) Sweep Personnel		28.11
30501 - Weather Forecaster I		30.74
30502 - Weather Forecaster II		37.40
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.98
30621 - Weather Observer Senior	(see 2)	27.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.01
31020 - Bus Aide		22.89
31030 - Bus Driver		30.61
31043 - Driver Courier		19.82
31260 - Parking and Lot Attendant		12.45
31290 - Shuttle Bus Driver		20.34

31310 - Taxi Driver	14.38
31361 - Truckdriver Light	20.34
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.15
31364 - Truckdriver Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	11.47
99050 - Desk Clerk	12.34
99095 - Embalmer	34.58
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	19.18
99252 - Laboratory Animal Caretaker II	20.46
99260 - Marketing Analyst	29.63
99310 - Mortician	34.58
99410 - Pest Controller	19.86
99510 - Photofinishing Worker	17.27
99710 - Recycling Laborer	31.53
99711 - Recycling Specialist	36.18
99730 - Refuse Collector	29.18
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	16.35
99830 - Survey Party Chief	32.96
99831 - Surveying Aide	20.10
99832 - Surveying Technician	25.96
99840 - Vending Machine Attendant	18.25
99841 - Vending Machine Repairer	21.08
99842 - Vending Machine Repairer Helper	18.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5020
Revision No.: 16
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Grundy Kendall Will

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		29.03
01035 - Court Reporter		22.28
01041 - Customer Service Representative I		14.65
01042 - Customer Service Representative II		16.47
01043 - Customer Service Representative III		17.97
01051 - Data Entry Operator I		16.25
01052 - Data Entry Operator II		17.73
01060 - Dispatcher Motor Vehicle		24.18
01070 - Document Preparation Clerk		18.54

01090 - Duplicating Machine Operator 18.54
01111 - General Clerk I 14.14
01112 - General Clerk II 15.42
01113 - General Clerk III 17.31
01120 - Housing Referral Assistant 22.12
01141 - Messenger Courier 15.67
01191 - Order Clerk I 16.20
01192 - Order Clerk II 17.68
01261 - Personnel Assistant (Employment) I 17.84
01262 - Personnel Assistant (Employment) II 19.95
01263 - Personnel Assistant (Employment) III 22.24
01270 - Production Control Clerk 24.27
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.36
01311 - Secretary I 18.36
01312 - Secretary II 19.84
01313 - Secretary III 22.12
01320 - Service Order Dispatcher 21.62
01410 - Supply Technician 29.03
01420 - Survey Worker 19.19
01460 - Switchboard Operator/Receptionist 14.98
01531 - Travel Clerk I 17.64
01532 - Travel Clerk II 19.09
01533 - Travel Clerk III 20.65
01611 - Word Processor I 17.51
01612 - Word Processor II 19.65
01613 - Word Processor III 21.99
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.97
05010 - Automotive Electrician 24.51
05040 - Automotive Glass Installer 23.47
05070 - Automotive Worker 23.47
05110 - Mobile Equipment Servicer 21.37
05130 - Motor Equipment Metal Mechanic 28.12
05160 - Motor Equipment Metal Worker 23.47
05190 - Motor Vehicle Mechanic 28.63
05220 - Motor Vehicle Mechanic Helper 20.28
05250 - Motor Vehicle Upholstery Worker 22.45
05280 - Motor Vehicle Wrecker 23.47
05310 - Painter Automotive 23.47
05340 - Radiator Repair Specialist 23.47
05370 - Tire Repairer 16.41
05400 - Transmission Repair Specialist 28.12
07000 - Food Preparation And Service Occupations
07010 - Baker 15.77
07041 - Cook I 14.43
07042 - Cook II 15.77
07070 - Dishwasher 12.01
07130 - Food Service Worker 12.87
07210 - Meat Cutter 15.77

07260 - Waiter/Waitress	12.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.79
09040 - Furniture Handler	15.81
09080 - Furniture Refinisher	21.77
09090 - Furniture Refinisher Helper	18.02
09110 - Furniture Repairer Minor	19.94
09130 - Upholsterer	21.77
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.29
11060 - Elevator Operator	14.13
11090 - Gardener	19.66
11122 - Housekeeping Aide	14.13
11150 - Janitor	14.13
11210 - Laborer Grounds Maintenance	15.63
11240 - Maid or Houseman	12.76
11260 - Pruner	14.31
11270 - Tractor Operator	18.36
11330 - Trail Maintenance Worker	15.63
11360 - Window Cleaner	15.44
12000 - Health Occupations	
12010 - Ambulance Driver	22.26
12011 - Breath Alcohol Technician	24.29
12012 - Certified Occupational Therapist Assistant	31.73
12015 - Certified Physical Therapist Assistant	30.09
12020 - Dental Assistant	19.76
12025 - Dental Hygienist	37.42
12030 - EKG Technician	30.87
12035 - Electroneurodiagnostic Technologist	30.87
12040 - Emergency Medical Technician	22.26
12071 - Licensed Practical Nurse I	21.71
12072 - Licensed Practical Nurse II	24.29
12073 - Licensed Practical Nurse III	27.08
12100 - Medical Assistant	17.48
12130 - Medical Laboratory Technician	26.30
12160 - Medical Record Clerk	19.07
12190 - Medical Record Technician	23.47
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine Technologist	42.13
12221 - Nursing Assistant I	12.35
12222 - Nursing Assistant II	13.88
12223 - Nursing Assistant III	15.15
12224 - Nursing Assistant IV	17.01
12235 - Optical Dispenser	17.70
12236 - Optical Technician	19.62
12250 - Pharmacy Technician	15.77
12280 - Phlebotomist	17.58
12305 - Radiologic Technologist	32.46
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57

12313 - Registered Nurse II Specialist		32.57
12314 - Registered Nurse III		38.43
12315 - Registered Nurse III Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		30.09
12320 - Substance Abuse Treatment Counselor		21.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.65
13013 - Exhibits Specialist III		32.46
13041 - Illustrator I		22.03
13042 - Illustrator II		27.53
13043 - Illustrator III		32.62
13047 - Librarian		33.74
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.74
13058 - Library Technician		17.76
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		19.24
13072 - Photographer II		21.51
13073 - Photographer III		26.65
13074 - Photographer IV		32.46
13075 - Photographer V		35.76
13090 - Technical Order Library Clerk		17.20
13110 - Video Teleconference Technician		19.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		33.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		32.47

15070 - Flight Instructor (Pilot) 46.94
15080 - Graphic Artist 27.67
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.08
15086 - Maintenance Test Pilot Rotary Wing 43.08
15088 - Non-Maintenance Test/Co-Pilot 43.08
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 31.46
15110 - Test Proctor 20.76
15120 - Tutor 20.76
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.85
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.48
21030 - Material Coordinator 24.27
21040 - Material Expediter 24.27
21050 - Material Handling Laborer 17.45
21071 - Order Filler 15.18
21080 - Production Line Worker (Food Processing) 17.48
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 15.68
21150 - Stock Clerk 20.55
21210 - Tools And Parts Attendant 17.48
21410 - Warehouse Specialist 17.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 30.18
23021 - Aircraft Mechanic I 35.59
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.87
23040 - Aircraft Mechanic Helper 26.52
23050 - Aircraft Painter 33.77
23060 - Aircraft Servicer 30.18
23070 - Aircraft Survival Flight Equipment Technician 33.77
23080 - Aircraft Worker 32.00
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.00

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.59
23110 - Appliance Mechanic	27.22
23120 - Bicycle Repairer	21.85
23125 - Cable Splicer	42.17
23130 - Carpenter Maintenance	39.71
23140 - Carpet Layer	28.21
23160 - Electrician Maintenance	41.77
23181 - Electronics Technician Maintenance I	27.58
23182 - Electronics Technician Maintenance II	29.11
23183 - Electronics Technician Maintenance III	30.66
23260 - Fabric Worker	28.42
23290 - Fire Alarm System Mechanic	28.80
23310 - Fire Extinguisher Repairer	26.69
23311 - Fuel Distribution System Mechanic	35.05
23312 - Fuel Distribution System Operator	27.97
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	35.59
23381 - Ground Support Equipment Servicer	30.18
23382 - Ground Support Equipment Worker	32.00
23391 - Gunsmith I	26.69
23392 - Gunsmith II	30.13
23393 - Gunsmith III	33.50
23410 - Heating Ventilation And Air-Conditioning Mechanic	30.27
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.81
23430 - Heavy Equipment Mechanic	31.12
23440 - Heavy Equipment Operator	42.62
23460 - Instrument Mechanic	33.80
23465 - Laboratory/Shelter Mechanic	31.80
23470 - Laborer	13.78
23510 - Locksmith	26.36
23530 - Machinery Maintenance Mechanic	27.15
23550 - Machinist Maintenance	27.64
23580 - Maintenance Trades Helper	19.22
23591 - Metrology Technician I	33.80
23592 - Metrology Technician II	35.52
23593 - Metrology Technician III	36.93
23640 - Millwright	31.97
23710 - Office Appliance Repairer	24.84
23760 - Painter Maintenance	27.38
23790 - Pipefitter Maintenance	45.24
23810 - Plumber Maintenance	42.95
23820 - Pneudraulic Systems Mechanic	33.50
23850 - Rigger	34.76
23870 - Scale Mechanic	30.13
23890 - Sheet-Metal Worker Maintenance	41.97
23910 - Small Engine Mechanic	23.54
23931 - Telecommunications Mechanic I	30.01

23932 - Telecommunications Mechanic II 31.54
23950 - Telephone Lineman 34.65
23960 - Welder Combination Maintenance 21.33
23965 - Well Driller 34.85
23970 - Woodcraft Worker 33.50
23980 - Woodworker 26.69
24000 - Personal Needs Occupations
24550 - Case Manager 17.01
24570 - Child Care Attendant 11.43
24580 - Child Care Center Clerk 16.17
24610 - Chore Aide 14.01
24620 - Family Readiness And Support Services Coordinator 17.01
24630 - Homemaker 17.01
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 43.29
25040 - Sewage Plant Operator 31.86
25070 - Stationary Engineer 43.29
25190 - Ventilation Equipment Tender 32.21
25210 - Water Treatment Plant Operator 31.86
27000 - Protective Service Occupations
27004 - Alarm Monitor 26.15
27007 - Baggage Inspector 14.69
27008 - Corrections Officer 32.85
27010 - Court Security Officer 32.47
27030 - Detection Dog Handler 16.44
27040 - Detention Officer 32.85
27070 - Firefighter 34.35
27101 - Guard I 14.69
27102 - Guard II 16.44
27131 - Police Officer I 38.41
27132 - Police Officer II 42.68
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.11
28042 - Carnival Equipment Repairer 15.10
28043 - Carnival Worker 11.17
28210 - Gate Attendant/Gate Tender 16.44
28310 - Lifeguard 13.10
28350 - Park Attendant (Aide) 18.37
28510 - Recreation Aide/Health Facility Attendant 11.81
28515 - Recreation Specialist 20.04
28630 - Sports Official 14.64
28690 - Swimming Pool Operator 20.03
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.56
29020 - Hatch Tender 27.56
29030 - Line Handler 27.56
29041 - Stevedore I 26.00
29042 - Stevedore II 29.08
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.24
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.59
30021 - Archeological Technician I 20.03
30022 - Archeological Technician II 22.41
30023 - Archeological Technician III 27.76
30030 - Cartographic Technician 27.76
30040 - Civil Engineering Technician 32.60
30051 - Cryogenic Technician I 30.74
30052 - Cryogenic Technician II 33.95
30061 - Drafter/CAD Operator I 20.03
30062 - Drafter/CAD Operator II 22.41
30063 - Drafter/CAD Operator III 24.98
30064 - Drafter/CAD Operator IV 30.74
30081 - Engineering Technician I 17.38
30082 - Engineering Technician II 20.39
30083 - Engineering Technician III 22.81
30084 - Engineering Technician IV 28.26
30085 - Engineering Technician V 34.56
30086 - Engineering Technician VI 40.57
30090 - Environmental Technician 26.71
30095 - Evidence Control Specialist 27.76
30210 - Laboratory Technician 23.41
30221 - Latent Fingerprint Technician I 37.22
30222 - Latent Fingerprint Technician II 41.12
30240 - Mathematical Technician 27.76
30361 - Paralegal/Legal Assistant I 22.52
30362 - Paralegal/Legal Assistant II 27.90
30363 - Paralegal/Legal Assistant III 34.13
30364 - Paralegal/Legal Assistant IV 41.29
30375 - Petroleum Supply Specialist 33.95
30390 - Photo-Optics Technician 27.76
30395 - Radiation Control Technician 33.95
30461 - Technical Writer I 26.07
30462 - Technical Writer II 31.89
30463 - Technical Writer III 38.58
30491 - Unexploded Ordnance (UXO) Technician I 28.11
30492 - Unexploded Ordnance (UXO) Technician II 34.01
30493 - Unexploded Ordnance (UXO) Technician III 40.77
30494 - Unexploded (UXO) Safety Escort 28.11
30495 - Unexploded (UXO) Sweep Personnel 28.11
30501 - Weather Forecaster I 30.74
30502 - Weather Forecaster II 37.40
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.98
30621 - Weather Observer Senior (see 2) 27.76
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.01
31020 - Bus Aide 22.89
31030 - Bus Driver 30.61

31043 - Driver Courier	19.82
31260 - Parking and Lot Attendant	12.45
31290 - Shuttle Bus Driver	20.34
31310 - Taxi Driver	14.38
31361 - Truckdriver Light	20.34
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.15
31364 - Truckdriver Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	11.47
99050 - Desk Clerk	12.34
99095 - Embalmer	34.58
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	19.18
99252 - Laboratory Animal Caretaker II	20.46
99260 - Marketing Analyst	29.63
99310 - Mortician	34.58
99410 - Pest Controller	19.86
99510 - Photofinishing Worker	17.27
99710 - Recycling Laborer	31.53
99711 - Recycling Specialist	36.18
99730 - Refuse Collector	29.18
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	16.35
99830 - Survey Party Chief	32.96
99831 - Surveying Aide	20.10
99832 - Surveying Technician	25.96
99840 - Vending Machine Attendant	18.25
99841 - Vending Machine Repairer	21.08
99842 - Vending Machine Repairer Helper	18.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5021
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Vermilion

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.13
01012 - Accounting Clerk II		15.86
01013 - Accounting Clerk III		17.75
01020 - Administrative Assistant		23.18
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		13.92
01042 - Customer Service Representative II		15.65
01043 - Customer Service Representative III		17.07
01051 - Data Entry Operator I		13.18
01052 - Data Entry Operator II		14.38
01060 - Dispatcher Motor Vehicle		21.65
01070 - Document Preparation Clerk		14.38
01090 - Duplicating Machine Operator		14.38
01111 - General Clerk I		12.58
01112 - General Clerk II		13.72

01113 - General Clerk III 15.40
01120 - Housing Referral Assistant 20.14
01141 - Messenger Courier 11.80
01191 - Order Clerk I 14.73
01192 - Order Clerk II 16.74
01261 - Personnel Assistant (Employment) I 16.47
01262 - Personnel Assistant (Employment) II 18.43
01263 - Personnel Assistant (Employment) III 20.54
01270 - Production Control Clerk 21.19
01290 - Rental Clerk 12.86
01300 - Scheduler Maintenance 16.15
01311 - Secretary I 16.15
01312 - Secretary II 18.07
01313 - Secretary III 20.14
01320 - Service Order Dispatcher 18.72
01410 - Supply Technician 23.18
01420 - Survey Worker 17.05
01460 - Switchboard Operator/Receptionist 12.02
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 14.38
01612 - Word Processor II 16.15
01613 - Word Processor III 18.07
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.36
05010 - Automotive Electrician 18.64
05040 - Automotive Glass Installer 17.41
05070 - Automotive Worker 17.41
05110 - Mobile Equipment Servicer 15.99
05130 - Motor Equipment Metal Mechanic 18.64
05160 - Motor Equipment Metal Worker 17.41
05190 - Motor Vehicle Mechanic 18.64
05220 - Motor Vehicle Mechanic Helper 15.40
05250 - Motor Vehicle Upholstery Worker 17.41
05280 - Motor Vehicle Wrecker 17.41
05310 - Painter Automotive 17.97
05340 - Radiator Repair Specialist 17.41
05370 - Tire Repairer 13.29
05400 - Transmission Repair Specialist 18.64
07000 - Food Preparation And Service Occupations
07010 - Baker 16.79
07041 - Cook I 12.33
07042 - Cook II 14.14
07070 - Dishwasher 9.19
07130 - Food Service Worker 10.84
07210 - Meat Cutter 14.75
07260 - Waiter/Waitress 9.88
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.81

09040 - Furniture Handler 16.93
09080 - Furniture Refinisher 22.81
09090 - Furniture Refinisher Helper 19.65
09110 - Furniture Repairer Minor 22.36
09130 - Upholsterer 22.81
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.35
11060 - Elevator Operator 14.12
11090 - Gardener 20.66
11122 - Housekeeping Aide 14.12
11150 - Janitor 14.12
11210 - Laborer Grounds Maintenance 16.61
11240 - Maid or Houseman 9.99
11260 - Pruner 15.28
11270 - Tractor Operator 19.29
11330 - Trail Maintenance Worker 16.61
11360 - Window Cleaner 15.35
12000 - Health Occupations
12010 - Ambulance Driver 21.80
12011 - Breath Alcohol Technician 21.80
12012 - Certified Occupational Therapist Assistant 30.45
12015 - Certified Physical Therapist Assistant 30.45
12020 - Dental Assistant 26.35
12025 - Dental Hygienist 38.75
12030 - EKG Technician 33.03
12035 - Electroneurodiagnostic Technologist 33.03
12040 - Emergency Medical Technician 21.80
12071 - Licensed Practical Nurse I 19.83
12072 - Licensed Practical Nurse II 22.19
12073 - Licensed Practical Nurse III 24.73
12100 - Medical Assistant 15.96
12130 - Medical Laboratory Technician 23.74
12160 - Medical Record Clerk 20.94
12190 - Medical Record Technician 24.96
12195 - Medical Transcriptionist 19.83
12210 - Nuclear Medicine Technologist 48.75
12221 - Nursing Assistant I 12.21
12222 - Nursing Assistant II 13.72
12223 - Nursing Assistant III 14.98
12224 - Nursing Assistant IV 16.81
12235 - Optical Dispenser 21.80
12236 - Optical Technician 19.83
12250 - Pharmacy Technician 16.23
12280 - Phlebotomist 19.83
12305 - Radiologic Technologist 31.11
12311 - Registered Nurse I 22.26
12312 - Registered Nurse II 27.23
12313 - Registered Nurse II Specialist 27.23
12314 - Registered Nurse III 32.95
12315 - Registered Nurse III Anesthetist 32.95

12316 - Registered Nurse IV		39.49
12317 - Scheduler (Drug and Alcohol Testing)		27.49
12320 - Substance Abuse Treatment Counselor		27.49
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.23
13012 - Exhibits Specialist II		20.22
13013 - Exhibits Specialist III		24.66
13041 - Illustrator I		16.23
13042 - Illustrator II		20.22
13043 - Illustrator III		24.66
13047 - Librarian		22.22
13050 - Library Aide/Clerk		12.84
13054 - Library Information Technology Systems Administrator		20.22
13058 - Library Technician		14.42
13061 - Media Specialist I		14.98
13062 - Media Specialist II		16.76
13063 - Media Specialist III		18.69
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		13.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.45
14042 - Computer Operator II		18.41
14043 - Computer Operator III		20.52
14044 - Computer Operator IV		22.80
14045 - Computer Operator V		25.25
14071 - Computer Programmer I	(see 1)	19.91
14072 - Computer Programmer II	(see 1)	24.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.45
14160 - Personal Computer Support Technician		22.80
14170 - System Support Specialist		26.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.97
15020 - Aircrew Training Devices Instructor (Rated)		35.05
15030 - Air Crew Training Devices Instructor (Pilot)		42.01
15050 - Computer Based Training Specialist / Instructor		28.97
15060 - Educational Technologist		28.20
15070 - Flight Instructor (Pilot)		42.01
15080 - Graphic Artist		30.42
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.01

15086 - Maintenance Test Pilot Rotary Wing 42.01
15088 - Non-Maintenance Test/Co-Pilot 42.01
15090 - Technical Instructor 23.51
15095 - Technical Instructor/Course Developer 30.42
15110 - Test Proctor 18.95
15120 - Tutor 18.95
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.49
16030 - Counter Attendant 14.49
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.49
16090 - Presser Hand 14.49
16110 - Presser Machine Drycleaning 14.49
16130 - Presser Machine Shirts 14.49
16160 - Presser Machine Wearing Apparel Laundry 14.49
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.55
19040 - Tool And Die Maker 32.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.11
21030 - Material Coordinator 21.19
21040 - Material Expediter 21.19
21050 - Material Handling Laborer 17.05
21071 - Order Filler 15.54
21080 - Production Line Worker (Food Processing) 17.11
21110 - Shipping Packer 18.56
21130 - Shipping/Receiving Clerk 18.56
21140 - Store Worker I 13.97
21150 - Stock Clerk 18.02
21210 - Tools And Parts Attendant 17.11
21410 - Warehouse Specialist 17.11
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.44
23019 - Aircraft Logs and Records Technician 23.52
23021 - Aircraft Mechanic I 27.99
23022 - Aircraft Mechanic II 29.44
23023 - Aircraft Mechanic III 30.86
23040 - Aircraft Mechanic Helper 20.46
23050 - Aircraft Painter 26.55
23060 - Aircraft Servicer 23.52
23070 - Aircraft Survival Flight Equipment Technician 26.55
23080 - Aircraft Worker 25.12
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.12
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.99
23110 - Appliance Mechanic 26.55

23120 - Bicycle Repairer	19.58
23125 - Cable Splicer	27.99
23130 - Carpenter Maintenance	25.91
23140 - Carpet Layer	25.12
23160 - Electrician Maintenance	28.77
23181 - Electronics Technician Maintenance I	25.12
23182 - Electronics Technician Maintenance II	26.55
23183 - Electronics Technician Maintenance III	27.99
23260 - Fabric Worker	23.52
23290 - Fire Alarm System Mechanic	27.99
23310 - Fire Extinguisher Repairer	21.91
23311 - Fuel Distribution System Mechanic	27.99
23312 - Fuel Distribution System Operator	21.91
23370 - General Maintenance Worker	19.50
23380 - Ground Support Equipment Mechanic	27.99
23381 - Ground Support Equipment Servicer	23.52
23382 - Ground Support Equipment Worker	25.12
23391 - Gunsmith I	21.91
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.99
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.79
23430 - Heavy Equipment Mechanic	27.99
23440 - Heavy Equipment Operator	37.05
23460 - Instrument Mechanic	27.99
23465 - Laboratory/Shelter Mechanic	26.55
23470 - Laborer	17.05
23510 - Locksmith	26.55
23530 - Machinery Maintenance Mechanic	23.47
23550 - Machinist Maintenance	21.92
23580 - Maintenance Trades Helper	19.65
23591 - Metrology Technician I	27.99
23592 - Metrology Technician II	29.44
23593 - Metrology Technician III	30.86
23640 - Millwright	27.99
23710 - Office Appliance Repairer	26.55
23760 - Painter Maintenance	26.55
23790 - Pipefitter Maintenance	34.33
23810 - Plumber Maintenance	32.62
23820 - Pneudraulic Systems Mechanic	27.99
23850 - Rigger	27.99
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker Maintenance	29.10
23910 - Small Engine Mechanic	25.12
23931 - Telecommunications Mechanic I	30.36
23932 - Telecommunications Mechanic II	31.43
23950 - Telephone Lineman	27.99
23960 - Welder Combination Maintenance	19.73

23965 - Well Driller	27.99
23970 - Woodcraft Worker	27.99
23980 - Woodworker	21.91
24000 - Personal Needs Occupations	
24550 - Case Manager	14.80
24570 - Child Care Attendant	11.67
24580 - Child Care Center Clerk	14.17
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	14.80
24630 - Homemaker	14.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.18
25040 - Sewage Plant Operator	22.59
25070 - Stationary Engineer	27.18
25190 - Ventilation Equipment Tender	19.65
25210 - Water Treatment Plant Operator	22.59
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.47
27007 - Baggage Inspector	14.84
27008 - Corrections Officer	27.53
27010 - Court Security Officer	28.83
27030 - Detection Dog Handler	16.61
27040 - Detention Officer	27.53
27070 - Firefighter	28.12
27101 - Guard I	14.84
27102 - Guard II	16.61
27131 - Police Officer I	25.26
27132 - Police Officer II	28.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.44
28042 - Carnival Equipment Repairer	12.09
28043 - Carnival Worker	10.24
28210 - Gate Attendant/Gate Tender	13.48
28310 - Lifeguard	12.01
28350 - Park Attendant (Aide)	15.08
28510 - Recreation Aide/Health Facility Attendant	11.00
28515 - Recreation Specialist	18.68
28630 - Sports Official	12.01
28690 - Swimming Pool Operator	23.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.12
29020 - Hatch Tender	25.12
29030 - Line Handler	25.12
29041 - Stevedore I	23.52
29042 - Stevedore II	26.55
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		16.16
30022 - Archeological Technician II		18.08
30023 - Archeological Technician III		22.20
30030 - Cartographic Technician		22.20
30040 - Civil Engineering Technician		22.39
30051 - Cryogenic Technician I		24.80
30052 - Cryogenic Technician II		27.40
30061 - Drafter/CAD Operator I		16.16
30062 - Drafter/CAD Operator II		18.08
30063 - Drafter/CAD Operator III		19.99
30064 - Drafter/CAD Operator IV		24.60
30081 - Engineering Technician I		15.19
30082 - Engineering Technician II		17.41
30083 - Engineering Technician III		19.48
30084 - Engineering Technician IV		24.12
30085 - Engineering Technician V		29.52
30086 - Engineering Technician VI		32.47
30090 - Environmental Technician		22.20
30095 - Evidence Control Specialist		22.39
30210 - Laboratory Technician		20.15
30221 - Latent Fingerprint Technician I		24.80
30222 - Latent Fingerprint Technician II		27.40
30240 - Mathematical Technician		22.20
30361 - Paralegal/Legal Assistant I		17.29
30362 - Paralegal/Legal Assistant II		21.41
30363 - Paralegal/Legal Assistant III		26.20
30364 - Paralegal/Legal Assistant IV		31.69
30375 - Petroleum Supply Specialist		27.40
30390 - Photo-Optics Technician		22.20
30395 - Radiation Control Technician		27.40
30461 - Technical Writer I		22.39
30462 - Technical Writer II		27.40
30463 - Technical Writer III		33.14
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		24.80
30502 - Weather Forecaster II		30.17
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	19.99
30621 - Weather Observer Senior	(see 2)	22.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		17.39
31030 - Bus Driver		23.20
31043 - Driver Courier		15.08
31260 - Parking and Lot Attendant		15.99
31290 - Shuttle Bus Driver		15.08

31310 - Taxi Driver	16.64
31361 - Truckdriver Light	15.08
31362 - Truckdriver Medium	16.04
31363 - Truckdriver Heavy	24.77
31364 - Truckdriver Tractor-Trailer	24.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.76
99050 - Desk Clerk	11.45
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.09
99252 - Laboratory Animal Caretaker II	20.04
99260 - Marketing Analyst	27.89
99310 - Mortician	25.35
99410 - Pest Controller	22.24
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.67
99711 - Recycling Specialist	19.35
99730 - Refuse Collector	15.33
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	15.33
99830 - Survey Party Chief	19.22
99831 - Surveying Aide	12.58
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	19.35
99841 - Vending Machine Repairer	23.75
99842 - Vending Machine Repairer Helper	19.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5022
Revision No.: 12
Date Of Last Revision: 06/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Vermilion

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.13
01012 - Accounting Clerk II		15.86
01013 - Accounting Clerk III		17.75
01020 - Administrative Assistant		23.18
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		13.92
01042 - Customer Service Representative II		15.65
01043 - Customer Service Representative III		17.07
01051 - Data Entry Operator I		13.18
01052 - Data Entry Operator II		14.38
01060 - Dispatcher Motor Vehicle		21.65
01070 - Document Preparation Clerk		14.38

01090 - Duplicating Machine Operator 14.38
01111 - General Clerk I 12.58
01112 - General Clerk II 13.72
01113 - General Clerk III 15.40
01120 - Housing Referral Assistant 20.14
01141 - Messenger Courier 11.80
01191 - Order Clerk I 14.73
01192 - Order Clerk II 16.74
01261 - Personnel Assistant (Employment) I 16.47
01262 - Personnel Assistant (Employment) II 18.43
01263 - Personnel Assistant (Employment) III 20.54
01270 - Production Control Clerk 21.19
01290 - Rental Clerk 12.86
01300 - Scheduler Maintenance 16.15
01311 - Secretary I 16.15
01312 - Secretary II 18.07
01313 - Secretary III 20.14
01320 - Service Order Dispatcher 18.72
01410 - Supply Technician 23.18
01420 - Survey Worker 17.05
01460 - Switchboard Operator/Receptionist 12.02
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 14.38
01612 - Word Processor II 16.15
01613 - Word Processor III 18.07
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.36
05010 - Automotive Electrician 18.64
05040 - Automotive Glass Installer 17.41
05070 - Automotive Worker 17.41
05110 - Mobile Equipment Servicer 15.99
05130 - Motor Equipment Metal Mechanic 18.64
05160 - Motor Equipment Metal Worker 17.41
05190 - Motor Vehicle Mechanic 18.64
05220 - Motor Vehicle Mechanic Helper 15.40
05250 - Motor Vehicle Upholstery Worker 17.41
05280 - Motor Vehicle Wrecker 17.41
05310 - Painter Automotive 17.97
05340 - Radiator Repair Specialist 17.41
05370 - Tire Repairer 13.29
05400 - Transmission Repair Specialist 18.64
07000 - Food Preparation And Service Occupations
07010 - Baker 16.79
07041 - Cook I 12.33
07042 - Cook II 14.14
07070 - Dishwasher 9.19
07130 - Food Service Worker 10.84
07210 - Meat Cutter 14.75

07260 - Waiter/Waitress	9.88
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.81
09040 - Furniture Handler	16.93
09080 - Furniture Refinisher	22.81
09090 - Furniture Refinisher Helper	19.65
09110 - Furniture Repairer Minor	22.36
09130 - Upholsterer	22.81
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.35
11060 - Elevator Operator	14.12
11090 - Gardener	20.66
11122 - Housekeeping Aide	14.12
11150 - Janitor	14.12
11210 - Laborer Grounds Maintenance	16.61
11240 - Maid or Houseman	9.99
11260 - Pruner	15.28
11270 - Tractor Operator	19.29
11330 - Trail Maintenance Worker	16.61
11360 - Window Cleaner	15.35
12000 - Health Occupations	
12010 - Ambulance Driver	21.80
12011 - Breath Alcohol Technician	21.80
12012 - Certified Occupational Therapist Assistant	30.45
12015 - Certified Physical Therapist Assistant	30.45
12020 - Dental Assistant	26.35
12025 - Dental Hygienist	38.75
12030 - EKG Technician	33.03
12035 - Electroneurodiagnostic Technologist	33.03
12040 - Emergency Medical Technician	21.80
12071 - Licensed Practical Nurse I	19.83
12072 - Licensed Practical Nurse II	22.19
12073 - Licensed Practical Nurse III	24.73
12100 - Medical Assistant	15.96
12130 - Medical Laboratory Technician	23.74
12160 - Medical Record Clerk	20.94
12190 - Medical Record Technician	24.96
12195 - Medical Transcriptionist	19.83
12210 - Nuclear Medicine Technologist	48.75
12221 - Nursing Assistant I	12.21
12222 - Nursing Assistant II	13.72
12223 - Nursing Assistant III	14.98
12224 - Nursing Assistant IV	16.81
12235 - Optical Dispenser	21.80
12236 - Optical Technician	19.83
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	19.83
12305 - Radiologic Technologist	31.11
12311 - Registered Nurse I	22.26
12312 - Registered Nurse II	27.23

12313 - Registered Nurse II Specialist		27.23
12314 - Registered Nurse III		32.95
12315 - Registered Nurse III Anesthetist		32.95
12316 - Registered Nurse IV		39.49
12317 - Scheduler (Drug and Alcohol Testing)		27.49
12320 - Substance Abuse Treatment Counselor		27.49
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.23
13012 - Exhibits Specialist II		20.22
13013 - Exhibits Specialist III		24.66
13041 - Illustrator I		16.23
13042 - Illustrator II		20.22
13043 - Illustrator III		24.66
13047 - Librarian		22.22
13050 - Library Aide/Clerk		12.84
13054 - Library Information Technology Systems Administrator		20.22
13058 - Library Technician		14.42
13061 - Media Specialist I		14.98
13062 - Media Specialist II		16.76
13063 - Media Specialist III		18.69
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		13.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.45
14042 - Computer Operator II		18.41
14043 - Computer Operator III		20.52
14044 - Computer Operator IV		22.80
14045 - Computer Operator V		25.25
14071 - Computer Programmer I	(see 1)	19.91
14072 - Computer Programmer II	(see 1)	24.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.45
14160 - Personal Computer Support Technician		22.80
14170 - System Support Specialist		26.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.97
15020 - Aircrew Training Devices Instructor (Rated)		35.05
15030 - Air Crew Training Devices Instructor (Pilot)		42.01
15050 - Computer Based Training Specialist / Instructor		28.97
15060 - Educational Technologist		28.20

15070 - Flight Instructor (Pilot) 42.01
15080 - Graphic Artist 30.42
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.01
15086 - Maintenance Test Pilot Rotary Wing 42.01
15088 - Non-Maintenance Test/Co-Pilot 42.01
15090 - Technical Instructor 23.51
15095 - Technical Instructor/Course Developer 30.42
15110 - Test Proctor 18.95
15120 - Tutor 18.95
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.49
16030 - Counter Attendant 14.49
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.49
16090 - Presser Hand 14.49
16110 - Presser Machine Drycleaning 14.49
16130 - Presser Machine Shirts 14.49
16160 - Presser Machine Wearing Apparel Laundry 14.49
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.55
19040 - Tool And Die Maker 32.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.11
21030 - Material Coordinator 21.19
21040 - Material Expediter 21.19
21050 - Material Handling Laborer 17.05
21071 - Order Filler 15.54
21080 - Production Line Worker (Food Processing) 17.11
21110 - Shipping Packer 18.56
21130 - Shipping/Receiving Clerk 18.56
21140 - Store Worker I 13.97
21150 - Stock Clerk 18.02
21210 - Tools And Parts Attendant 17.11
21410 - Warehouse Specialist 17.11
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.44
23019 - Aircraft Logs and Records Technician 23.52
23021 - Aircraft Mechanic I 27.99
23022 - Aircraft Mechanic II 29.44
23023 - Aircraft Mechanic III 30.86
23040 - Aircraft Mechanic Helper 20.46
23050 - Aircraft Painter 26.55
23060 - Aircraft Servicer 23.52
23070 - Aircraft Survival Flight Equipment Technician 26.55
23080 - Aircraft Worker 25.12
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.12

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.99
23110 - Appliance Mechanic 26.55
23120 - Bicycle Repairer 19.58
23125 - Cable Splicer 27.99
23130 - Carpenter Maintenance 25.91
23140 - Carpet Layer 25.12
23160 - Electrician Maintenance 28.77
23181 - Electronics Technician Maintenance I 25.12
23182 - Electronics Technician Maintenance II 26.55
23183 - Electronics Technician Maintenance III 27.99
23260 - Fabric Worker 23.52
23290 - Fire Alarm System Mechanic 27.99
23310 - Fire Extinguisher Repairer 21.91
23311 - Fuel Distribution System Mechanic 27.99
23312 - Fuel Distribution System Operator 21.91
23370 - General Maintenance Worker 19.50
23380 - Ground Support Equipment Mechanic 27.99
23381 - Ground Support Equipment Servicer 23.52
23382 - Ground Support Equipment Worker 25.12
23391 - Gunsmith I 21.91
23392 - Gunsmith II 25.12
23393 - Gunsmith III 27.99
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.79
23430 - Heavy Equipment Mechanic 27.99
23440 - Heavy Equipment Operator 37.05
23460 - Instrument Mechanic 27.99
23465 - Laboratory/Shelter Mechanic 26.55
23470 - Laborer 17.05
23510 - Locksmith 26.55
23530 - Machinery Maintenance Mechanic 23.47
23550 - Machinist Maintenance 21.92
23580 - Maintenance Trades Helper 19.65
23591 - Metrology Technician I 27.99
23592 - Metrology Technician II 29.44
23593 - Metrology Technician III 30.86
23640 - Millwright 27.99
23710 - Office Appliance Repairer 26.55
23760 - Painter Maintenance 26.55
23790 - Pipefitter Maintenance 34.33
23810 - Plumber Maintenance 32.62
23820 - Pneudraulic Systems Mechanic 27.99
23850 - Rigger 27.99
23870 - Scale Mechanic 25.12
23890 - Sheet-Metal Worker Maintenance 29.10
23910 - Small Engine Mechanic 25.12
23931 - Telecommunications Mechanic I 30.36

23932 - Telecommunications Mechanic II 31.43
23950 - Telephone Lineman 27.99
23960 - Welder Combination Maintenance 19.73
23965 - Well Driller 27.99
23970 - Woodcraft Worker 27.99
23980 - Woodworker 21.91
24000 - Personal Needs Occupations
24550 - Case Manager 14.80
24570 - Child Care Attendant 11.67
24580 - Child Care Center Clerk 14.17
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 14.80
24630 - Homemaker 14.80
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.18
25040 - Sewage Plant Operator 22.59
25070 - Stationary Engineer 27.18
25190 - Ventilation Equipment Tender 19.65
25210 - Water Treatment Plant Operator 22.59
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.47
27007 - Baggage Inspector 14.84
27008 - Corrections Officer 27.53
27010 - Court Security Officer 28.83
27030 - Detection Dog Handler 16.61
27040 - Detention Officer 27.53
27070 - Firefighter 28.12
27101 - Guard I 14.84
27102 - Guard II 16.61
27131 - Police Officer I 25.26
27132 - Police Officer II 28.09
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.44
28042 - Carnival Equipment Repairer 12.09
28043 - Carnival Worker 10.24
28210 - Gate Attendant/Gate Tender 13.48
28310 - Lifeguard 12.01
28350 - Park Attendant (Aide) 15.08
28510 - Recreation Aide/Health Facility Attendant 11.00
28515 - Recreation Specialist 18.68
28630 - Sports Official 12.01
28690 - Swimming Pool Operator 23.75
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.12
29020 - Hatch Tender 25.12
29030 - Line Handler 25.12
29041 - Stevedore I 23.52
29042 - Stevedore II 26.55
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.16
30022 - Archeological Technician II 18.08
30023 - Archeological Technician III 22.20
30030 - Cartographic Technician 22.20
30040 - Civil Engineering Technician 22.39
30051 - Cryogenic Technician I 24.80
30052 - Cryogenic Technician II 27.40
30061 - Drafter/CAD Operator I 16.16
30062 - Drafter/CAD Operator II 18.08
30063 - Drafter/CAD Operator III 19.99
30064 - Drafter/CAD Operator IV 24.60
30081 - Engineering Technician I 15.19
30082 - Engineering Technician II 17.41
30083 - Engineering Technician III 19.48
30084 - Engineering Technician IV 24.12
30085 - Engineering Technician V 29.52
30086 - Engineering Technician VI 32.47
30090 - Environmental Technician 22.20
30095 - Evidence Control Specialist 22.39
30210 - Laboratory Technician 20.15
30221 - Latent Fingerprint Technician I 24.80
30222 - Latent Fingerprint Technician II 27.40
30240 - Mathematical Technician 22.20
30361 - Paralegal/Legal Assistant I 17.29
30362 - Paralegal/Legal Assistant II 21.41
30363 - Paralegal/Legal Assistant III 26.20
30364 - Paralegal/Legal Assistant IV 31.69
30375 - Petroleum Supply Specialist 27.40
30390 - Photo-Optics Technician 22.20
30395 - Radiation Control Technician 27.40
30461 - Technical Writer I 22.39
30462 - Technical Writer II 27.40
30463 - Technical Writer III 33.14
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.80
30502 - Weather Forecaster II 30.17
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.99
30621 - Weather Observer Senior (see 2) 22.22
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 17.39
31030 - Bus Driver 23.20

31043 - Driver Courier	15.08
31260 - Parking and Lot Attendant	15.99
31290 - Shuttle Bus Driver	15.08
31310 - Taxi Driver	16.64
31361 - Truckdriver Light	15.08
31362 - Truckdriver Medium	16.04
31363 - Truckdriver Heavy	24.77
31364 - Truckdriver Tractor-Trailer	24.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.76
99050 - Desk Clerk	11.45
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.09
99252 - Laboratory Animal Caretaker II	20.04
99260 - Marketing Analyst	27.89
99310 - Mortician	25.35
99410 - Pest Controller	22.24
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.67
99711 - Recycling Specialist	19.35
99730 - Refuse Collector	15.33
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	15.33
99830 - Survey Party Chief	19.22
99831 - Surveying Aide	12.58
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	19.35
99841 - Vending Machine Repairer	23.75
99842 - Vending Machine Repairer Helper	19.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5023
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Macon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.54
01012 - Accounting Clerk II		16.33
01013 - Accounting Clerk III		19.48
01020 - Administrative Assistant		22.90
01035 - Court Reporter		17.23
01041 - Customer Service Representative I		12.12
01042 - Customer Service Representative II		13.62
01043 - Customer Service Representative III		14.87
01051 - Data Entry Operator I		11.91
01052 - Data Entry Operator II		12.99
01060 - Dispatcher Motor Vehicle		23.14
01070 - Document Preparation Clerk		13.72
01090 - Duplicating Machine Operator		13.72
01111 - General Clerk I		12.80
01112 - General Clerk II		13.96

01113 - General Clerk III 15.67
01120 - Housing Referral Assistant 19.21
01141 - Messenger Courier 11.19
01191 - Order Clerk I 13.99
01192 - Order Clerk II 15.26
01261 - Personnel Assistant (Employment) I 18.47
01262 - Personnel Assistant (Employment) II 20.66
01263 - Personnel Assistant (Employment) III 23.03
01270 - Production Control Clerk 22.39
01290 - Rental Clerk 12.14
01300 - Scheduler Maintenance 15.40
01311 - Secretary I 15.40
01312 - Secretary II 17.23
01313 - Secretary III 19.21
01320 - Service Order Dispatcher 20.68
01410 - Supply Technician 22.90
01420 - Survey Worker 14.94
01460 - Switchboard Operator/Receptionist 13.03
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 13.72
01612 - Word Processor II 15.40
01613 - Word Processor III 17.23
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.21
05010 - Automotive Electrician 19.76
05040 - Automotive Glass Installer 18.48
05070 - Automotive Worker 18.48
05110 - Mobile Equipment Servicer 16.31
05130 - Motor Equipment Metal Mechanic 19.76
05160 - Motor Equipment Metal Worker 18.48
05190 - Motor Vehicle Mechanic 19.53
05220 - Motor Vehicle Mechanic Helper 15.42
05250 - Motor Vehicle Upholstery Worker 18.48
05280 - Motor Vehicle Wrecker 18.48
05310 - Painter Automotive 18.41
05340 - Radiator Repair Specialist 18.48
05370 - Tire Repairer 15.20
05400 - Transmission Repair Specialist 19.48
07000 - Food Preparation And Service Occupations
07010 - Baker 17.23
07041 - Cook I 11.99
07042 - Cook II 13.74
07070 - Dishwasher 10.99
07130 - Food Service Worker 11.12
07210 - Meat Cutter 14.55
07260 - Waiter/Waitress 9.85
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.88

09040 - Furniture Handler 17.19
09080 - Furniture Refinisher 25.88
09090 - Furniture Refinisher Helper 19.95
09110 - Furniture Repairer Minor 22.93
09130 - Upholsterer 25.88
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.01
11060 - Elevator Operator 11.77
11090 - Gardener 16.23
11122 - Housekeeping Aide 11.77
11150 - Janitor 11.77
11210 - Laborer Grounds Maintenance 13.05
11240 - Maid or Houseman 10.63
11260 - Pruner 12.00
11270 - Tractor Operator 15.16
11330 - Trail Maintenance Worker 13.05
11360 - Window Cleaner 12.80
12000 - Health Occupations
12010 - Ambulance Driver 20.09
12011 - Breath Alcohol Technician 20.09
12012 - Certified Occupational Therapist Assistant 27.82
12015 - Certified Physical Therapist Assistant 30.71
12020 - Dental Assistant 17.35
12025 - Dental Hygienist 36.85
12030 - EKG Technician 30.44
12035 - Electroneurodiagnostic Technologist 30.44
12040 - Emergency Medical Technician 20.09
12071 - Licensed Practical Nurse I 17.96
12072 - Licensed Practical Nurse II 20.09
12073 - Licensed Practical Nurse III 22.24
12100 - Medical Assistant 15.05
12130 - Medical Laboratory Technician 21.93
12160 - Medical Record Clerk 15.93
12190 - Medical Record Technician 17.89
12195 - Medical Transcriptionist 17.33
12210 - Nuclear Medicine Technologist 43.85
12221 - Nursing Assistant I 12.16
12222 - Nursing Assistant II 13.67
12223 - Nursing Assistant III 14.91
12224 - Nursing Assistant IV 16.74
12235 - Optical Dispenser 17.52
12236 - Optical Technician 17.96
12250 - Pharmacy Technician 14.97
12280 - Phlebotomist 15.14
12305 - Radiologic Technologist 29.88
12311 - Registered Nurse I 23.99
12312 - Registered Nurse II 29.35
12313 - Registered Nurse II Specialist 29.35
12314 - Registered Nurse III 35.51
12315 - Registered Nurse III Anesthetist 35.51

12316 - Registered Nurse IV		42.56
12317 - Scheduler (Drug and Alcohol Testing)		24.89
12320 - Substance Abuse Treatment Counselor		25.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.46
13012 - Exhibits Specialist II		20.15
13013 - Exhibits Specialist III		23.48
13041 - Illustrator I		18.38
13042 - Illustrator II		22.49
13043 - Illustrator III		24.63
13047 - Librarian		22.30
13050 - Library Aide/Clerk		14.19
13054 - Library Information Technology Systems Administrator		21.45
13058 - Library Technician		16.26
13061 - Media Specialist I		14.53
13062 - Media Specialist II		16.26
13063 - Media Specialist III		18.12
13071 - Photographer I		15.26
13072 - Photographer II		16.39
13073 - Photographer III		20.13
13074 - Photographer IV		23.48
13075 - Photographer V		26.18
13090 - Technical Order Library Clerk		17.52
13110 - Video Teleconference Technician		14.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		17.17
14043 - Computer Operator III		20.90
14044 - Computer Operator IV		22.51
14045 - Computer Operator V		24.92
14071 - Computer Programmer I	(see 1)	23.84
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		22.51
14170 - System Support Specialist		24.92
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.28
15020 - Aircrew Training Devices Instructor (Rated)		40.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.26
15050 - Computer Based Training Specialist / Instructor		33.28
15060 - Educational Technologist		25.83
15070 - Flight Instructor (Pilot)		44.26
15080 - Graphic Artist		23.86
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.26

15086 - Maintenance Test Pilot Rotary Wing 44.26
15088 - Non-Maintenance Test/Co-Pilot 44.26
15090 - Technical Instructor 22.67
15095 - Technical Instructor/Course Developer 28.05
15110 - Test Proctor 18.30
15120 - Tutor 18.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.49
16030 - Counter Attendant 14.49
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.49
16090 - Presser Hand 14.49
16110 - Presser Machine Drycleaning 14.49
16130 - Presser Machine Shirts 14.49
16160 - Presser Machine Wearing Apparel Laundry 14.49
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.88
19040 - Tool And Die Maker 31.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.94
21030 - Material Coordinator 22.63
21040 - Material Expediter 22.63
21050 - Material Handling Laborer 14.60
21071 - Order Filler 13.49
21080 - Production Line Worker (Food Processing) 18.94
21110 - Shipping Packer 15.20
21130 - Shipping/Receiving Clerk 15.20
21140 - Store Worker I 13.97
21150 - Stock Clerk 18.02
21210 - Tools And Parts Attendant 18.94
21410 - Warehouse Specialist 18.94
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.97
23019 - Aircraft Logs and Records Technician 24.74
23021 - Aircraft Mechanic I 29.45
23022 - Aircraft Mechanic II 30.97
23023 - Aircraft Mechanic III 32.47
23040 - Aircraft Mechanic Helper 21.53
23050 - Aircraft Painter 27.93
23060 - Aircraft Servicer 24.74
23070 - Aircraft Survival Flight Equipment Technician 27.93
23080 - Aircraft Worker 26.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.45
23110 - Appliance Mechanic 25.88

23120 - Bicycle Repairer 21.36
23125 - Cable Splicer 27.38
23130 - Carpenter Maintenance 23.20
23140 - Carpet Layer 24.48
23160 - Electrician Maintenance 33.33
23181 - Electronics Technician Maintenance I 23.78
23182 - Electronics Technician Maintenance II 25.13
23183 - Electronics Technician Maintenance III 26.59
23260 - Fabric Worker 22.93
23290 - Fire Alarm System Mechanic 27.38
23310 - Fire Extinguisher Repairer 21.36
23311 - Fuel Distribution System Mechanic 27.38
23312 - Fuel Distribution System Operator 21.36
23370 - General Maintenance Worker 18.07
23380 - Ground Support Equipment Mechanic 29.45
23381 - Ground Support Equipment Servicer 24.74
23382 - Ground Support Equipment Worker 26.42
23391 - Gunsmith I 21.36
23392 - Gunsmith II 24.48
23393 - Gunsmith III 27.38
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.12
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.57
23430 - Heavy Equipment Mechanic 28.32
23440 - Heavy Equipment Operator 36.76
23460 - Instrument Mechanic 27.38
23465 - Laboratory/Shelter Mechanic 25.88
23470 - Laborer 14.60
23510 - Locksmith 25.88
23530 - Machinery Maintenance Mechanic 25.01
23550 - Machinist Maintenance 23.16
23580 - Maintenance Trades Helper 19.95
23591 - Metrology Technician I 27.38
23592 - Metrology Technician II 28.79
23593 - Metrology Technician III 30.20
23640 - Millwright 26.84
23710 - Office Appliance Repairer 25.88
23760 - Painter Maintenance 26.27
23790 - Pipefitter Maintenance 31.72
23810 - Plumber Maintenance 29.06
23820 - Pneudraulic Systems Mechanic 27.38
23850 - Rigger 27.38
23870 - Scale Mechanic 24.48
23890 - Sheet-Metal Worker Maintenance 30.63
23910 - Small Engine Mechanic 24.48
23931 - Telecommunications Mechanic I 27.79
23932 - Telecommunications Mechanic II 29.23
23950 - Telephone Lineman 27.38
23960 - Welder Combination Maintenance 21.04

23965 - Well Driller		27.38
23970 - Woodcraft Worker		27.38
23980 - Woodworker		21.36
24000 - Personal Needs Occupations		
24550 - Case Manager		16.46
24570 - Child Care Attendant		10.46
24580 - Child Care Center Clerk		14.13
24610 - Chore Aide		11.86
24620 - Family Readiness And Support Services Coordinator		16.46
24630 - Homemaker		16.86
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.38
25040 - Sewage Plant Operator		27.07
25070 - Stationary Engineer		27.38
25190 - Ventilation Equipment Tender		19.95
25210 - Water Treatment Plant Operator		27.07
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.14
27007 - Baggage Inspector		15.64
27008 - Corrections Officer		25.61
27010 - Court Security Officer		25.61
27030 - Detection Dog Handler		17.50
27040 - Detention Officer		25.61
27070 - Firefighter		24.27
27101 - Guard I		15.64
27102 - Guard II		17.50
27131 - Police Officer I		30.84
27132 - Police Officer II		34.26
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.12
28042 - Carnival Equipment Repairer		12.98
28043 - Carnival Worker		10.12
28210 - Gate Attendant/Gate Tender		14.57
28310 - Lifeguard		12.97
28350 - Park Attendant (Aide)		16.29
28510 - Recreation Aide/Health Facility Attendant		11.89
28515 - Recreation Specialist		18.38
28630 - Sports Official		12.97
28690 - Swimming Pool Operator		23.09
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.48
29020 - Hatch Tender		24.48
29030 - Line Handler		24.48
29041 - Stevedore I		22.93
29042 - Stevedore II		25.88
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		16.74
30022 - Archeological Technician II		19.23
30023 - Archeological Technician III		23.82
30030 - Cartographic Technician		25.49
30040 - Civil Engineering Technician		26.98
30051 - Cryogenic Technician I		23.96
30052 - Cryogenic Technician II		26.47
30061 - Drafter/CAD Operator I		15.61
30062 - Drafter/CAD Operator II		19.23
30063 - Drafter/CAD Operator III		21.44
30064 - Drafter/CAD Operator IV		26.38
30081 - Engineering Technician I		14.36
30082 - Engineering Technician II		19.88
30083 - Engineering Technician III		22.26
30084 - Engineering Technician IV		27.58
30085 - Engineering Technician V		29.70
30086 - Engineering Technician VI		32.71
30090 - Environmental Technician		25.49
30095 - Evidence Control Specialist		21.63
30210 - Laboratory Technician		23.82
30221 - Latent Fingerprint Technician I		23.96
30222 - Latent Fingerprint Technician II		26.47
30240 - Mathematical Technician		25.49
30361 - Paralegal/Legal Assistant I		18.78
30362 - Paralegal/Legal Assistant II		23.27
30363 - Paralegal/Legal Assistant III		28.46
30364 - Paralegal/Legal Assistant IV		34.43
30375 - Petroleum Supply Specialist		26.47
30390 - Photo-Optics Technician		25.49
30395 - Radiation Control Technician		26.47
30461 - Technical Writer I		23.60
30462 - Technical Writer II		28.06
30463 - Technical Writer III		33.92
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		23.96
30502 - Weather Forecaster II		29.14
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.44
30621 - Weather Observer Senior	(see 2)	23.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.12
31030 - Bus Driver		18.66
31043 - Driver Courier		15.06
31260 - Parking and Lot Attendant		12.98
31290 - Shuttle Bus Driver		16.12

31310 - Taxi Driver	16.59
31361 - Truckdriver Light	16.12
31362 - Truckdriver Medium	17.14
31363 - Truckdriver Heavy	19.80
31364 - Truckdriver Tractor-Trailer	19.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.53
99050 - Desk Clerk	10.83
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.30
99252 - Laboratory Animal Caretaker II	17.11
99260 - Marketing Analyst	25.45
99310 - Mortician	25.35
99410 - Pest Controller	22.24
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.88
99711 - Recycling Specialist	19.61
99730 - Refuse Collector	15.52
99810 - Sales Clerk	12.31
99820 - School Crossing Guard	15.33
99830 - Survey Party Chief	19.36
99831 - Surveying Aide	12.09
99832 - Surveying Technician	17.55
99840 - Vending Machine Attendant	19.35
99841 - Vending Machine Repairer	23.75
99842 - Vending Machine Repairer Helper	19.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5024
Revision No.: 12
Date Of Last Revision: 06/25/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Macon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.54
01012 - Accounting Clerk II		16.33
01013 - Accounting Clerk III		19.48
01020 - Administrative Assistant		22.90
01035 - Court Reporter		17.23
01041 - Customer Service Representative I		12.12
01042 - Customer Service Representative II		13.62
01043 - Customer Service Representative III		14.87
01051 - Data Entry Operator I		11.91
01052 - Data Entry Operator II		12.99
01060 - Dispatcher Motor Vehicle		23.14
01070 - Document Preparation Clerk		13.72

01090 - Duplicating Machine Operator 13.72
01111 - General Clerk I 12.80
01112 - General Clerk II 13.96
01113 - General Clerk III 15.67
01120 - Housing Referral Assistant 19.21
01141 - Messenger Courier 11.19
01191 - Order Clerk I 13.99
01192 - Order Clerk II 15.26
01261 - Personnel Assistant (Employment) I 18.47
01262 - Personnel Assistant (Employment) II 20.66
01263 - Personnel Assistant (Employment) III 23.03
01270 - Production Control Clerk 22.39
01290 - Rental Clerk 12.14
01300 - Scheduler Maintenance 15.40
01311 - Secretary I 15.40
01312 - Secretary II 17.23
01313 - Secretary III 19.21
01320 - Service Order Dispatcher 20.68
01410 - Supply Technician 22.90
01420 - Survey Worker 14.94
01460 - Switchboard Operator/Receptionist 13.03
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 13.72
01612 - Word Processor II 15.40
01613 - Word Processor III 17.23
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.21
05010 - Automotive Electrician 19.76
05040 - Automotive Glass Installer 18.48
05070 - Automotive Worker 18.48
05110 - Mobile Equipment Servicer 16.31
05130 - Motor Equipment Metal Mechanic 19.76
05160 - Motor Equipment Metal Worker 18.48
05190 - Motor Vehicle Mechanic 19.53
05220 - Motor Vehicle Mechanic Helper 15.42
05250 - Motor Vehicle Upholstery Worker 18.48
05280 - Motor Vehicle Wrecker 18.48
05310 - Painter Automotive 18.41
05340 - Radiator Repair Specialist 18.48
05370 - Tire Repairer 15.20
05400 - Transmission Repair Specialist 19.48
07000 - Food Preparation And Service Occupations
07010 - Baker 17.23
07041 - Cook I 11.99
07042 - Cook II 13.74
07070 - Dishwasher 10.99
07130 - Food Service Worker 11.12
07210 - Meat Cutter 14.55

07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.88
09040 - Furniture Handler	17.19
09080 - Furniture Refinisher	25.88
09090 - Furniture Refinisher Helper	19.95
09110 - Furniture Repairer Minor	22.93
09130 - Upholsterer	25.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.01
11060 - Elevator Operator	11.77
11090 - Gardener	16.23
11122 - Housekeeping Aide	11.77
11150 - Janitor	11.77
11210 - Laborer Grounds Maintenance	13.05
11240 - Maid or Houseman	10.63
11260 - Pruner	12.00
11270 - Tractor Operator	15.16
11330 - Trail Maintenance Worker	13.05
11360 - Window Cleaner	12.80
12000 - Health Occupations	
12010 - Ambulance Driver	20.09
12011 - Breath Alcohol Technician	20.09
12012 - Certified Occupational Therapist Assistant	27.82
12015 - Certified Physical Therapist Assistant	30.71
12020 - Dental Assistant	17.35
12025 - Dental Hygienist	36.85
12030 - EKG Technician	30.44
12035 - Electroneurodiagnostic Technologist	30.44
12040 - Emergency Medical Technician	20.09
12071 - Licensed Practical Nurse I	17.96
12072 - Licensed Practical Nurse II	20.09
12073 - Licensed Practical Nurse III	22.24
12100 - Medical Assistant	15.05
12130 - Medical Laboratory Technician	21.93
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	17.89
12195 - Medical Transcriptionist	17.33
12210 - Nuclear Medicine Technologist	43.85
12221 - Nursing Assistant I	12.16
12222 - Nursing Assistant II	13.67
12223 - Nursing Assistant III	14.91
12224 - Nursing Assistant IV	16.74
12235 - Optical Dispenser	17.52
12236 - Optical Technician	17.96
12250 - Pharmacy Technician	14.97
12280 - Phlebotomist	15.14
12305 - Radiologic Technologist	29.88
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	29.35

12313 - Registered Nurse II Specialist		29.35
12314 - Registered Nurse III		35.51
12315 - Registered Nurse III Anesthetist		35.51
12316 - Registered Nurse IV		42.56
12317 - Scheduler (Drug and Alcohol Testing)		24.89
12320 - Substance Abuse Treatment Counselor		25.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.46
13012 - Exhibits Specialist II		20.15
13013 - Exhibits Specialist III		23.48
13041 - Illustrator I		18.38
13042 - Illustrator II		22.49
13043 - Illustrator III		24.63
13047 - Librarian		22.30
13050 - Library Aide/Clerk		14.19
13054 - Library Information Technology Systems Administrator		21.45
13058 - Library Technician		16.26
13061 - Media Specialist I		14.53
13062 - Media Specialist II		16.26
13063 - Media Specialist III		18.12
13071 - Photographer I		15.26
13072 - Photographer II		16.39
13073 - Photographer III		20.13
13074 - Photographer IV		23.48
13075 - Photographer V		26.18
13090 - Technical Order Library Clerk		17.52
13110 - Video Teleconference Technician		14.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		17.17
14043 - Computer Operator III		20.90
14044 - Computer Operator IV		22.51
14045 - Computer Operator V		24.92
14071 - Computer Programmer I	(see 1)	23.84
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		22.51
14170 - System Support Specialist		24.92
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.28
15020 - Aircrew Training Devices Instructor (Rated)		40.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.26
15050 - Computer Based Training Specialist / Instructor		33.28
15060 - Educational Technologist		25.83

15070 - Flight Instructor (Pilot) 44.26
15080 - Graphic Artist 23.86
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.26
15086 - Maintenance Test Pilot Rotary Wing 44.26
15088 - Non-Maintenance Test/Co-Pilot 44.26
15090 - Technical Instructor 22.67
15095 - Technical Instructor/Course Developer 28.05
15110 - Test Proctor 18.30
15120 - Tutor 18.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.49
16030 - Counter Attendant 14.49
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.49
16090 - Presser Hand 14.49
16110 - Presser Machine Drycleaning 14.49
16130 - Presser Machine Shirts 14.49
16160 - Presser Machine Wearing Apparel Laundry 14.49
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.88
19040 - Tool And Die Maker 31.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.94
21030 - Material Coordinator 22.63
21040 - Material Expediter 22.63
21050 - Material Handling Laborer 14.60
21071 - Order Filler 13.49
21080 - Production Line Worker (Food Processing) 18.94
21110 - Shipping Packer 15.20
21130 - Shipping/Receiving Clerk 15.20
21140 - Store Worker I 13.97
21150 - Stock Clerk 18.02
21210 - Tools And Parts Attendant 18.94
21410 - Warehouse Specialist 18.94
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.97
23019 - Aircraft Logs and Records Technician 24.74
23021 - Aircraft Mechanic I 29.45
23022 - Aircraft Mechanic II 30.97
23023 - Aircraft Mechanic III 32.47
23040 - Aircraft Mechanic Helper 21.53
23050 - Aircraft Painter 27.93
23060 - Aircraft Servicer 24.74
23070 - Aircraft Survival Flight Equipment Technician 27.93
23080 - Aircraft Worker 26.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.42

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.45
23110 - Appliance Mechanic 25.88
23120 - Bicycle Repairer 21.36
23125 - Cable Splicer 27.38
23130 - Carpenter Maintenance 23.20
23140 - Carpet Layer 24.48
23160 - Electrician Maintenance 33.33
23181 - Electronics Technician Maintenance I 23.78
23182 - Electronics Technician Maintenance II 25.13
23183 - Electronics Technician Maintenance III 26.59
23260 - Fabric Worker 22.93
23290 - Fire Alarm System Mechanic 27.38
23310 - Fire Extinguisher Repairer 21.36
23311 - Fuel Distribution System Mechanic 27.38
23312 - Fuel Distribution System Operator 21.36
23370 - General Maintenance Worker 18.07
23380 - Ground Support Equipment Mechanic 29.45
23381 - Ground Support Equipment Servicer 24.74
23382 - Ground Support Equipment Worker 26.42
23391 - Gunsmith I 21.36
23392 - Gunsmith II 24.48
23393 - Gunsmith III 27.38
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.12
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.57
23430 - Heavy Equipment Mechanic 28.32
23440 - Heavy Equipment Operator 36.76
23460 - Instrument Mechanic 27.38
23465 - Laboratory/Shelter Mechanic 25.88
23470 - Laborer 14.60
23510 - Locksmith 25.88
23530 - Machinery Maintenance Mechanic 25.01
23550 - Machinist Maintenance 23.16
23580 - Maintenance Trades Helper 19.95
23591 - Metrology Technician I 27.38
23592 - Metrology Technician II 28.79
23593 - Metrology Technician III 30.20
23640 - Millwright 26.84
23710 - Office Appliance Repairer 25.88
23760 - Painter Maintenance 26.27
23790 - Pipefitter Maintenance 31.72
23810 - Plumber Maintenance 29.06
23820 - Pneudraulic Systems Mechanic 27.38
23850 - Rigger 27.38
23870 - Scale Mechanic 24.48
23890 - Sheet-Metal Worker Maintenance 30.63
23910 - Small Engine Mechanic 24.48
23931 - Telecommunications Mechanic I 27.79

23932 - Telecommunications Mechanic II 29.23
23950 - Telephone Lineman 27.38
23960 - Welder Combination Maintenance 21.04
23965 - Well Driller 27.38
23970 - Woodcraft Worker 27.38
23980 - Woodworker 21.36
24000 - Personal Needs Occupations
24550 - Case Manager 16.46
24570 - Child Care Attendant 10.46
24580 - Child Care Center Clerk 14.13
24610 - Chore Aide 11.86
24620 - Family Readiness And Support Services Coordinator 16.46
24630 - Homemaker 16.86
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.38
25040 - Sewage Plant Operator 27.07
25070 - Stationary Engineer 27.38
25190 - Ventilation Equipment Tender 19.95
25210 - Water Treatment Plant Operator 27.07
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.14
27007 - Baggage Inspector 15.64
27008 - Corrections Officer 25.61
27010 - Court Security Officer 25.61
27030 - Detection Dog Handler 17.50
27040 - Detention Officer 25.61
27070 - Firefighter 24.27
27101 - Guard I 15.64
27102 - Guard II 17.50
27131 - Police Officer I 30.84
27132 - Police Officer II 34.26
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.12
28042 - Carnival Equipment Repairer 12.98
28043 - Carnival Worker 10.12
28210 - Gate Attendant/Gate Tender 14.57
28310 - Lifeguard 12.97
28350 - Park Attendant (Aide) 16.29
28510 - Recreation Aide/Health Facility Attendant 11.89
28515 - Recreation Specialist 18.38
28630 - Sports Official 12.97
28690 - Swimming Pool Operator 23.09
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.48
29020 - Hatch Tender 24.48
29030 - Line Handler 24.48
29041 - Stevedore I 22.93
29042 - Stevedore II 25.88
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.74
30022 - Archeological Technician II 19.23
30023 - Archeological Technician III 23.82
30030 - Cartographic Technician 25.49
30040 - Civil Engineering Technician 26.98
30051 - Cryogenic Technician I 23.96
30052 - Cryogenic Technician II 26.47
30061 - Drafter/CAD Operator I 15.61
30062 - Drafter/CAD Operator II 19.23
30063 - Drafter/CAD Operator III 21.44
30064 - Drafter/CAD Operator IV 26.38
30081 - Engineering Technician I 14.36
30082 - Engineering Technician II 19.88
30083 - Engineering Technician III 22.26
30084 - Engineering Technician IV 27.58
30085 - Engineering Technician V 29.70
30086 - Engineering Technician VI 32.71
30090 - Environmental Technician 25.49
30095 - Evidence Control Specialist 21.63
30210 - Laboratory Technician 23.82
30221 - Latent Fingerprint Technician I 23.96
30222 - Latent Fingerprint Technician II 26.47
30240 - Mathematical Technician 25.49
30361 - Paralegal/Legal Assistant I 18.78
30362 - Paralegal/Legal Assistant II 23.27
30363 - Paralegal/Legal Assistant III 28.46
30364 - Paralegal/Legal Assistant IV 34.43
30375 - Petroleum Supply Specialist 26.47
30390 - Photo-Optics Technician 25.49
30395 - Radiation Control Technician 26.47
30461 - Technical Writer I 23.60
30462 - Technical Writer II 28.06
30463 - Technical Writer III 33.92
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 23.96
30502 - Weather Forecaster II 29.14
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.44
30621 - Weather Observer Senior (see 2) 23.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.12
31030 - Bus Driver 18.66

31043 - Driver Courier	15.06
31260 - Parking and Lot Attendant	12.98
31290 - Shuttle Bus Driver	16.12
31310 - Taxi Driver	16.59
31361 - Truckdriver Light	16.12
31362 - Truckdriver Medium	17.14
31363 - Truckdriver Heavy	19.80
31364 - Truckdriver Tractor-Trailer	19.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.53
99050 - Desk Clerk	10.83
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.30
99252 - Laboratory Animal Caretaker II	17.11
99260 - Marketing Analyst	25.45
99310 - Mortician	25.35
99410 - Pest Controller	22.24
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.88
99711 - Recycling Specialist	19.61
99730 - Refuse Collector	15.52
99810 - Sales Clerk	12.31
99820 - School Crossing Guard	15.33
99830 - Survey Party Chief	19.36
99831 - Surveying Aide	12.09
99832 - Surveying Technician	17.55
99840 - Vending Machine Attendant	19.35
99841 - Vending Machine Repairer	23.75
99842 - Vending Machine Repairer Helper	19.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5025
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Kankakee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		20.25
01041 - Customer Service Representative I		13.76
01042 - Customer Service Representative II		15.47
01043 - Customer Service Representative III		16.88
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		15.16
01090 - Duplicating Machine Operator		15.16
01111 - General Clerk I		14.64
01112 - General Clerk II		15.98

01113 - General Clerk III 17.94
01120 - Housing Referral Assistant 22.12
01141 - Messenger Courier 12.36
01191 - Order Clerk I 15.99
01192 - Order Clerk II 17.58
01261 - Personnel Assistant (Employment) I 17.84
01262 - Personnel Assistant (Employment) II 19.95
01263 - Personnel Assistant (Employment) III 22.24
01270 - Production Control Clerk 23.35
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.36
01311 - Secretary I 18.36
01312 - Secretary II 19.84
01313 - Secretary III 22.12
01320 - Service Order Dispatcher 21.04
01410 - Supply Technician 28.01
01420 - Survey Worker 19.19
01460 - Switchboard Operator/Receptionist 13.53
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 15.50
01612 - Word Processor II 17.41
01613 - Word Processor III 19.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.30
05010 - Automotive Electrician 24.51
05040 - Automotive Glass Installer 23.47
05070 - Automotive Worker 23.47
05110 - Mobile Equipment Servicer 21.37
05130 - Motor Equipment Metal Mechanic 28.12
05160 - Motor Equipment Metal Worker 23.47
05190 - Motor Vehicle Mechanic 28.63
05220 - Motor Vehicle Mechanic Helper 20.28
05250 - Motor Vehicle Upholstery Worker 22.45
05280 - Motor Vehicle Wrecker 23.47
05310 - Painter Automotive 23.47
05340 - Radiator Repair Specialist 23.47
05370 - Tire Repairer 17.01
05400 - Transmission Repair Specialist 28.12
07000 - Food Preparation And Service Occupations
07010 - Baker 17.35
07041 - Cook I 14.43
07042 - Cook II 15.77
07070 - Dishwasher 11.36
07130 - Food Service Worker 11.48
07210 - Meat Cutter 15.77
07260 - Waiter/Waitress 12.02
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 28.19

09040 - Furniture Handler 18.81
09080 - Furniture Refinisher 28.19
09090 - Furniture Refinisher Helper 22.09
09110 - Furniture Repairer Minor 25.19
09130 - Upholsterer 28.19
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.52
11060 - Elevator Operator 13.76
11090 - Gardener 16.87
11122 - Housekeeping Aide 13.76
11150 - Janitor 13.76
11210 - Laborer Grounds Maintenance 13.50
11240 - Maid or Houseman 12.33
11260 - Pruner 12.35
11270 - Tractor Operator 15.80
11330 - Trail Maintenance Worker 13.50
11360 - Window Cleaner 15.03
12000 - Health Occupations
12010 - Ambulance Driver 21.12
12011 - Breath Alcohol Technician 22.28
12012 - Certified Occupational Therapist Assistant 30.57
12015 - Certified Physical Therapist Assistant 28.13
12020 - Dental Assistant 17.22
12025 - Dental Hygienist 35.17
12030 - EKG Technician 33.76
12035 - Electroneurodiagnostic Technologist 33.76
12040 - Emergency Medical Technician 21.12
12071 - Licensed Practical Nurse I 19.92
12072 - Licensed Practical Nurse II 22.28
12073 - Licensed Practical Nurse III 24.84
12100 - Medical Assistant 16.51
12130 - Medical Laboratory Technician 23.18
12160 - Medical Record Clerk 20.28
12190 - Medical Record Technician 22.69
12195 - Medical Transcriptionist 19.92
12210 - Nuclear Medicine Technologist 48.97
12221 - Nursing Assistant I 12.83
12222 - Nursing Assistant II 14.43
12223 - Nursing Assistant III 15.74
12224 - Nursing Assistant IV 17.67
12235 - Optical Dispenser 22.28
12236 - Optical Technician 19.92
12250 - Pharmacy Technician 15.58
12280 - Phlebotomist 19.92
12305 - Radiologic Technologist 32.01
12311 - Registered Nurse I 29.17
12312 - Registered Nurse II 32.81
12313 - Registered Nurse II Specialist 32.81
12314 - Registered Nurse III 39.70
12315 - Registered Nurse III Anesthetist 39.70

12316 - Registered Nurse IV		47.59
12317 - Scheduler (Drug and Alcohol Testing)		27.60
12320 - Substance Abuse Treatment Counselor		25.89
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.65
13013 - Exhibits Specialist III		32.46
13041 - Illustrator I		22.03
13042 - Illustrator II		27.53
13043 - Illustrator III		32.62
13047 - Librarian		33.74
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.74
13058 - Library Technician		18.22
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		19.24
13072 - Photographer II		21.51
13073 - Photographer III		26.65
13074 - Photographer IV		32.46
13075 - Photographer V		35.76
13090 - Technical Order Library Clerk		17.35
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		28.71
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		28.07
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		28.07
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.94

15086 - Maintenance Test Pilot Rotary Wing 46.94
15088 - Non-Maintenance Test/Co-Pilot 46.94
15090 - Technical Instructor 28.62
15095 - Technical Instructor/Course Developer 33.96
15110 - Test Proctor 22.41
15120 - Tutor 22.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 30.32
19040 - Tool And Die Maker 36.32
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.93
21030 - Material Coordinator 23.35
21040 - Material Expediter 23.35
21050 - Material Handling Laborer 17.45
21071 - Order Filler 13.80
21080 - Production Line Worker (Food Processing) 16.93
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 15.68
21150 - Stock Clerk 20.55
21210 - Tools And Parts Attendant 16.93
21410 - Warehouse Specialist 16.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.56
23019 - Aircraft Logs and Records Technician 27.09
23021 - Aircraft Mechanic I 31.94
23022 - Aircraft Mechanic II 33.56
23023 - Aircraft Mechanic III 34.89
23040 - Aircraft Mechanic Helper 23.80
23050 - Aircraft Painter 30.32
23060 - Aircraft Servicer 27.09
23070 - Aircraft Survival Flight Equipment Technician 30.32
23080 - Aircraft Worker 28.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.94
23110 - Appliance Mechanic 30.32

23120 - Bicycle Repairer 25.49
23125 - Cable Splicer 31.94
23130 - Carpenter Maintenance 34.53
23140 - Carpet Layer 28.72
23160 - Electrician Maintenance 41.50
23181 - Electronics Technician Maintenance I 28.93
23182 - Electronics Technician Maintenance II 30.53
23183 - Electronics Technician Maintenance III 32.16
23260 - Fabric Worker 27.09
23290 - Fire Alarm System Mechanic 31.94
23310 - Fire Extinguisher Repairer 25.49
23311 - Fuel Distribution System Mechanic 31.94
23312 - Fuel Distribution System Operator 25.49
23370 - General Maintenance Worker 23.74
23380 - Ground Support Equipment Mechanic 31.94
23381 - Ground Support Equipment Servicer 27.09
23382 - Ground Support Equipment Worker 28.72
23391 - Gunsmith I 25.49
23392 - Gunsmith II 28.72
23393 - Gunsmith III 31.94
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.07
23430 - Heavy Equipment Mechanic 31.94
23440 - Heavy Equipment Operator 38.52
23460 - Instrument Mechanic 31.94
23465 - Laboratory/Shelter Mechanic 30.32
23470 - Laborer 14.80
23510 - Locksmith 30.32
23530 - Machinery Maintenance Mechanic 35.31
23550 - Machinist Maintenance 27.64
23580 - Maintenance Trades Helper 23.80
23591 - Metrology Technician I 31.94
23592 - Metrology Technician II 33.56
23593 - Metrology Technician III 34.89
23640 - Millwright 33.01
23710 - Office Appliance Repairer 30.32
23760 - Painter Maintenance 24.38
23790 - Pipefitter Maintenance 42.19
23810 - Plumber Maintenance 40.04
23820 - Pneudraulic Systems Mechanic 31.94
23850 - Rigger 31.94
23870 - Scale Mechanic 28.72
23890 - Sheet-Metal Worker Maintenance 32.70
23910 - Small Engine Mechanic 28.72
23931 - Telecommunications Mechanic I 30.34
23932 - Telecommunications Mechanic II 31.89
23950 - Telephone Lineman 31.94
23960 - Welder Combination Maintenance 21.33

23965 - Well Driller	31.94
23970 - Woodcraft Worker	31.94
23980 - Woodworker	25.49
24000 - Personal Needs Occupations	
24550 - Case Manager	21.68
24570 - Child Care Attendant	11.21
24580 - Child Care Center Clerk	16.17
24610 - Chore Aide	14.01
24620 - Family Readiness And Support Services Coordinator	21.68
24630 - Homemaker	21.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.79
25040 - Sewage Plant Operator	30.40
25070 - Stationary Engineer	37.79
25190 - Ventilation Equipment Tender	27.87
25210 - Water Treatment Plant Operator	30.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.24
27007 - Baggage Inspector	14.03
27008 - Corrections Officer	29.55
27010 - Court Security Officer	29.55
27030 - Detection Dog Handler	15.70
27040 - Detention Officer	29.55
27070 - Firefighter	29.55
27101 - Guard I	14.03
27102 - Guard II	15.70
27131 - Police Officer I	31.95
27132 - Police Officer II	35.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.71
28042 - Carnival Equipment Repairer	14.43
28043 - Carnival Worker	11.17
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	11.78
28515 - Recreation Specialist	20.00
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	26.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.72
29020 - Hatch Tender	28.72
29030 - Line Handler	28.72
29041 - Stevedore I	27.09
29042 - Stevedore II	30.32
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.24
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.59

30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.76
30023 - Archeological Technician III		26.59
30030 - Cartographic Technician		26.33
30040 - Civil Engineering Technician		25.64
30051 - Cryogenic Technician I		23.80
30052 - Cryogenic Technician II		26.29
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.76
30063 - Drafter/CAD Operator III		21.99
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		17.38
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		40.57
30090 - Environmental Technician		24.28
30095 - Evidence Control Specialist		21.49
30210 - Laboratory Technician		26.77
30221 - Latent Fingerprint Technician I		23.80
30222 - Latent Fingerprint Technician II		26.29
30240 - Mathematical Technician		26.13
30361 - Paralegal/Legal Assistant I		20.55
30362 - Paralegal/Legal Assistant II		25.43
30363 - Paralegal/Legal Assistant III		31.14
30364 - Paralegal/Legal Assistant IV		37.63
30375 - Petroleum Supply Specialist		26.29
30390 - Photo-Optics Technician		26.33
30395 - Radiation Control Technician		26.29
30461 - Technical Writer I		25.16
30462 - Technical Writer II		30.77
30463 - Technical Writer III		37.23
30491 - Unexploded Ordnance (UXO) Technician I		28.11
30492 - Unexploded Ordnance (UXO) Technician II		34.01
30493 - Unexploded Ordnance (UXO) Technician III		40.77
30494 - Unexploded (UXO) Safety Escort		28.11
30495 - Unexploded (UXO) Sweep Personnel		28.11
30501 - Weather Forecaster I		28.96
30502 - Weather Forecaster II		35.23
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.01
31020 - Bus Aide		18.18
31030 - Bus Driver		24.36
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		16.40
31290 - Shuttle Bus Driver		18.60

31310 - Taxi Driver	15.41
31361 - Truckdriver Light	18.60
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	25.82
31364 - Truckdriver Tractor-Trailer	25.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	10.90
99050 - Desk Clerk	11.94
99095 - Embalmer	30.13
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	22.18
99252 - Laboratory Animal Caretaker II	23.75
99260 - Marketing Analyst	26.29
99310 - Mortician	30.13
99410 - Pest Controller	25.29
99510 - Photofinishing Worker	14.77
99710 - Recycling Laborer	18.88
99711 - Recycling Specialist	22.18
99730 - Refuse Collector	17.28
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	17.28
99830 - Survey Party Chief	23.56
99831 - Surveying Aide	14.37
99832 - Surveying Technician	18.55
99840 - Vending Machine Attendant	22.18
99841 - Vending Machine Repairer	26.81
99842 - Vending Machine Repairer Helper	22.18

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5026
Revision No.: 12
Date Of Last Revision: 06/25/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Kankakee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		20.25
01041 - Customer Service Representative I		13.76
01042 - Customer Service Representative II		15.47
01043 - Customer Service Representative III		16.88
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		15.16

01090 - Duplicating Machine Operator	15.16
01111 - General Clerk I	14.64
01112 - General Clerk II	15.98
01113 - General Clerk III	17.94
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	12.36
01191 - Order Clerk I	15.99
01192 - Order Clerk II	17.58
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	23.35
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.04
01410 - Supply Technician	28.01
01420 - Survey Worker	19.19
01460 - Switchboard Operator/Receptionist	13.53
01531 - Travel Clerk I	13.94
01532 - Travel Clerk II	15.09
01533 - Travel Clerk III	16.33
01611 - Word Processor I	15.50
01612 - Word Processor II	17.41
01613 - Word Processor III	19.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.30
05010 - Automotive Electrician	24.51
05040 - Automotive Glass Installer	23.47
05070 - Automotive Worker	23.47
05110 - Mobile Equipment Servicer	21.37
05130 - Motor Equipment Metal Mechanic	28.12
05160 - Motor Equipment Metal Worker	23.47
05190 - Motor Vehicle Mechanic	28.63
05220 - Motor Vehicle Mechanic Helper	20.28
05250 - Motor Vehicle Upholstery Worker	22.45
05280 - Motor Vehicle Wrecker	23.47
05310 - Painter Automotive	23.47
05340 - Radiator Repair Specialist	23.47
05370 - Tire Repairer	17.01
05400 - Transmission Repair Specialist	28.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.35
07041 - Cook I	14.43
07042 - Cook II	15.77
07070 - Dishwasher	11.36
07130 - Food Service Worker	11.48
07210 - Meat Cutter	15.77

07260 - Waiter/Waitress	12.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.19
09040 - Furniture Handler	18.81
09080 - Furniture Refinisher	28.19
09090 - Furniture Refinisher Helper	22.09
09110 - Furniture Repairer Minor	25.19
09130 - Upholsterer	28.19
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.52
11060 - Elevator Operator	13.76
11090 - Gardener	16.87
11122 - Housekeeping Aide	13.76
11150 - Janitor	13.76
11210 - Laborer Grounds Maintenance	13.50
11240 - Maid or Houseman	12.33
11260 - Pruner	12.35
11270 - Tractor Operator	15.80
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	15.03
12000 - Health Occupations	
12010 - Ambulance Driver	21.12
12011 - Breath Alcohol Technician	22.28
12012 - Certified Occupational Therapist Assistant	30.57
12015 - Certified Physical Therapist Assistant	28.13
12020 - Dental Assistant	17.22
12025 - Dental Hygienist	35.17
12030 - EKG Technician	33.76
12035 - Electroneurodiagnostic Technologist	33.76
12040 - Emergency Medical Technician	21.12
12071 - Licensed Practical Nurse I	19.92
12072 - Licensed Practical Nurse II	22.28
12073 - Licensed Practical Nurse III	24.84
12100 - Medical Assistant	16.51
12130 - Medical Laboratory Technician	23.18
12160 - Medical Record Clerk	20.28
12190 - Medical Record Technician	22.69
12195 - Medical Transcriptionist	19.92
12210 - Nuclear Medicine Technologist	48.97
12221 - Nursing Assistant I	12.83
12222 - Nursing Assistant II	14.43
12223 - Nursing Assistant III	15.74
12224 - Nursing Assistant IV	17.67
12235 - Optical Dispenser	22.28
12236 - Optical Technician	19.92
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	19.92
12305 - Radiologic Technologist	32.01
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.81

12313 - Registered Nurse II Specialist		32.81
12314 - Registered Nurse III		39.70
12315 - Registered Nurse III Anesthetist		39.70
12316 - Registered Nurse IV		47.59
12317 - Scheduler (Drug and Alcohol Testing)		27.60
12320 - Substance Abuse Treatment Counselor		25.89
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.65
13013 - Exhibits Specialist III		32.46
13041 - Illustrator I		22.03
13042 - Illustrator II		27.53
13043 - Illustrator III		32.62
13047 - Librarian		33.74
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.74
13058 - Library Technician		18.22
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		19.24
13072 - Photographer II		21.51
13073 - Photographer III		26.65
13074 - Photographer IV		32.46
13075 - Photographer V		35.76
13090 - Technical Order Library Clerk		17.35
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		28.71
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		28.07

15070 - Flight Instructor (Pilot) 46.94
15080 - Graphic Artist 28.07
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.94
15086 - Maintenance Test Pilot Rotary Wing 46.94
15088 - Non-Maintenance Test/Co-Pilot 46.94
15090 - Technical Instructor 28.62
15095 - Technical Instructor/Course Developer 33.96
15110 - Test Proctor 22.41
15120 - Tutor 22.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 30.32
19040 - Tool And Die Maker 36.32
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.93
21030 - Material Coordinator 23.35
21040 - Material Expediter 23.35
21050 - Material Handling Laborer 17.45
21071 - Order Filler 13.80
21080 - Production Line Worker (Food Processing) 16.93
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 15.68
21150 - Stock Clerk 20.55
21210 - Tools And Parts Attendant 16.93
21410 - Warehouse Specialist 16.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.56
23019 - Aircraft Logs and Records Technician 27.09
23021 - Aircraft Mechanic I 31.94
23022 - Aircraft Mechanic II 33.56
23023 - Aircraft Mechanic III 34.89
23040 - Aircraft Mechanic Helper 23.80
23050 - Aircraft Painter 30.32
23060 - Aircraft Servicer 27.09
23070 - Aircraft Survival Flight Equipment Technician 30.32
23080 - Aircraft Worker 28.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.72

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.94
23110 - Appliance Mechanic 30.32
23120 - Bicycle Repairer 25.49
23125 - Cable Splicer 31.94
23130 - Carpenter Maintenance 34.53
23140 - Carpet Layer 28.72
23160 - Electrician Maintenance 41.50
23181 - Electronics Technician Maintenance I 28.93
23182 - Electronics Technician Maintenance II 30.53
23183 - Electronics Technician Maintenance III 32.16
23260 - Fabric Worker 27.09
23290 - Fire Alarm System Mechanic 31.94
23310 - Fire Extinguisher Repairer 25.49
23311 - Fuel Distribution System Mechanic 31.94
23312 - Fuel Distribution System Operator 25.49
23370 - General Maintenance Worker 23.74
23380 - Ground Support Equipment Mechanic 31.94
23381 - Ground Support Equipment Servicer 27.09
23382 - Ground Support Equipment Worker 28.72
23391 - Gunsmith I 25.49
23392 - Gunsmith II 28.72
23393 - Gunsmith III 31.94
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.07
23430 - Heavy Equipment Mechanic 31.94
23440 - Heavy Equipment Operator 38.52
23460 - Instrument Mechanic 31.94
23465 - Laboratory/Shelter Mechanic 30.32
23470 - Laborer 14.80
23510 - Locksmith 30.32
23530 - Machinery Maintenance Mechanic 35.31
23550 - Machinist Maintenance 27.64
23580 - Maintenance Trades Helper 23.80
23591 - Metrology Technician I 31.94
23592 - Metrology Technician II 33.56
23593 - Metrology Technician III 34.89
23640 - Millwright 33.01
23710 - Office Appliance Repairer 30.32
23760 - Painter Maintenance 24.38
23790 - Pipefitter Maintenance 42.19
23810 - Plumber Maintenance 40.04
23820 - Pneudraulic Systems Mechanic 31.94
23850 - Rigger 31.94
23870 - Scale Mechanic 28.72
23890 - Sheet-Metal Worker Maintenance 32.70
23910 - Small Engine Mechanic 28.72
23931 - Telecommunications Mechanic I 30.34

23932 - Telecommunications Mechanic II 31.89
23950 - Telephone Lineman 31.94
23960 - Welder Combination Maintenance 21.33
23965 - Well Driller 31.94
23970 - Woodcraft Worker 31.94
23980 - Woodworker 25.49
24000 - Personal Needs Occupations
24550 - Case Manager 21.68
24570 - Child Care Attendant 11.21
24580 - Child Care Center Clerk 16.17
24610 - Chore Aide 14.01
24620 - Family Readiness And Support Services Coordinator 21.68
24630 - Homemaker 21.68
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 37.79
25040 - Sewage Plant Operator 30.40
25070 - Stationary Engineer 37.79
25190 - Ventilation Equipment Tender 27.87
25210 - Water Treatment Plant Operator 30.40
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.24
27007 - Baggage Inspector 14.03
27008 - Corrections Officer 29.55
27010 - Court Security Officer 29.55
27030 - Detection Dog Handler 15.70
27040 - Detention Officer 29.55
27070 - Firefighter 29.55
27101 - Guard I 14.03
27102 - Guard II 15.70
27131 - Police Officer I 31.95
27132 - Police Officer II 35.50
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.71
28042 - Carnival Equipment Repairer 14.43
28043 - Carnival Worker 11.17
28210 - Gate Attendant/Gate Tender 16.44
28310 - Lifeguard 13.10
28350 - Park Attendant (Aide) 18.37
28510 - Recreation Aide/Health Facility Attendant 11.78
28515 - Recreation Specialist 20.00
28630 - Sports Official 14.64
28690 - Swimming Pool Operator 26.81
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.72
29020 - Hatch Tender 28.72
29030 - Line Handler 28.72
29041 - Stevedore I 27.09
29042 - Stevedore II 30.32
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.24
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.59
30021 - Archeological Technician I 17.64
30022 - Archeological Technician II 19.76
30023 - Archeological Technician III 26.59
30030 - Cartographic Technician 26.33
30040 - Civil Engineering Technician 25.64
30051 - Cryogenic Technician I 23.80
30052 - Cryogenic Technician II 26.29
30061 - Drafter/CAD Operator I 17.64
30062 - Drafter/CAD Operator II 19.76
30063 - Drafter/CAD Operator III 21.99
30064 - Drafter/CAD Operator IV 28.96
30081 - Engineering Technician I 17.38
30082 - Engineering Technician II 20.39
30083 - Engineering Technician III 22.81
30084 - Engineering Technician IV 28.26
30085 - Engineering Technician V 34.56
30086 - Engineering Technician VI 40.57
30090 - Environmental Technician 24.28
30095 - Evidence Control Specialist 21.49
30210 - Laboratory Technician 26.77
30221 - Latent Fingerprint Technician I 23.80
30222 - Latent Fingerprint Technician II 26.29
30240 - Mathematical Technician 26.13
30361 - Paralegal/Legal Assistant I 20.55
30362 - Paralegal/Legal Assistant II 25.43
30363 - Paralegal/Legal Assistant III 31.14
30364 - Paralegal/Legal Assistant IV 37.63
30375 - Petroleum Supply Specialist 26.29
30390 - Photo-Optics Technician 26.33
30395 - Radiation Control Technician 26.29
30461 - Technical Writer I 25.16
30462 - Technical Writer II 30.77
30463 - Technical Writer III 37.23
30491 - Unexploded Ordnance (UXO) Technician I 28.11
30492 - Unexploded Ordnance (UXO) Technician II 34.01
30493 - Unexploded Ordnance (UXO) Technician III 40.77
30494 - Unexploded (UXO) Safety Escort 28.11
30495 - Unexploded (UXO) Sweep Personnel 28.11
30501 - Weather Forecaster I 28.96
30502 - Weather Forecaster II 35.23
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.99
30621 - Weather Observer Senior (see 2) 24.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.01
31020 - Bus Aide 18.18
31030 - Bus Driver 24.36

31043 - Driver Courier	19.14
31260 - Parking and Lot Attendant	16.40
31290 - Shuttle Bus Driver	18.60
31310 - Taxi Driver	15.41
31361 - Truckdriver Light	18.60
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	25.82
31364 - Truckdriver Tractor-Trailer	25.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	10.90
99050 - Desk Clerk	11.94
99095 - Embalmer	30.13
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	22.18
99252 - Laboratory Animal Caretaker II	23.75
99260 - Marketing Analyst	26.29
99310 - Mortician	30.13
99410 - Pest Controller	25.29
99510 - Photofinishing Worker	14.77
99710 - Recycling Laborer	18.88
99711 - Recycling Specialist	22.18
99730 - Refuse Collector	17.28
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	17.28
99830 - Survey Party Chief	23.56
99831 - Surveying Aide	14.37
99832 - Surveying Technician	18.55
99840 - Vending Machine Attendant	22.18
99841 - Vending Machine Repairer	26.81
99842 - Vending Machine Repairer Helper	22.18

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5027
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Marshall Peoria Stark Tazewell Woodford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		17.71
01020 - Administrative Assistant		23.40
01035 - Court Reporter		17.63
01041 - Customer Service Representative I		11.48
01042 - Customer Service Representative II		12.91
01043 - Customer Service Representative III		14.08
01051 - Data Entry Operator I		14.68
01052 - Data Entry Operator II		16.01
01060 - Dispatcher Motor Vehicle		22.67
01070 - Document Preparation Clerk		14.03
01090 - Duplicating Machine Operator		14.03
01111 - General Clerk I		13.06
01112 - General Clerk II		14.25

01113 - General Clerk III 15.99
01120 - Housing Referral Assistant 19.65
01141 - Messenger Courier 13.45
01191 - Order Clerk I 13.84
01192 - Order Clerk II 15.73
01261 - Personnel Assistant (Employment) I 15.85
01262 - Personnel Assistant (Employment) II 17.74
01263 - Personnel Assistant (Employment) III 19.77
01270 - Production Control Clerk 20.93
01290 - Rental Clerk 11.83
01300 - Scheduler Maintenance 15.75
01311 - Secretary I 15.75
01312 - Secretary II 17.63
01313 - Secretary III 19.65
01320 - Service Order Dispatcher 20.06
01410 - Supply Technician 23.40
01420 - Survey Worker 15.38
01460 - Switchboard Operator/Receptionist 13.03
01531 - Travel Clerk I 16.56
01532 - Travel Clerk II 17.90
01533 - Travel Clerk III 19.37
01611 - Word Processor I 14.03
01612 - Word Processor II 15.75
01613 - Word Processor III 17.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.10
05010 - Automotive Electrician 20.68
05040 - Automotive Glass Installer 20.00
05070 - Automotive Worker 20.00
05110 - Mobile Equipment Servicer 18.69
05130 - Motor Equipment Metal Mechanic 21.34
05160 - Motor Equipment Metal Worker 20.00
05190 - Motor Vehicle Mechanic 21.34
05220 - Motor Vehicle Mechanic Helper 18.04
05250 - Motor Vehicle Upholstery Worker 19.36
05280 - Motor Vehicle Wrecker 20.00
05310 - Painter Automotive 20.68
05340 - Radiator Repair Specialist 20.00
05370 - Tire Repairer 16.62
05400 - Transmission Repair Specialist 21.34
07000 - Food Preparation And Service Occupations
07010 - Baker 13.43
07041 - Cook I 12.39
07042 - Cook II 13.64
07070 - Dishwasher 10.36
07130 - Food Service Worker 10.12
07210 - Meat Cutter 14.37
07260 - Waiter/Waitress 10.42
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.03

09040 - Furniture Handler 15.38
09080 - Furniture Refinisher 19.29
09090 - Furniture Refinisher Helper 16.60
09110 - Furniture Repairer Minor 17.82
09130 - Upholsterer 19.03
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.50
11060 - Elevator Operator 12.73
11090 - Gardener 15.41
11122 - Housekeeping Aide 12.73
11150 - Janitor 12.73
11210 - Laborer Grounds Maintenance 13.25
11240 - Maid or Houseman 11.25
11260 - Pruner 12.66
11270 - Tractor Operator 14.42
11330 - Trail Maintenance Worker 13.25
11360 - Window Cleaner 13.32
12000 - Health Occupations
12010 - Ambulance Driver 15.48
12011 - Breath Alcohol Technician 19.91
12012 - Certified Occupational Therapist Assistant 25.32
12015 - Certified Physical Therapist Assistant 27.29
12020 - Dental Assistant 21.24
12025 - Dental Hygienist 31.98
12030 - EKG Technician 27.85
12035 - Electroneurodiagnostic Technologist 30.13
12040 - Emergency Medical Technician 15.48
12071 - Licensed Practical Nurse I 17.79
12072 - Licensed Practical Nurse II 19.91
12073 - Licensed Practical Nurse III 22.19
12100 - Medical Assistant 15.19
12130 - Medical Laboratory Technician 24.54
12160 - Medical Record Clerk 16.06
12190 - Medical Record Technician 18.95
12195 - Medical Transcriptionist 18.80
12210 - Nuclear Medicine Technologist 43.74
12221 - Nursing Assistant I 11.67
12222 - Nursing Assistant II 13.13
12223 - Nursing Assistant III 14.32
12224 - Nursing Assistant IV 16.08
12235 - Optical Dispenser 15.80
12236 - Optical Technician 17.79
12250 - Pharmacy Technician 16.35
12280 - Phlebotomist 16.79
12305 - Radiologic Technologist 27.42
12311 - Registered Nurse I 23.49
12312 - Registered Nurse II 28.74
12313 - Registered Nurse II Specialist 28.74
12314 - Registered Nurse III 34.77
12315 - Registered Nurse III Anesthetist 34.77

12316 - Registered Nurse IV		41.67
12317 - Scheduler (Drug and Alcohol Testing)		24.65
12320 - Substance Abuse Treatment Counselor		20.14
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.25
13012 - Exhibits Specialist II		19.20
13013 - Exhibits Specialist III		22.52
13041 - Illustrator I		16.28
13042 - Illustrator II		18.64
13043 - Illustrator III		22.81
13047 - Librarian		20.65
13050 - Library Aide/Clerk		11.53
13054 - Library Information Technology Systems Administrator		19.76
13058 - Library Technician		13.32
13061 - Media Specialist I		13.46
13062 - Media Specialist II		15.05
13063 - Media Specialist III		16.78
13071 - Photographer I		15.71
13072 - Photographer II		17.57
13073 - Photographer III		20.52
13074 - Photographer IV		23.20
13075 - Photographer V		26.06
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		15.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.08
14042 - Computer Operator II		18.00
14043 - Computer Operator III		20.06
14044 - Computer Operator IV		22.29
14045 - Computer Operator V		24.69
14071 - Computer Programmer I	(see 1)	21.32
14072 - Computer Programmer II	(see 1)	24.43
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.08
14160 - Personal Computer Support Technician		22.29
14170 - System Support Specialist		29.87
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.40
15020 - Aircrew Training Devices Instructor (Rated)		36.78
15030 - Air Crew Training Devices Instructor (Pilot)		44.08
15050 - Computer Based Training Specialist / Instructor		30.40
15060 - Educational Technologist		30.77
15070 - Flight Instructor (Pilot)		44.08
15080 - Graphic Artist		23.76
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.08

15086 - Maintenance Test Pilot Rotary Wing 44.08
15088 - Non-Maintenance Test/Co-Pilot 44.08
15090 - Technical Instructor 28.23
15095 - Technical Instructor/Course Developer 34.54
15110 - Test Proctor 22.80
15120 - Tutor 22.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.14
16030 - Counter Attendant 14.14
16040 - Dry Cleaner 16.56
16070 - Finisher Flatwork Machine 14.14
16090 - Presser Hand 14.14
16110 - Presser Machine Drycleaning 14.14
16130 - Presser Machine Shirts 14.14
16160 - Presser Machine Wearing Apparel Laundry 14.14
16190 - Sewing Machine Operator 17.31
16220 - Tailor 18.01
16250 - Washer Machine 14.81
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.16
19040 - Tool And Die Maker 29.48
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.82
21030 - Material Coordinator 20.93
21040 - Material Expediter 20.93
21050 - Material Handling Laborer 17.28
21071 - Order Filler 13.32
21080 - Production Line Worker (Food Processing) 17.82
21110 - Shipping Packer 16.90
21130 - Shipping/Receiving Clerk 16.90
21140 - Store Worker I 18.95
21150 - Stock Clerk 21.67
21210 - Tools And Parts Attendant 17.82
21410 - Warehouse Specialist 17.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.86
23019 - Aircraft Logs and Records Technician 25.10
23021 - Aircraft Mechanic I 28.69
23022 - Aircraft Mechanic II 29.86
23023 - Aircraft Mechanic III 31.10
23040 - Aircraft Mechanic Helper 23.03
23050 - Aircraft Painter 27.51
23060 - Aircraft Servicer 25.10
23070 - Aircraft Survival Flight Equipment Technician 27.51
23080 - Aircraft Worker 26.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.69
23110 - Appliance Mechanic 28.23

23120 - Bicycle Repairer 24.52
23125 - Cable Splicer 30.32
23130 - Carpenter Maintenance 28.92
23140 - Carpet Layer 27.81
23160 - Electrician Maintenance 33.65
23181 - Electronics Technician Maintenance I 30.36
23182 - Electronics Technician Maintenance II 32.28
23183 - Electronics Technician Maintenance III 33.66
23260 - Fabric Worker 25.75
23290 - Fire Alarm System Mechanic 28.62
23310 - Fire Extinguisher Repairer 24.52
23311 - Fuel Distribution System Mechanic 29.43
23312 - Fuel Distribution System Operator 24.52
23370 - General Maintenance Worker 20.20
23380 - Ground Support Equipment Mechanic 28.69
23381 - Ground Support Equipment Servicer 25.10
23382 - Ground Support Equipment Worker 26.31
23391 - Gunsmith I 24.52
23392 - Gunsmith II 27.00
23393 - Gunsmith III 29.43
23410 - Heating Ventilation And Air-Conditioning Mechanic 34.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 35.87
23430 - Heavy Equipment Mechanic 28.00
23440 - Heavy Equipment Operator 31.28
23460 - Instrument Mechanic 29.43
23465 - Laboratory/Shelter Mechanic 28.23
23470 - Laborer 15.39
23510 - Locksmith 28.23
23530 - Machinery Maintenance Mechanic 27.81
23550 - Machinist Maintenance 23.13
23580 - Maintenance Trades Helper 22.10
23591 - Metrology Technician I 29.43
23592 - Metrology Technician II 30.62
23593 - Metrology Technician III 31.84
23640 - Millwright 32.77
23710 - Office Appliance Repairer 20.29
23760 - Painter Maintenance 29.39
23790 - Pipefitter Maintenance 37.55
23810 - Plumber Maintenance 36.01
23820 - Pneudraulic Systems Mechanic 29.43
23850 - Rigger 29.43
23870 - Scale Mechanic 27.00
23890 - Sheet-Metal Worker Maintenance 33.65
23910 - Small Engine Mechanic 22.18
23931 - Telecommunications Mechanic I 35.06
23932 - Telecommunications Mechanic II 36.49
23950 - Telephone Lineman 29.43
23960 - Welder Combination Maintenance 21.55

23965 - Well Driller	29.43
23970 - Woodcraft Worker	29.43
23980 - Woodworker	24.52
24000 - Personal Needs Occupations	
24550 - Case Manager	15.98
24570 - Child Care Attendant	10.43
24580 - Child Care Center Clerk	13.08
24610 - Chore Aide	11.36
24620 - Family Readiness And Support Services Coordinator	15.98
24630 - Homemaker	15.98
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.83
25040 - Sewage Plant Operator	24.80
25070 - Stationary Engineer	34.83
25190 - Ventilation Equipment Tender	27.85
25210 - Water Treatment Plant Operator	24.80
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.33
27007 - Baggage Inspector	15.32
27008 - Corrections Officer	24.53
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	17.14
27040 - Detention Officer	24.53
27070 - Firefighter	21.85
27101 - Guard I	15.32
27102 - Guard II	17.14
27131 - Police Officer I	24.71
27132 - Police Officer II	27.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.94
28042 - Carnival Equipment Repairer	13.41
28043 - Carnival Worker	12.63
28210 - Gate Attendant/Gate Tender	13.43
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.03
28510 - Recreation Aide/Health Facility Attendant	10.97
28515 - Recreation Specialist	17.78
28630 - Sports Official	11.97
28690 - Swimming Pool Operator	18.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.25
29020 - Hatch Tender	23.25
29030 - Line Handler	23.25
29041 - Stevedore I	21.99
29042 - Stevedore II	24.57
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 20.47
30022 - Archeological Technician II 22.90
30023 - Archeological Technician III 28.37
30030 - Cartographic Technician 28.37
30040 - Civil Engineering Technician 28.31
30051 - Cryogenic Technician I 31.42
30052 - Cryogenic Technician II 34.71
30061 - Drafter/CAD Operator I 20.47
30062 - Drafter/CAD Operator II 22.90
30063 - Drafter/CAD Operator III 25.53
30064 - Drafter/CAD Operator IV 31.42
30081 - Engineering Technician I 15.20
30082 - Engineering Technician II 17.33
30083 - Engineering Technician III 20.78
30084 - Engineering Technician IV 25.15
30085 - Engineering Technician V 28.94
30086 - Engineering Technician VI 35.01
30090 - Environmental Technician 28.37
30095 - Evidence Control Specialist 28.37
30210 - Laboratory Technician 28.05
30221 - Latent Fingerprint Technician I 31.42
30222 - Latent Fingerprint Technician II 34.71
30240 - Mathematical Technician 30.77
30361 - Paralegal/Legal Assistant I 19.81
30362 - Paralegal/Legal Assistant II 24.54
30363 - Paralegal/Legal Assistant III 30.02
30364 - Paralegal/Legal Assistant IV 36.32
30375 - Petroleum Supply Specialist 34.71
30390 - Photo-Optics Technician 28.37
30395 - Radiation Control Technician 34.71
30461 - Technical Writer I 25.74
30462 - Technical Writer II 31.48
30463 - Technical Writer III 38.10
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 31.42
30502 - Weather Forecaster II 38.22
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.53
30621 - Weather Observer Senior (see 2) 28.37
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.91
31030 - Bus Driver 18.87
31043 - Driver Courier 15.91
31260 - Parking and Lot Attendant 12.46
31290 - Shuttle Bus Driver 16.63

31310 - Taxi Driver	14.48
31361 - Truckdriver Light	16.63
31362 - Truckdriver Medium	17.46
31363 - Truckdriver Heavy	19.78
31364 - Truckdriver Tractor-Trailer	19.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.37
99050 - Desk Clerk	11.31
99095 - Embalmer	35.40
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.96
99252 - Laboratory Animal Caretaker II	16.69
99260 - Marketing Analyst	38.36
99310 - Mortician	35.40
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	13.95
99710 - Recycling Laborer	21.72
99711 - Recycling Specialist	23.65
99730 - Refuse Collector	20.75
99810 - Sales Clerk	11.58
99820 - School Crossing Guard	12.17
99830 - Survey Party Chief	19.19
99831 - Surveying Aide	12.75
99832 - Surveying Technician	17.45
99840 - Vending Machine Attendant	20.61
99841 - Vending Machine Repairer	25.18
99842 - Vending Machine Repairer Helper	20.61

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5028
Revision No.: 12
Date Of Last Revision: 06/25/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Marshall Peoria Stark Tazewell Woodford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		17.71
01020 - Administrative Assistant		23.40
01035 - Court Reporter		17.63
01041 - Customer Service Representative I		11.48
01042 - Customer Service Representative II		12.91
01043 - Customer Service Representative III		14.08
01051 - Data Entry Operator I		14.68
01052 - Data Entry Operator II		16.01
01060 - Dispatcher Motor Vehicle		22.67
01070 - Document Preparation Clerk		14.03

01090 - Duplicating Machine Operator	14.03
01111 - General Clerk I	13.06
01112 - General Clerk II	14.25
01113 - General Clerk III	15.99
01120 - Housing Referral Assistant	19.65
01141 - Messenger Courier	13.45
01191 - Order Clerk I	13.84
01192 - Order Clerk II	15.73
01261 - Personnel Assistant (Employment) I	15.85
01262 - Personnel Assistant (Employment) II	17.74
01263 - Personnel Assistant (Employment) III	19.77
01270 - Production Control Clerk	20.93
01290 - Rental Clerk	11.83
01300 - Scheduler Maintenance	15.75
01311 - Secretary I	15.75
01312 - Secretary II	17.63
01313 - Secretary III	19.65
01320 - Service Order Dispatcher	20.06
01410 - Supply Technician	23.40
01420 - Survey Worker	15.38
01460 - Switchboard Operator/Receptionist	13.03
01531 - Travel Clerk I	16.56
01532 - Travel Clerk II	17.90
01533 - Travel Clerk III	19.37
01611 - Word Processor I	14.03
01612 - Word Processor II	15.75
01613 - Word Processor III	17.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.10
05010 - Automotive Electrician	20.68
05040 - Automotive Glass Installer	20.00
05070 - Automotive Worker	20.00
05110 - Mobile Equipment Servicer	18.69
05130 - Motor Equipment Metal Mechanic	21.34
05160 - Motor Equipment Metal Worker	20.00
05190 - Motor Vehicle Mechanic	21.34
05220 - Motor Vehicle Mechanic Helper	18.04
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	20.00
05310 - Painter Automotive	20.68
05340 - Radiator Repair Specialist	20.00
05370 - Tire Repairer	16.62
05400 - Transmission Repair Specialist	21.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.43
07041 - Cook I	12.39
07042 - Cook II	13.64
07070 - Dishwasher	10.36
07130 - Food Service Worker	10.12
07210 - Meat Cutter	14.37

07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.03
09040 - Furniture Handler	15.38
09080 - Furniture Refinisher	19.29
09090 - Furniture Refinisher Helper	16.60
09110 - Furniture Repairer Minor	17.82
09130 - Upholsterer	19.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.50
11060 - Elevator Operator	12.73
11090 - Gardener	15.41
11122 - Housekeeping Aide	12.73
11150 - Janitor	12.73
11210 - Laborer Grounds Maintenance	13.25
11240 - Maid or Houseman	11.25
11260 - Pruner	12.66
11270 - Tractor Operator	14.42
11330 - Trail Maintenance Worker	13.25
11360 - Window Cleaner	13.32
12000 - Health Occupations	
12010 - Ambulance Driver	15.48
12011 - Breath Alcohol Technician	19.91
12012 - Certified Occupational Therapist Assistant	25.32
12015 - Certified Physical Therapist Assistant	27.29
12020 - Dental Assistant	21.24
12025 - Dental Hygienist	31.98
12030 - EKG Technician	27.85
12035 - Electroneurodiagnostic Technologist	30.13
12040 - Emergency Medical Technician	15.48
12071 - Licensed Practical Nurse I	17.79
12072 - Licensed Practical Nurse II	19.91
12073 - Licensed Practical Nurse III	22.19
12100 - Medical Assistant	15.19
12130 - Medical Laboratory Technician	24.54
12160 - Medical Record Clerk	16.06
12190 - Medical Record Technician	18.95
12195 - Medical Transcriptionist	18.80
12210 - Nuclear Medicine Technologist	43.74
12221 - Nursing Assistant I	11.67
12222 - Nursing Assistant II	13.13
12223 - Nursing Assistant III	14.32
12224 - Nursing Assistant IV	16.08
12235 - Optical Dispenser	15.80
12236 - Optical Technician	17.79
12250 - Pharmacy Technician	16.35
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	27.42
12311 - Registered Nurse I	23.49
12312 - Registered Nurse II	28.74

12313 - Registered Nurse II Specialist		28.74
12314 - Registered Nurse III		34.77
12315 - Registered Nurse III Anesthetist		34.77
12316 - Registered Nurse IV		41.67
12317 - Scheduler (Drug and Alcohol Testing)		24.65
12320 - Substance Abuse Treatment Counselor		20.14
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.25
13012 - Exhibits Specialist II		19.20
13013 - Exhibits Specialist III		22.52
13041 - Illustrator I		16.28
13042 - Illustrator II		18.64
13043 - Illustrator III		22.81
13047 - Librarian		20.65
13050 - Library Aide/Clerk		11.53
13054 - Library Information Technology Systems Administrator		19.76
13058 - Library Technician		13.32
13061 - Media Specialist I		13.46
13062 - Media Specialist II		15.05
13063 - Media Specialist III		16.78
13071 - Photographer I		15.71
13072 - Photographer II		17.57
13073 - Photographer III		20.52
13074 - Photographer IV		23.20
13075 - Photographer V		26.06
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		15.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.08
14042 - Computer Operator II		18.00
14043 - Computer Operator III		20.06
14044 - Computer Operator IV		22.29
14045 - Computer Operator V		24.69
14071 - Computer Programmer I	(see 1)	21.32
14072 - Computer Programmer II	(see 1)	24.43
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.08
14160 - Personal Computer Support Technician		22.29
14170 - System Support Specialist		29.87
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.40
15020 - Aircrew Training Devices Instructor (Rated)		36.78
15030 - Air Crew Training Devices Instructor (Pilot)		44.08
15050 - Computer Based Training Specialist / Instructor		30.40
15060 - Educational Technologist		30.77

15070 - Flight Instructor (Pilot) 44.08
15080 - Graphic Artist 23.76
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.08
15086 - Maintenance Test Pilot Rotary Wing 44.08
15088 - Non-Maintenance Test/Co-Pilot 44.08
15090 - Technical Instructor 28.23
15095 - Technical Instructor/Course Developer 34.54
15110 - Test Proctor 22.80
15120 - Tutor 22.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.14
16030 - Counter Attendant 14.14
16040 - Dry Cleaner 16.56
16070 - Finisher Flatwork Machine 14.14
16090 - Presser Hand 14.14
16110 - Presser Machine Drycleaning 14.14
16130 - Presser Machine Shirts 14.14
16160 - Presser Machine Wearing Apparel Laundry 14.14
16190 - Sewing Machine Operator 17.31
16220 - Tailor 18.01
16250 - Washer Machine 14.81
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.16
19040 - Tool And Die Maker 29.48
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.82
21030 - Material Coordinator 20.93
21040 - Material Expediter 20.93
21050 - Material Handling Laborer 17.28
21071 - Order Filler 13.32
21080 - Production Line Worker (Food Processing) 17.82
21110 - Shipping Packer 16.90
21130 - Shipping/Receiving Clerk 16.90
21140 - Store Worker I 18.95
21150 - Stock Clerk 21.67
21210 - Tools And Parts Attendant 17.82
21410 - Warehouse Specialist 17.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.86
23019 - Aircraft Logs and Records Technician 25.10
23021 - Aircraft Mechanic I 28.69
23022 - Aircraft Mechanic II 29.86
23023 - Aircraft Mechanic III 31.10
23040 - Aircraft Mechanic Helper 23.03
23050 - Aircraft Painter 27.51
23060 - Aircraft Servicer 25.10
23070 - Aircraft Survival Flight Equipment Technician 27.51
23080 - Aircraft Worker 26.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.31

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.69
23110 - Appliance Mechanic	28.23
23120 - Bicycle Repairer	24.52
23125 - Cable Splicer	30.32
23130 - Carpenter Maintenance	28.92
23140 - Carpet Layer	27.81
23160 - Electrician Maintenance	33.65
23181 - Electronics Technician Maintenance I	30.36
23182 - Electronics Technician Maintenance II	32.28
23183 - Electronics Technician Maintenance III	33.66
23260 - Fabric Worker	25.75
23290 - Fire Alarm System Mechanic	28.62
23310 - Fire Extinguisher Repairer	24.52
23311 - Fuel Distribution System Mechanic	29.43
23312 - Fuel Distribution System Operator	24.52
23370 - General Maintenance Worker	20.20
23380 - Ground Support Equipment Mechanic	28.69
23381 - Ground Support Equipment Servicer	25.10
23382 - Ground Support Equipment Worker	26.31
23391 - Gunsmith I	24.52
23392 - Gunsmith II	27.00
23393 - Gunsmith III	29.43
23410 - Heating Ventilation And Air-Conditioning Mechanic	34.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	35.87
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	31.28
23460 - Instrument Mechanic	29.43
23465 - Laboratory/Shelter Mechanic	28.23
23470 - Laborer	15.39
23510 - Locksmith	28.23
23530 - Machinery Maintenance Mechanic	27.81
23550 - Machinist Maintenance	23.13
23580 - Maintenance Trades Helper	22.10
23591 - Metrology Technician I	29.43
23592 - Metrology Technician II	30.62
23593 - Metrology Technician III	31.84
23640 - Millwright	32.77
23710 - Office Appliance Repairer	20.29
23760 - Painter Maintenance	29.39
23790 - Pipefitter Maintenance	37.55
23810 - Plumber Maintenance	36.01
23820 - Pneudraulic Systems Mechanic	29.43
23850 - Rigger	29.43
23870 - Scale Mechanic	27.00
23890 - Sheet-Metal Worker Maintenance	33.65
23910 - Small Engine Mechanic	22.18
23931 - Telecommunications Mechanic I	35.06

23932 - Telecommunications Mechanic II 36.49
23950 - Telephone Lineman 29.43
23960 - Welder Combination Maintenance 21.55
23965 - Well Driller 29.43
23970 - Woodcraft Worker 29.43
23980 - Woodworker 24.52
24000 - Personal Needs Occupations
24550 - Case Manager 15.98
24570 - Child Care Attendant 10.43
24580 - Child Care Center Clerk 13.08
24610 - Chore Aide 11.36
24620 - Family Readiness And Support Services Coordinator 15.98
24630 - Homemaker 15.98
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 34.83
25040 - Sewage Plant Operator 24.80
25070 - Stationary Engineer 34.83
25190 - Ventilation Equipment Tender 27.85
25210 - Water Treatment Plant Operator 24.80
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.33
27007 - Baggage Inspector 15.32
27008 - Corrections Officer 24.53
27010 - Court Security Officer 21.18
27030 - Detection Dog Handler 17.14
27040 - Detention Officer 24.53
27070 - Firefighter 21.85
27101 - Guard I 15.32
27102 - Guard II 17.14
27131 - Police Officer I 24.71
27132 - Police Officer II 27.46
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.94
28042 - Carnival Equipment Repairer 13.41
28043 - Carnival Worker 12.63
28210 - Gate Attendant/Gate Tender 13.43
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 15.03
28510 - Recreation Aide/Health Facility Attendant 10.97
28515 - Recreation Specialist 17.78
28630 - Sports Official 11.97
28690 - Swimming Pool Operator 18.07
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.25
29020 - Hatch Tender 23.25
29030 - Line Handler 23.25
29041 - Stevedore I 21.99
29042 - Stevedore II 24.57
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 20.47
30022 - Archeological Technician II 22.90
30023 - Archeological Technician III 28.37
30030 - Cartographic Technician 28.37
30040 - Civil Engineering Technician 28.31
30051 - Cryogenic Technician I 31.42
30052 - Cryogenic Technician II 34.71
30061 - Drafter/CAD Operator I 20.47
30062 - Drafter/CAD Operator II 22.90
30063 - Drafter/CAD Operator III 25.53
30064 - Drafter/CAD Operator IV 31.42
30081 - Engineering Technician I 15.20
30082 - Engineering Technician II 17.33
30083 - Engineering Technician III 20.78
30084 - Engineering Technician IV 25.15
30085 - Engineering Technician V 28.94
30086 - Engineering Technician VI 35.01
30090 - Environmental Technician 28.37
30095 - Evidence Control Specialist 28.37
30210 - Laboratory Technician 28.05
30221 - Latent Fingerprint Technician I 31.42
30222 - Latent Fingerprint Technician II 34.71
30240 - Mathematical Technician 30.77
30361 - Paralegal/Legal Assistant I 19.81
30362 - Paralegal/Legal Assistant II 24.54
30363 - Paralegal/Legal Assistant III 30.02
30364 - Paralegal/Legal Assistant IV 36.32
30375 - Petroleum Supply Specialist 34.71
30390 - Photo-Optics Technician 28.37
30395 - Radiation Control Technician 34.71
30461 - Technical Writer I 25.74
30462 - Technical Writer II 31.48
30463 - Technical Writer III 38.10
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 31.42
30502 - Weather Forecaster II 38.22
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.53
30621 - Weather Observer Senior (see 2) 28.37
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.91
31030 - Bus Driver 18.87

31043 - Driver Courier	15.91
31260 - Parking and Lot Attendant	12.46
31290 - Shuttle Bus Driver	16.63
31310 - Taxi Driver	14.48
31361 - Truckdriver Light	16.63
31362 - Truckdriver Medium	17.46
31363 - Truckdriver Heavy	19.78
31364 - Truckdriver Tractor-Trailer	19.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.37
99050 - Desk Clerk	11.31
99095 - Embalmer	35.40
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.96
99252 - Laboratory Animal Caretaker II	16.69
99260 - Marketing Analyst	38.36
99310 - Mortician	35.40
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	13.95
99710 - Recycling Laborer	21.72
99711 - Recycling Specialist	23.65
99730 - Refuse Collector	20.75
99810 - Sales Clerk	11.58
99820 - School Crossing Guard	12.17
99830 - Survey Party Chief	19.19
99831 - Surveying Aide	12.75
99832 - Surveying Technician	17.45
99840 - Vending Machine Attendant	20.61
99841 - Vending Machine Repairer	25.18
99842 - Vending Machine Repairer Helper	20.61

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5029
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Boone Winnebago

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.89
01012 - Accounting Clerk II		16.71
01013 - Accounting Clerk III		18.70
01020 - Administrative Assistant		22.42
01035 - Court Reporter		18.08
01041 - Customer Service Representative I		13.18
01042 - Customer Service Representative II		14.81
01043 - Customer Service Representative III		16.16
01051 - Data Entry Operator I		13.31
01052 - Data Entry Operator II		14.52
01060 - Dispatcher Motor Vehicle		18.92
01070 - Document Preparation Clerk		14.22
01090 - Duplicating Machine Operator		14.22
01111 - General Clerk I		13.25
01112 - General Clerk II		14.45

01113 - General Clerk III 16.85
01120 - Housing Referral Assistant 20.17
01141 - Messenger Courier 12.30
01191 - Order Clerk I 15.14
01192 - Order Clerk II 17.83
01261 - Personnel Assistant (Employment) I 16.09
01262 - Personnel Assistant (Employment) II 18.63
01263 - Personnel Assistant (Employment) III 20.16
01270 - Production Control Clerk 22.25
01290 - Rental Clerk 13.56
01300 - Scheduler Maintenance 16.17
01311 - Secretary I 16.17
01312 - Secretary II 18.11
01313 - Secretary III 20.17
01320 - Service Order Dispatcher 16.91
01410 - Supply Technician 22.42
01420 - Survey Worker 18.11
01460 - Switchboard Operator/Receptionist 13.55
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 14.22
01612 - Word Processor II 15.96
01613 - Word Processor III 17.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.57
05010 - Automotive Electrician 23.36
05040 - Automotive Glass Installer 21.99
05070 - Automotive Worker 21.99
05110 - Mobile Equipment Servicer 19.32
05130 - Motor Equipment Metal Mechanic 24.76
05160 - Motor Equipment Metal Worker 21.99
05190 - Motor Vehicle Mechanic 24.76
05220 - Motor Vehicle Mechanic Helper 17.98
05250 - Motor Vehicle Upholstery Worker 20.65
05280 - Motor Vehicle Wrecker 21.99
05310 - Painter Automotive 23.36
05340 - Radiator Repair Specialist 21.99
05370 - Tire Repairer 15.92
05400 - Transmission Repair Specialist 24.76
07000 - Food Preparation And Service Occupations
07010 - Baker 13.06
07041 - Cook I 12.14
07042 - Cook II 13.82
07070 - Dishwasher 10.13
07130 - Food Service Worker 11.20
07210 - Meat Cutter 14.81
07260 - Waiter/Waitress 9.96
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.10

09040 - Furniture Handler 15.38
09080 - Furniture Refinisher 21.24
09090 - Furniture Refinisher Helper 17.34
09110 - Furniture Repairer Minor 19.31
09130 - Upholsterer 21.24
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.57
11060 - Elevator Operator 12.57
11090 - Gardener 16.57
11122 - Housekeeping Aide 12.49
11150 - Janitor 12.49
11210 - Laborer Grounds Maintenance 13.36
11240 - Maid or Houseman 10.86
11260 - Pruner 12.15
11270 - Tractor Operator 15.47
11330 - Trail Maintenance Worker 13.36
11360 - Window Cleaner 13.73
12000 - Health Occupations
12010 - Ambulance Driver 16.38
12011 - Breath Alcohol Technician 21.59
12012 - Certified Occupational Therapist Assistant 29.62
12015 - Certified Physical Therapist Assistant 25.92
12020 - Dental Assistant 17.46
12025 - Dental Hygienist 37.00
12030 - EKG Technician 29.87
12035 - Electroneurodiagnostic Technologist 29.87
12040 - Emergency Medical Technician 16.38
12071 - Licensed Practical Nurse I 19.29
12072 - Licensed Practical Nurse II 21.59
12073 - Licensed Practical Nurse III 24.07
12100 - Medical Assistant 16.41
12130 - Medical Laboratory Technician 21.47
12160 - Medical Record Clerk 17.99
12190 - Medical Record Technician 20.13
12195 - Medical Transcriptionist 19.29
12210 - Nuclear Medicine Technologist 47.44
12221 - Nursing Assistant I 11.48
12222 - Nursing Assistant II 12.91
12223 - Nursing Assistant III 14.08
12224 - Nursing Assistant IV 15.80
12235 - Optical Dispenser 16.42
12236 - Optical Technician 19.29
12250 - Pharmacy Technician 14.04
12280 - Phlebotomist 15.58
12305 - Radiologic Technologist 26.84
12311 - Registered Nurse I 23.32
12312 - Registered Nurse II 28.56
12313 - Registered Nurse II Specialist 28.56
12314 - Registered Nurse III 34.55
12315 - Registered Nurse III Anesthetist 34.55

12316 - Registered Nurse IV		41.41
12317 - Scheduler (Drug and Alcohol Testing)		26.74
12320 - Substance Abuse Treatment Counselor		24.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.99
13012 - Exhibits Specialist II		24.75
13013 - Exhibits Specialist III		29.29
13041 - Illustrator I		19.93
13042 - Illustrator II		24.68
13043 - Illustrator III		29.29
13047 - Librarian		26.52
13050 - Library Aide/Clerk		12.64
13054 - Library Information Technology Systems Administrator		23.94
13058 - Library Technician		16.42
13061 - Media Specialist I		17.28
13062 - Media Specialist II		19.33
13063 - Media Specialist III		21.55
13071 - Photographer I		15.62
13072 - Photographer II		17.47
13073 - Photographer III		21.64
13074 - Photographer IV		26.47
13075 - Photographer V		32.04
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		18.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.31
14042 - Computer Operator II		18.26
14043 - Computer Operator III		20.35
14044 - Computer Operator IV		22.61
14045 - Computer Operator V		25.04
14071 - Computer Programmer I	(see 1)	23.07
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.31
14160 - Personal Computer Support Technician		22.61
14170 - System Support Specialist		28.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.38
15020 - Aircrew Training Devices Instructor (Rated)		34.02
15030 - Air Crew Training Devices Instructor (Pilot)		40.78
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		29.73
15070 - Flight Instructor (Pilot)		40.78
15080 - Graphic Artist		21.84
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.78

15086 - Maintenance Test Pilot Rotary Wing 40.78
15088 - Non-Maintenance Test/Co-Pilot 40.78
15090 - Technical Instructor 20.36
15095 - Technical Instructor/Course Developer 25.20
15110 - Test Proctor 18.82
15120 - Tutor 18.82
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.53
19040 - Tool And Die Maker 23.56
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.07
21030 - Material Coordinator 22.70
21040 - Material Expediter 22.70
21050 - Material Handling Laborer 14.31
21071 - Order Filler 12.48
21080 - Production Line Worker (Food Processing) 17.07
21110 - Shipping Packer 15.91
21130 - Shipping/Receiving Clerk 15.91
21140 - Store Worker I 14.98
21150 - Stock Clerk 19.87
21210 - Tools And Parts Attendant 17.07
21410 - Warehouse Specialist 17.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.34
23019 - Aircraft Logs and Records Technician 23.68
23021 - Aircraft Mechanic I 27.92
23022 - Aircraft Mechanic II 29.34
23023 - Aircraft Mechanic III 30.50
23040 - Aircraft Mechanic Helper 20.83
23050 - Aircraft Painter 26.49
23060 - Aircraft Servicer 23.68
23070 - Aircraft Survival Flight Equipment Technician 26.49
23080 - Aircraft Worker 25.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.92
23110 - Appliance Mechanic 27.06

23120 - Bicycle Repairer	23.74
23125 - Cable Splicer	30.42
23130 - Carpenter Maintenance	29.10
23140 - Carpet Layer	27.02
23160 - Electrician Maintenance	38.56
23181 - Electronics Technician Maintenance I	26.95
23182 - Electronics Technician Maintenance II	28.63
23183 - Electronics Technician Maintenance III	30.34
23260 - Fabric Worker	25.37
23290 - Fire Alarm System Mechanic	28.68
23310 - Fire Extinguisher Repairer	23.74
23311 - Fuel Distribution System Mechanic	31.38
23312 - Fuel Distribution System Operator	24.49
23370 - General Maintenance Worker	19.13
23380 - Ground Support Equipment Mechanic	27.92
23381 - Ground Support Equipment Servicer	23.68
23382 - Ground Support Equipment Worker	25.10
23391 - Gunsmith I	23.74
23392 - Gunsmith II	27.02
23393 - Gunsmith III	30.42
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.19
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.52
23430 - Heavy Equipment Mechanic	30.89
23440 - Heavy Equipment Operator	35.20
23460 - Instrument Mechanic	30.42
23465 - Laboratory/Shelter Mechanic	28.71
23470 - Laborer	13.84
23510 - Locksmith	28.71
23530 - Machinery Maintenance Mechanic	26.06
23550 - Machinist Maintenance	20.57
23580 - Maintenance Trades Helper	16.97
23591 - Metrology Technician I	30.42
23592 - Metrology Technician II	31.94
23593 - Metrology Technician III	33.33
23640 - Millwright	33.78
23710 - Office Appliance Repairer	21.54
23760 - Painter Maintenance	24.17
23790 - Pipefitter Maintenance	42.85
23810 - Plumber Maintenance	40.44
23820 - Pneudraulic Systems Mechanic	30.42
23850 - Rigger	30.42
23870 - Scale Mechanic	27.02
23890 - Sheet-Metal Worker Maintenance	35.79
23910 - Small Engine Mechanic	25.48
23931 - Telecommunications Mechanic I	30.01
23932 - Telecommunications Mechanic II	31.51
23950 - Telephone Lineman	33.67
23960 - Welder Combination Maintenance	20.35

23965 - Well Driller	30.42
23970 - Woodcraft Worker	30.42
23980 - Woodworker	23.74
24000 - Personal Needs Occupations	
24550 - Case Manager	15.22
24570 - Child Care Attendant	11.99
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	11.97
24620 - Family Readiness And Support Services Coordinator	15.22
24630 - Homemaker	16.60
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.42
25040 - Sewage Plant Operator	29.73
25070 - Stationary Engineer	30.42
25190 - Ventilation Equipment Tender	22.09
25210 - Water Treatment Plant Operator	29.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.64
27007 - Baggage Inspector	15.39
27008 - Corrections Officer	25.19
27010 - Court Security Officer	22.95
27030 - Detection Dog Handler	18.32
27040 - Detention Officer	25.19
27070 - Firefighter	22.95
27101 - Guard I	15.39
27102 - Guard II	18.32
27131 - Police Officer I	31.27
27132 - Police Officer II	34.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.11
28042 - Carnival Equipment Repairer	15.11
28043 - Carnival Worker	10.18
28210 - Gate Attendant/Gate Tender	12.78
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.30
28510 - Recreation Aide/Health Facility Attendant	10.43
28515 - Recreation Specialist	17.71
28630 - Sports Official	11.38
28690 - Swimming Pool Operator	17.39
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.02
29020 - Hatch Tender	27.02
29030 - Line Handler	27.02
29041 - Stevedore I	25.37
29042 - Stevedore II	28.71
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 18.49
30022 - Archeological Technician II 20.69
30023 - Archeological Technician III 25.62
30030 - Cartographic Technician 25.62
30040 - Civil Engineering Technician 25.96
30051 - Cryogenic Technician I 28.38
30052 - Cryogenic Technician II 31.35
30061 - Drafter/CAD Operator I 18.49
30062 - Drafter/CAD Operator II 20.69
30063 - Drafter/CAD Operator III 23.06
30064 - Drafter/CAD Operator IV 28.38
30081 - Engineering Technician I 15.93
30082 - Engineering Technician II 17.88
30083 - Engineering Technician III 20.00
30084 - Engineering Technician IV 24.77
30085 - Engineering Technician V 30.31
30086 - Engineering Technician VI 36.67
30090 - Environmental Technician 25.62
30095 - Evidence Control Specialist 25.62
30210 - Laboratory Technician 27.85
30221 - Latent Fingerprint Technician I 28.38
30222 - Latent Fingerprint Technician II 31.35
30240 - Mathematical Technician 25.62
30361 - Paralegal/Legal Assistant I 19.43
30362 - Paralegal/Legal Assistant II 24.06
30363 - Paralegal/Legal Assistant III 29.44
30364 - Paralegal/Legal Assistant IV 35.61
30375 - Petroleum Supply Specialist 31.35
30390 - Photo-Optics Technician 25.62
30395 - Radiation Control Technician 31.35
30461 - Technical Writer I 25.18
30462 - Technical Writer II 30.80
30463 - Technical Writer III 37.26
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.38
30502 - Weather Forecaster II 34.52
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.06
30621 - Weather Observer Senior (see 2) 25.62
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 17.18
31030 - Bus Driver 22.95
31043 - Driver Courier 18.08
31260 - Parking and Lot Attendant 13.85
31290 - Shuttle Bus Driver 18.08

31310 - Taxi Driver	16.70
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	19.22
31363 - Truckdriver Heavy	21.97
31364 - Truckdriver Tractor-Trailer	21.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.52
99050 - Desk Clerk	10.59
99095 - Embalmer	25.36
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.20
99252 - Laboratory Animal Caretaker II	14.92
99260 - Marketing Analyst	24.95
99310 - Mortician	25.36
99410 - Pest Controller	18.35
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.64
99711 - Recycling Specialist	21.52
99730 - Refuse Collector	18.71
99810 - Sales Clerk	11.39
99820 - School Crossing Guard	16.46
99830 - Survey Party Chief	22.57
99831 - Surveying Aide	13.31
99832 - Surveying Technician	18.25
99840 - Vending Machine Attendant	21.52
99841 - Vending Machine Repairer	25.45
99842 - Vending Machine Repairer Helper	21.52

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5030
Revision No.: 12
Date Of Last Revision: 06/25/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Boone Winnebago

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.89
01012 - Accounting Clerk II		16.71
01013 - Accounting Clerk III		18.70
01020 - Administrative Assistant		22.42
01035 - Court Reporter		18.08
01041 - Customer Service Representative I		13.18
01042 - Customer Service Representative II		14.81
01043 - Customer Service Representative III		16.16
01051 - Data Entry Operator I		13.31
01052 - Data Entry Operator II		14.52
01060 - Dispatcher Motor Vehicle		18.92
01070 - Document Preparation Clerk		14.22

01090 - Duplicating Machine Operator 14.22
01111 - General Clerk I 13.25
01112 - General Clerk II 14.45
01113 - General Clerk III 16.85
01120 - Housing Referral Assistant 20.17
01141 - Messenger Courier 12.30
01191 - Order Clerk I 15.14
01192 - Order Clerk II 17.83
01261 - Personnel Assistant (Employment) I 16.09
01262 - Personnel Assistant (Employment) II 18.63
01263 - Personnel Assistant (Employment) III 20.16
01270 - Production Control Clerk 22.25
01290 - Rental Clerk 13.56
01300 - Scheduler Maintenance 16.17
01311 - Secretary I 16.17
01312 - Secretary II 18.11
01313 - Secretary III 20.17
01320 - Service Order Dispatcher 16.91
01410 - Supply Technician 22.42
01420 - Survey Worker 18.11
01460 - Switchboard Operator/Receptionist 13.55
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 14.22
01612 - Word Processor II 15.96
01613 - Word Processor III 17.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.57
05010 - Automotive Electrician 23.36
05040 - Automotive Glass Installer 21.99
05070 - Automotive Worker 21.99
05110 - Mobile Equipment Servicer 19.32
05130 - Motor Equipment Metal Mechanic 24.76
05160 - Motor Equipment Metal Worker 21.99
05190 - Motor Vehicle Mechanic 24.76
05220 - Motor Vehicle Mechanic Helper 17.98
05250 - Motor Vehicle Upholstery Worker 20.65
05280 - Motor Vehicle Wrecker 21.99
05310 - Painter Automotive 23.36
05340 - Radiator Repair Specialist 21.99
05370 - Tire Repairer 15.92
05400 - Transmission Repair Specialist 24.76
07000 - Food Preparation And Service Occupations
07010 - Baker 13.06
07041 - Cook I 12.14
07042 - Cook II 13.82
07070 - Dishwasher 10.13
07130 - Food Service Worker 11.20
07210 - Meat Cutter 14.81

07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.10
09040 - Furniture Handler	15.38
09080 - Furniture Refinisher	21.24
09090 - Furniture Refinisher Helper	17.34
09110 - Furniture Repairer Minor	19.31
09130 - Upholsterer	21.24
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.57
11060 - Elevator Operator	12.57
11090 - Gardener	16.57
11122 - Housekeeping Aide	12.49
11150 - Janitor	12.49
11210 - Laborer Grounds Maintenance	13.36
11240 - Maid or Houseman	10.86
11260 - Pruner	12.15
11270 - Tractor Operator	15.47
11330 - Trail Maintenance Worker	13.36
11360 - Window Cleaner	13.73
12000 - Health Occupations	
12010 - Ambulance Driver	16.38
12011 - Breath Alcohol Technician	21.59
12012 - Certified Occupational Therapist Assistant	29.62
12015 - Certified Physical Therapist Assistant	25.92
12020 - Dental Assistant	17.46
12025 - Dental Hygienist	37.00
12030 - EKG Technician	29.87
12035 - Electroneurodiagnostic Technologist	29.87
12040 - Emergency Medical Technician	16.38
12071 - Licensed Practical Nurse I	19.29
12072 - Licensed Practical Nurse II	21.59
12073 - Licensed Practical Nurse III	24.07
12100 - Medical Assistant	16.41
12130 - Medical Laboratory Technician	21.47
12160 - Medical Record Clerk	17.99
12190 - Medical Record Technician	20.13
12195 - Medical Transcriptionist	19.29
12210 - Nuclear Medicine Technologist	47.44
12221 - Nursing Assistant I	11.48
12222 - Nursing Assistant II	12.91
12223 - Nursing Assistant III	14.08
12224 - Nursing Assistant IV	15.80
12235 - Optical Dispenser	16.42
12236 - Optical Technician	19.29
12250 - Pharmacy Technician	14.04
12280 - Phlebotomist	15.58
12305 - Radiologic Technologist	26.84
12311 - Registered Nurse I	23.32
12312 - Registered Nurse II	28.56

12313 - Registered Nurse II Specialist		28.56
12314 - Registered Nurse III		34.55
12315 - Registered Nurse III Anesthetist		34.55
12316 - Registered Nurse IV		41.41
12317 - Scheduler (Drug and Alcohol Testing)		26.74
12320 - Substance Abuse Treatment Counselor		24.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.99
13012 - Exhibits Specialist II		24.75
13013 - Exhibits Specialist III		29.29
13041 - Illustrator I		19.93
13042 - Illustrator II		24.68
13043 - Illustrator III		29.29
13047 - Librarian		26.52
13050 - Library Aide/Clerk		12.64
13054 - Library Information Technology Systems Administrator		23.94
13058 - Library Technician		16.42
13061 - Media Specialist I		17.28
13062 - Media Specialist II		19.33
13063 - Media Specialist III		21.55
13071 - Photographer I		15.62
13072 - Photographer II		17.47
13073 - Photographer III		21.64
13074 - Photographer IV		26.47
13075 - Photographer V		32.04
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		18.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.31
14042 - Computer Operator II		18.26
14043 - Computer Operator III		20.35
14044 - Computer Operator IV		22.61
14045 - Computer Operator V		25.04
14071 - Computer Programmer I	(see 1)	23.07
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.31
14160 - Personal Computer Support Technician		22.61
14170 - System Support Specialist		28.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.38
15020 - Aircrew Training Devices Instructor (Rated)		34.02
15030 - Air Crew Training Devices Instructor (Pilot)		40.78
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		29.73

15070 - Flight Instructor (Pilot) 40.78
15080 - Graphic Artist 21.84
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.78
15086 - Maintenance Test Pilot Rotary Wing 40.78
15088 - Non-Maintenance Test/Co-Pilot 40.78
15090 - Technical Instructor 20.36
15095 - Technical Instructor/Course Developer 25.20
15110 - Test Proctor 18.82
15120 - Tutor 18.82
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.53
19040 - Tool And Die Maker 23.56
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.07
21030 - Material Coordinator 22.70
21040 - Material Expediter 22.70
21050 - Material Handling Laborer 14.31
21071 - Order Filler 12.48
21080 - Production Line Worker (Food Processing) 17.07
21110 - Shipping Packer 15.91
21130 - Shipping/Receiving Clerk 15.91
21140 - Store Worker I 14.98
21150 - Stock Clerk 19.87
21210 - Tools And Parts Attendant 17.07
21410 - Warehouse Specialist 17.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.34
23019 - Aircraft Logs and Records Technician 23.68
23021 - Aircraft Mechanic I 27.92
23022 - Aircraft Mechanic II 29.34
23023 - Aircraft Mechanic III 30.50
23040 - Aircraft Mechanic Helper 20.83
23050 - Aircraft Painter 26.49
23060 - Aircraft Servicer 23.68
23070 - Aircraft Survival Flight Equipment Technician 26.49
23080 - Aircraft Worker 25.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.10

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.92
23110 - Appliance Mechanic 27.06
23120 - Bicycle Repairer 23.74
23125 - Cable Splicer 30.42
23130 - Carpenter Maintenance 29.10
23140 - Carpet Layer 27.02
23160 - Electrician Maintenance 38.56
23181 - Electronics Technician Maintenance I 26.95
23182 - Electronics Technician Maintenance II 28.63
23183 - Electronics Technician Maintenance III 30.34
23260 - Fabric Worker 25.37
23290 - Fire Alarm System Mechanic 28.68
23310 - Fire Extinguisher Repairer 23.74
23311 - Fuel Distribution System Mechanic 31.38
23312 - Fuel Distribution System Operator 24.49
23370 - General Maintenance Worker 19.13
23380 - Ground Support Equipment Mechanic 27.92
23381 - Ground Support Equipment Servicer 23.68
23382 - Ground Support Equipment Worker 25.10
23391 - Gunsmith I 23.74
23392 - Gunsmith II 27.02
23393 - Gunsmith III 30.42
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.19
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.52
23430 - Heavy Equipment Mechanic 30.89
23440 - Heavy Equipment Operator 35.20
23460 - Instrument Mechanic 30.42
23465 - Laboratory/Shelter Mechanic 28.71
23470 - Laborer 13.84
23510 - Locksmith 28.71
23530 - Machinery Maintenance Mechanic 26.06
23550 - Machinist Maintenance 20.57
23580 - Maintenance Trades Helper 16.97
23591 - Metrology Technician I 30.42
23592 - Metrology Technician II 31.94
23593 - Metrology Technician III 33.33
23640 - Millwright 33.78
23710 - Office Appliance Repairer 21.54
23760 - Painter Maintenance 24.17
23790 - Pipefitter Maintenance 42.85
23810 - Plumber Maintenance 40.44
23820 - Pneudraulic Systems Mechanic 30.42
23850 - Rigger 30.42
23870 - Scale Mechanic 27.02
23890 - Sheet-Metal Worker Maintenance 35.79
23910 - Small Engine Mechanic 25.48
23931 - Telecommunications Mechanic I 30.01

23932 - Telecommunications Mechanic II 31.51
23950 - Telephone Lineman 33.67
23960 - Welder Combination Maintenance 20.35
23965 - Well Driller 30.42
23970 - Woodcraft Worker 30.42
23980 - Woodworker 23.74
24000 - Personal Needs Occupations
24550 - Case Manager 15.22
24570 - Child Care Attendant 11.99
24580 - Child Care Center Clerk 14.96
24610 - Chore Aide 11.97
24620 - Family Readiness And Support Services Coordinator 15.22
24630 - Homemaker 16.60
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.42
25040 - Sewage Plant Operator 29.73
25070 - Stationary Engineer 30.42
25190 - Ventilation Equipment Tender 22.09
25210 - Water Treatment Plant Operator 29.73
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.64
27007 - Baggage Inspector 15.39
27008 - Corrections Officer 25.19
27010 - Court Security Officer 22.95
27030 - Detection Dog Handler 18.32
27040 - Detention Officer 25.19
27070 - Firefighter 22.95
27101 - Guard I 15.39
27102 - Guard II 18.32
27131 - Police Officer I 31.27
27132 - Police Officer II 34.74
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.11
28042 - Carnival Equipment Repairer 15.11
28043 - Carnival Worker 10.18
28210 - Gate Attendant/Gate Tender 12.78
28310 - Lifeguard 10.82
28350 - Park Attendant (Aide) 14.30
28510 - Recreation Aide/Health Facility Attendant 10.43
28515 - Recreation Specialist 17.71
28630 - Sports Official 11.38
28690 - Swimming Pool Operator 17.39
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.02
29020 - Hatch Tender 27.02
29030 - Line Handler 27.02
29041 - Stevedore I 25.37
29042 - Stevedore II 28.71
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.49
30022 - Archeological Technician II 20.69
30023 - Archeological Technician III 25.62
30030 - Cartographic Technician 25.62
30040 - Civil Engineering Technician 25.96
30051 - Cryogenic Technician I 28.38
30052 - Cryogenic Technician II 31.35
30061 - Drafter/CAD Operator I 18.49
30062 - Drafter/CAD Operator II 20.69
30063 - Drafter/CAD Operator III 23.06
30064 - Drafter/CAD Operator IV 28.38
30081 - Engineering Technician I 15.93
30082 - Engineering Technician II 17.88
30083 - Engineering Technician III 20.00
30084 - Engineering Technician IV 24.77
30085 - Engineering Technician V 30.31
30086 - Engineering Technician VI 36.67
30090 - Environmental Technician 25.62
30095 - Evidence Control Specialist 25.62
30210 - Laboratory Technician 27.85
30221 - Latent Fingerprint Technician I 28.38
30222 - Latent Fingerprint Technician II 31.35
30240 - Mathematical Technician 25.62
30361 - Paralegal/Legal Assistant I 19.43
30362 - Paralegal/Legal Assistant II 24.06
30363 - Paralegal/Legal Assistant III 29.44
30364 - Paralegal/Legal Assistant IV 35.61
30375 - Petroleum Supply Specialist 31.35
30390 - Photo-Optics Technician 25.62
30395 - Radiation Control Technician 31.35
30461 - Technical Writer I 25.18
30462 - Technical Writer II 30.80
30463 - Technical Writer III 37.26
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.38
30502 - Weather Forecaster II 34.52
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.06
30621 - Weather Observer Senior (see 2) 25.62
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 17.18
31030 - Bus Driver 22.95

31043 - Driver Courier	18.08
31260 - Parking and Lot Attendant	13.85
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	16.70
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	19.22
31363 - Truckdriver Heavy	21.97
31364 - Truckdriver Tractor-Trailer	21.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.52
99050 - Desk Clerk	10.59
99095 - Embalmer	25.36
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.20
99252 - Laboratory Animal Caretaker II	14.92
99260 - Marketing Analyst	24.95
99310 - Mortician	25.36
99410 - Pest Controller	18.35
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.64
99711 - Recycling Specialist	21.52
99730 - Refuse Collector	18.71
99810 - Sales Clerk	11.39
99820 - School Crossing Guard	16.46
99830 - Survey Party Chief	22.57
99831 - Surveying Aide	13.31
99832 - Surveying Technician	18.25
99840 - Vending Machine Attendant	21.52
99841 - Vending Machine Repairer	25.45
99842 - Vending Machine Repairer Helper	21.52

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5031
Revision No.: 12
Date Of Last Revision: 12/21/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Menard Sangamon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.36
01012 - Accounting Clerk II		17.24
01013 - Accounting Clerk III		19.29
01020 - Administrative Assistant		29.15
01035 - Court Reporter		18.52
01041 - Customer Service Representative I		13.35
01042 - Customer Service Representative II		15.02
01043 - Customer Service Representative III		16.38
01051 - Data Entry Operator I		15.53
01052 - Data Entry Operator II		16.95
01060 - Dispatcher Motor Vehicle		21.32
01070 - Document Preparation Clerk		20.08
01090 - Duplicating Machine Operator		20.08
01111 - General Clerk I		14.42
01112 - General Clerk II		15.73

01113 - General Clerk III 17.65
01120 - Housing Referral Assistant 20.66
01141 - Messenger Courier 13.22
01191 - Order Clerk I 13.52
01192 - Order Clerk II 14.75
01261 - Personnel Assistant (Employment) I 16.98
01262 - Personnel Assistant (Employment) II 19.00
01263 - Personnel Assistant (Employment) III 21.17
01270 - Production Control Clerk 25.72
01290 - Rental Clerk 12.38
01300 - Scheduler Maintenance 16.56
01311 - Secretary I 16.56
01312 - Secretary II 18.52
01313 - Secretary III 20.66
01320 - Service Order Dispatcher 19.05
01410 - Supply Technician 29.15
01420 - Survey Worker 18.52
01460 - Switchboard Operator/Receptionist 12.88
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 14.75
01612 - Word Processor II 16.56
01613 - Word Processor III 18.52
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.56
05010 - Automotive Electrician 20.16
05040 - Automotive Glass Installer 19.07
05070 - Automotive Worker 19.07
05110 - Mobile Equipment Servicer 16.64
05130 - Motor Equipment Metal Mechanic 21.33
05160 - Motor Equipment Metal Worker 19.07
05190 - Motor Vehicle Mechanic 21.33
05220 - Motor Vehicle Mechanic Helper 15.54
05250 - Motor Vehicle Upholstery Worker 17.86
05280 - Motor Vehicle Wrecker 19.07
05310 - Painter Automotive 20.16
05340 - Radiator Repair Specialist 19.07
05370 - Tire Repairer 14.81
05400 - Transmission Repair Specialist 21.33
07000 - Food Preparation And Service Occupations
07010 - Baker 12.65
07041 - Cook I 11.65
07042 - Cook II 13.31
07070 - Dishwasher 10.20
07130 - Food Service Worker 10.99
07210 - Meat Cutter 13.99
07260 - Waiter/Waitress 9.66
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.88

09040 - Furniture Handler 19.04
09080 - Furniture Refinisher 22.88
09090 - Furniture Refinisher Helper 20.28
09110 - Furniture Repairer Minor 22.43
09130 - Upholsterer 22.88
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.71
11060 - Elevator Operator 13.75
11090 - Gardener 17.65
11122 - Housekeeping Aide 13.75
11150 - Janitor 13.75
11210 - Laborer Grounds Maintenance 14.20
11240 - Maid or Houseman 11.48
11260 - Pruner 13.06
11270 - Tractor Operator 16.48
11330 - Trail Maintenance Worker 14.20
11360 - Window Cleaner 14.95
12000 - Health Occupations
12010 - Ambulance Driver 15.99
12011 - Breath Alcohol Technician 19.47
12012 - Certified Occupational Therapist Assistant 25.56
12015 - Certified Physical Therapist Assistant 27.30
12020 - Dental Assistant 20.62
12025 - Dental Hygienist 36.06
12030 - EKG Technician 28.90
12035 - Electroneurodiagnostic Technologist 28.90
12040 - Emergency Medical Technician 15.99
12071 - Licensed Practical Nurse I 17.40
12072 - Licensed Practical Nurse II 19.47
12073 - Licensed Practical Nurse III 21.71
12100 - Medical Assistant 16.29
12130 - Medical Laboratory Technician 22.40
12160 - Medical Record Clerk 19.02
12190 - Medical Record Technician 21.28
12195 - Medical Transcriptionist 17.76
12210 - Nuclear Medicine Technologist 42.79
12221 - Nursing Assistant I 12.57
12222 - Nursing Assistant II 14.14
12223 - Nursing Assistant III 15.42
12224 - Nursing Assistant IV 17.31
12235 - Optical Dispenser 17.85
12236 - Optical Technician 17.40
12250 - Pharmacy Technician 14.80
12280 - Phlebotomist 17.48
12305 - Radiologic Technologist 27.84
12311 - Registered Nurse I 23.67
12312 - Registered Nurse II 28.95
12313 - Registered Nurse II Specialist 28.95
12314 - Registered Nurse III 35.02
12315 - Registered Nurse III Anesthetist 35.02

12316 - Registered Nurse IV		41.97
12317 - Scheduler (Drug and Alcohol Testing)		24.12
12320 - Substance Abuse Treatment Counselor		23.08
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.36
13012 - Exhibits Specialist II		25.22
13013 - Exhibits Specialist III		30.85
13041 - Illustrator I		20.36
13042 - Illustrator II		25.22
13043 - Illustrator III		30.85
13047 - Librarian		27.93
13050 - Library Aide/Clerk		16.08
13054 - Library Information Technology Systems Administrator		25.22
13058 - Library Technician		16.37
13061 - Media Specialist I		18.19
13062 - Media Specialist II		20.36
13063 - Media Specialist III		22.70
13071 - Photographer I		18.19
13072 - Photographer II		20.36
13073 - Photographer III		25.22
13074 - Photographer IV		30.85
13075 - Photographer V		37.33
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		18.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.83
14042 - Computer Operator II		19.95
14043 - Computer Operator III		22.25
14044 - Computer Operator IV		24.72
14045 - Computer Operator V		27.37
14071 - Computer Programmer I	(see 1)	23.58
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.83
14160 - Personal Computer Support Technician		24.72
14170 - System Support Specialist		30.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.67
15020 - Aircrew Training Devices Instructor (Rated)		38.31
15030 - Air Crew Training Devices Instructor (Pilot)		45.90
15050 - Computer Based Training Specialist / Instructor		31.67
15060 - Educational Technologist		30.47
15070 - Flight Instructor (Pilot)		45.90
15080 - Graphic Artist		22.90
15085 - Maintenance Test Pilot Fixed Jet/Prop		49.77

15086 - Maintenance Test Pilot Rotary Wing 49.77
15088 - Non-Maintenance Test/Co-Pilot 49.77
15090 - Technical Instructor 26.39
15095 - Technical Instructor/Course Developer 32.29
15110 - Test Proctor 21.31
15120 - Tutor 21.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.82
19040 - Tool And Die Maker 34.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.76
21030 - Material Coordinator 25.72
21040 - Material Expediter 25.72
21050 - Material Handling Laborer 14.10
21071 - Order Filler 12.34
21080 - Production Line Worker (Food Processing) 15.76
21110 - Shipping Packer 15.09
21130 - Shipping/Receiving Clerk 15.09
21140 - Store Worker I 17.14
21150 - Stock Clerk 19.65
21210 - Tools And Parts Attendant 15.76
21410 - Warehouse Specialist 15.76
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.52
23019 - Aircraft Logs and Records Technician 25.10
23021 - Aircraft Mechanic I 29.97
23022 - Aircraft Mechanic II 31.52
23023 - Aircraft Mechanic III 33.05
23040 - Aircraft Mechanic Helper 21.83
23050 - Aircraft Painter 28.32
23060 - Aircraft Servicer 25.10
23070 - Aircraft Survival Flight Equipment Technician 28.32
23080 - Aircraft Worker 26.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.97
23110 - Appliance Mechanic 28.87

23120 - Bicycle Repairer 18.40
23125 - Cable Splicer 45.15
23130 - Carpenter Maintenance 26.52
23140 - Carpet Layer 27.33
23160 - Electrician Maintenance 34.53
23181 - Electronics Technician Maintenance I 27.98
23182 - Electronics Technician Maintenance II 28.96
23183 - Electronics Technician Maintenance III 30.54
23260 - Fabric Worker 25.81
23290 - Fire Alarm System Mechanic 30.54
23310 - Fire Extinguisher Repairer 24.09
23311 - Fuel Distribution System Mechanic 30.54
23312 - Fuel Distribution System Operator 24.09
23370 - General Maintenance Worker 17.77
23380 - Ground Support Equipment Mechanic 29.97
23381 - Ground Support Equipment Servicer 25.10
23382 - Ground Support Equipment Worker 26.80
23391 - Gunsmith I 24.09
23392 - Gunsmith II 27.40
23393 - Gunsmith III 30.54
23410 - Heating Ventilation And Air-Conditioning Mechanic 34.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 35.84
23430 - Heavy Equipment Mechanic 30.16
23440 - Heavy Equipment Operator 39.25
23460 - Instrument Mechanic 30.54
23465 - Laboratory/Shelter Mechanic 28.96
23470 - Laborer 13.97
23510 - Locksmith 24.04
23530 - Machinery Maintenance Mechanic 29.22
23550 - Machinist Maintenance 24.02
23580 - Maintenance Trades Helper 17.31
23591 - Metrology Technician I 30.54
23592 - Metrology Technician II 31.92
23593 - Metrology Technician III 33.25
23640 - Millwright 30.54
23710 - Office Appliance Repairer 25.66
23760 - Painter Maintenance 28.15
23790 - Pipefitter Maintenance 43.53
23810 - Plumber Maintenance 41.14
23820 - Pneudraulic Systems Mechanic 30.54
23850 - Rigger 30.54
23870 - Scale Mechanic 27.40
23890 - Sheet-Metal Worker Maintenance 33.37
23910 - Small Engine Mechanic 27.33
23931 - Telecommunications Mechanic I 30.73
23932 - Telecommunications Mechanic II 31.90
23950 - Telephone Lineman 30.54
23960 - Welder Combination Maintenance 20.29

23965 - Well Driller	30.54
23970 - Woodcraft Worker	30.54
23980 - Woodworker	24.09
24000 - Personal Needs Occupations	
24550 - Case Manager	18.18
24570 - Child Care Attendant	11.57
24580 - Child Care Center Clerk	15.08
24610 - Chore Aide	11.65
24620 - Family Readiness And Support Services Coordinator	18.18
24630 - Homemaker	18.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	47.67
25040 - Sewage Plant Operator	33.92
25070 - Stationary Engineer	47.89
25190 - Ventilation Equipment Tender	32.59
25210 - Water Treatment Plant Operator	33.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.35
27007 - Baggage Inspector	19.91
27008 - Corrections Officer	25.36
27010 - Court Security Officer	25.36
27030 - Detection Dog Handler	23.73
27040 - Detention Officer	25.36
27070 - Firefighter	25.36
27101 - Guard I	19.91
27102 - Guard II	23.73
27131 - Police Officer I	31.60
27132 - Police Officer II	35.12
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.67
28042 - Carnival Equipment Repairer	14.40
28043 - Carnival Worker	10.97
28210 - Gate Attendant/Gate Tender	14.31
28310 - Lifeguard	12.20
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.69
28515 - Recreation Specialist	19.83
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	16.50
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.40
29020 - Hatch Tender	27.40
29030 - Line Handler	27.40
29041 - Stevedore I	25.81
29042 - Stevedore II	28.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.07
30022 - Archeological Technician II		20.21
30023 - Archeological Technician III		25.05
30030 - Cartographic Technician		25.05
30040 - Civil Engineering Technician		30.69
30051 - Cryogenic Technician I		24.02
30052 - Cryogenic Technician II		26.53
30061 - Drafter/CAD Operator I		18.07
30062 - Drafter/CAD Operator II		20.21
30063 - Drafter/CAD Operator III		22.54
30064 - Drafter/CAD Operator IV		27.72
30081 - Engineering Technician I		15.70
30082 - Engineering Technician II		18.66
30083 - Engineering Technician III		21.49
30084 - Engineering Technician IV		26.30
30085 - Engineering Technician V		29.88
30086 - Engineering Technician VI		36.15
30090 - Environmental Technician		21.45
30095 - Evidence Control Specialist		21.68
30210 - Laboratory Technician		22.54
30221 - Latent Fingerprint Technician I		40.66
30222 - Latent Fingerprint Technician II		44.95
30240 - Mathematical Technician		25.05
30361 - Paralegal/Legal Assistant I		18.58
30362 - Paralegal/Legal Assistant II		22.26
30363 - Paralegal/Legal Assistant III		27.24
30364 - Paralegal/Legal Assistant IV		32.95
30375 - Petroleum Supply Specialist		26.53
30390 - Photo-Optics Technician		25.05
30395 - Radiation Control Technician		26.53
30461 - Technical Writer I		24.43
30462 - Technical Writer II		29.88
30463 - Technical Writer III		36.15
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.72
30502 - Weather Forecaster II		33.72
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.54
30621 - Weather Observer Senior	(see 2)	25.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		16.48
31030 - Bus Driver		21.00
31043 - Driver Courier		14.21
31260 - Parking and Lot Attendant		12.53
31290 - Shuttle Bus Driver		15.09

31310 - Taxi Driver	17.19
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	16.20
31363 - Truckdriver Heavy	21.17
31364 - Truckdriver Tractor-Trailer	21.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.34
99050 - Desk Clerk	12.06
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.86
99252 - Laboratory Animal Caretaker II	14.06
99260 - Marketing Analyst	30.03
99310 - Mortician	25.35
99410 - Pest Controller	17.07
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.67
99711 - Recycling Specialist	19.35
99730 - Refuse Collector	15.33
99810 - Sales Clerk	11.50
99820 - School Crossing Guard	15.33
99830 - Survey Party Chief	18.48
99831 - Surveying Aide	11.54
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.79
99841 - Vending Machine Repairer	18.10
99842 - Vending Machine Repairer Helper	16.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5032
Revision No.: 12
Date Of Last Revision: 06/25/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Menard Sangamon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.36
01012 - Accounting Clerk II		17.24
01013 - Accounting Clerk III		19.29
01020 - Administrative Assistant		29.15
01035 - Court Reporter		18.52
01041 - Customer Service Representative I		13.35
01042 - Customer Service Representative II		15.02
01043 - Customer Service Representative III		16.38
01051 - Data Entry Operator I		15.53
01052 - Data Entry Operator II		16.95
01060 - Dispatcher Motor Vehicle		21.32
01070 - Document Preparation Clerk		20.08

01090 - Duplicating Machine Operator	20.08
01111 - General Clerk I	14.42
01112 - General Clerk II	15.73
01113 - General Clerk III	17.65
01120 - Housing Referral Assistant	20.66
01141 - Messenger Courier	13.22
01191 - Order Clerk I	13.52
01192 - Order Clerk II	14.75
01261 - Personnel Assistant (Employment) I	16.98
01262 - Personnel Assistant (Employment) II	19.00
01263 - Personnel Assistant (Employment) III	21.17
01270 - Production Control Clerk	25.72
01290 - Rental Clerk	12.38
01300 - Scheduler Maintenance	16.56
01311 - Secretary I	16.56
01312 - Secretary II	18.52
01313 - Secretary III	20.66
01320 - Service Order Dispatcher	19.05
01410 - Supply Technician	29.15
01420 - Survey Worker	18.52
01460 - Switchboard Operator/Receptionist	12.88
01531 - Travel Clerk I	13.94
01532 - Travel Clerk II	15.09
01533 - Travel Clerk III	16.33
01611 - Word Processor I	14.75
01612 - Word Processor II	16.56
01613 - Word Processor III	18.52
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.56
05010 - Automotive Electrician	20.16
05040 - Automotive Glass Installer	19.07
05070 - Automotive Worker	19.07
05110 - Mobile Equipment Servicer	16.64
05130 - Motor Equipment Metal Mechanic	21.33
05160 - Motor Equipment Metal Worker	19.07
05190 - Motor Vehicle Mechanic	21.33
05220 - Motor Vehicle Mechanic Helper	15.54
05250 - Motor Vehicle Upholstery Worker	17.86
05280 - Motor Vehicle Wrecker	19.07
05310 - Painter Automotive	20.16
05340 - Radiator Repair Specialist	19.07
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	21.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	11.65
07042 - Cook II	13.31
07070 - Dishwasher	10.20
07130 - Food Service Worker	10.99
07210 - Meat Cutter	13.99

07260 - Waiter/Waitress	9.66
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.88
09040 - Furniture Handler	19.04
09080 - Furniture Refinisher	22.88
09090 - Furniture Refinisher Helper	20.28
09110 - Furniture Repairer Minor	22.43
09130 - Upholsterer	22.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.71
11060 - Elevator Operator	13.75
11090 - Gardener	17.65
11122 - Housekeeping Aide	13.75
11150 - Janitor	13.75
11210 - Laborer Grounds Maintenance	14.20
11240 - Maid or Houseman	11.48
11260 - Pruner	13.06
11270 - Tractor Operator	16.48
11330 - Trail Maintenance Worker	14.20
11360 - Window Cleaner	14.95
12000 - Health Occupations	
12010 - Ambulance Driver	15.99
12011 - Breath Alcohol Technician	19.47
12012 - Certified Occupational Therapist Assistant	25.56
12015 - Certified Physical Therapist Assistant	27.30
12020 - Dental Assistant	20.62
12025 - Dental Hygienist	36.06
12030 - EKG Technician	28.90
12035 - Electroneurodiagnostic Technologist	28.90
12040 - Emergency Medical Technician	15.99
12071 - Licensed Practical Nurse I	17.40
12072 - Licensed Practical Nurse II	19.47
12073 - Licensed Practical Nurse III	21.71
12100 - Medical Assistant	16.29
12130 - Medical Laboratory Technician	22.40
12160 - Medical Record Clerk	19.02
12190 - Medical Record Technician	21.28
12195 - Medical Transcriptionist	17.76
12210 - Nuclear Medicine Technologist	42.79
12221 - Nursing Assistant I	12.57
12222 - Nursing Assistant II	14.14
12223 - Nursing Assistant III	15.42
12224 - Nursing Assistant IV	17.31
12235 - Optical Dispenser	17.85
12236 - Optical Technician	17.40
12250 - Pharmacy Technician	14.80
12280 - Phlebotomist	17.48
12305 - Radiologic Technologist	27.84
12311 - Registered Nurse I	23.67
12312 - Registered Nurse II	28.95

12313 - Registered Nurse II Specialist		28.95
12314 - Registered Nurse III		35.02
12315 - Registered Nurse III Anesthetist		35.02
12316 - Registered Nurse IV		41.97
12317 - Scheduler (Drug and Alcohol Testing)		24.12
12320 - Substance Abuse Treatment Counselor		23.08
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.36
13012 - Exhibits Specialist II		25.22
13013 - Exhibits Specialist III		30.85
13041 - Illustrator I		20.36
13042 - Illustrator II		25.22
13043 - Illustrator III		30.85
13047 - Librarian		27.93
13050 - Library Aide/Clerk		16.08
13054 - Library Information Technology Systems Administrator		25.22
13058 - Library Technician		16.37
13061 - Media Specialist I		18.19
13062 - Media Specialist II		20.36
13063 - Media Specialist III		22.70
13071 - Photographer I		18.19
13072 - Photographer II		20.36
13073 - Photographer III		25.22
13074 - Photographer IV		30.85
13075 - Photographer V		37.33
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		18.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.83
14042 - Computer Operator II		19.95
14043 - Computer Operator III		22.25
14044 - Computer Operator IV		24.72
14045 - Computer Operator V		27.37
14071 - Computer Programmer I	(see 1)	23.58
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.83
14160 - Personal Computer Support Technician		24.72
14170 - System Support Specialist		30.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.67
15020 - Aircrew Training Devices Instructor (Rated)		38.31
15030 - Air Crew Training Devices Instructor (Pilot)		45.90
15050 - Computer Based Training Specialist / Instructor		31.67
15060 - Educational Technologist		30.47

15070 - Flight Instructor (Pilot) 45.90
15080 - Graphic Artist 22.90
15085 - Maintenance Test Pilot Fixed Jet/Prop 49.77
15086 - Maintenance Test Pilot Rotary Wing 49.77
15088 - Non-Maintenance Test/Co-Pilot 49.77
15090 - Technical Instructor 26.39
15095 - Technical Instructor/Course Developer 32.29
15110 - Test Proctor 21.31
15120 - Tutor 21.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.82
19040 - Tool And Die Maker 34.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.76
21030 - Material Coordinator 25.72
21040 - Material Expediter 25.72
21050 - Material Handling Laborer 14.10
21071 - Order Filler 12.34
21080 - Production Line Worker (Food Processing) 15.76
21110 - Shipping Packer 15.09
21130 - Shipping/Receiving Clerk 15.09
21140 - Store Worker I 17.14
21150 - Stock Clerk 19.65
21210 - Tools And Parts Attendant 15.76
21410 - Warehouse Specialist 15.76
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.52
23019 - Aircraft Logs and Records Technician 25.10
23021 - Aircraft Mechanic I 29.97
23022 - Aircraft Mechanic II 31.52
23023 - Aircraft Mechanic III 33.05
23040 - Aircraft Mechanic Helper 21.83
23050 - Aircraft Painter 28.32
23060 - Aircraft Servicer 25.10
23070 - Aircraft Survival Flight Equipment Technician 28.32
23080 - Aircraft Worker 26.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.80

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.97
23110 - Appliance Mechanic 28.87
23120 - Bicycle Repairer 18.40
23125 - Cable Splicer 45.15
23130 - Carpenter Maintenance 26.52
23140 - Carpet Layer 27.33
23160 - Electrician Maintenance 34.53
23181 - Electronics Technician Maintenance I 27.98
23182 - Electronics Technician Maintenance II 28.96
23183 - Electronics Technician Maintenance III 30.54
23260 - Fabric Worker 25.81
23290 - Fire Alarm System Mechanic 30.54
23310 - Fire Extinguisher Repairer 24.09
23311 - Fuel Distribution System Mechanic 30.54
23312 - Fuel Distribution System Operator 24.09
23370 - General Maintenance Worker 17.77
23380 - Ground Support Equipment Mechanic 29.97
23381 - Ground Support Equipment Servicer 25.10
23382 - Ground Support Equipment Worker 26.80
23391 - Gunsmith I 24.09
23392 - Gunsmith II 27.40
23393 - Gunsmith III 30.54
23410 - Heating Ventilation And Air-Conditioning Mechanic 34.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 35.84
23430 - Heavy Equipment Mechanic 30.16
23440 - Heavy Equipment Operator 39.25
23460 - Instrument Mechanic 30.54
23465 - Laboratory/Shelter Mechanic 28.96
23470 - Laborer 13.97
23510 - Locksmith 24.04
23530 - Machinery Maintenance Mechanic 29.22
23550 - Machinist Maintenance 24.02
23580 - Maintenance Trades Helper 17.31
23591 - Metrology Technician I 30.54
23592 - Metrology Technician II 31.92
23593 - Metrology Technician III 33.25
23640 - Millwright 30.54
23710 - Office Appliance Repairer 25.66
23760 - Painter Maintenance 28.15
23790 - Pipefitter Maintenance 43.53
23810 - Plumber Maintenance 41.14
23820 - Pneudraulic Systems Mechanic 30.54
23850 - Rigger 30.54
23870 - Scale Mechanic 27.40
23890 - Sheet-Metal Worker Maintenance 33.37
23910 - Small Engine Mechanic 27.33
23931 - Telecommunications Mechanic I 30.73

23932 - Telecommunications Mechanic II 31.90
23950 - Telephone Lineman 30.54
23960 - Welder Combination Maintenance 20.29
23965 - Well Driller 30.54
23970 - Woodcraft Worker 30.54
23980 - Woodworker 24.09
24000 - Personal Needs Occupations
24550 - Case Manager 18.18
24570 - Child Care Attendant 11.57
24580 - Child Care Center Clerk 15.08
24610 - Chore Aide 11.65
24620 - Family Readiness And Support Services Coordinator 18.18
24630 - Homemaker 18.18
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 47.67
25040 - Sewage Plant Operator 33.92
25070 - Stationary Engineer 47.89
25190 - Ventilation Equipment Tender 32.59
25210 - Water Treatment Plant Operator 33.92
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.35
27007 - Baggage Inspector 19.91
27008 - Corrections Officer 25.36
27010 - Court Security Officer 25.36
27030 - Detection Dog Handler 23.73
27040 - Detention Officer 25.36
27070 - Firefighter 25.36
27101 - Guard I 19.91
27102 - Guard II 23.73
27131 - Police Officer I 31.60
27132 - Police Officer II 35.12
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.67
28042 - Carnival Equipment Repairer 14.40
28043 - Carnival Worker 10.97
28210 - Gate Attendant/Gate Tender 14.31
28310 - Lifeguard 12.20
28350 - Park Attendant (Aide) 16.01
28510 - Recreation Aide/Health Facility Attendant 11.69
28515 - Recreation Specialist 19.83
28630 - Sports Official 12.75
28690 - Swimming Pool Operator 16.50
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.40
29020 - Hatch Tender 27.40
29030 - Line Handler 27.40
29041 - Stevedore I 25.81
29042 - Stevedore II 28.96
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.07
30022 - Archeological Technician II 20.21
30023 - Archeological Technician III 25.05
30030 - Cartographic Technician 25.05
30040 - Civil Engineering Technician 30.69
30051 - Cryogenic Technician I 24.02
30052 - Cryogenic Technician II 26.53
30061 - Drafter/CAD Operator I 18.07
30062 - Drafter/CAD Operator II 20.21
30063 - Drafter/CAD Operator III 22.54
30064 - Drafter/CAD Operator IV 27.72
30081 - Engineering Technician I 15.70
30082 - Engineering Technician II 18.66
30083 - Engineering Technician III 21.49
30084 - Engineering Technician IV 26.30
30085 - Engineering Technician V 29.88
30086 - Engineering Technician VI 36.15
30090 - Environmental Technician 21.45
30095 - Evidence Control Specialist 21.68
30210 - Laboratory Technician 22.54
30221 - Latent Fingerprint Technician I 40.66
30222 - Latent Fingerprint Technician II 44.95
30240 - Mathematical Technician 25.05
30361 - Paralegal/Legal Assistant I 18.58
30362 - Paralegal/Legal Assistant II 22.26
30363 - Paralegal/Legal Assistant III 27.24
30364 - Paralegal/Legal Assistant IV 32.95
30375 - Petroleum Supply Specialist 26.53
30390 - Photo-Optics Technician 25.05
30395 - Radiation Control Technician 26.53
30461 - Technical Writer I 24.43
30462 - Technical Writer II 29.88
30463 - Technical Writer III 36.15
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.72
30502 - Weather Forecaster II 33.72
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.54
30621 - Weather Observer Senior (see 2) 25.05
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.48
31030 - Bus Driver 21.00

31043 - Driver Courier	14.21
31260 - Parking and Lot Attendant	12.53
31290 - Shuttle Bus Driver	15.09
31310 - Taxi Driver	17.19
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	16.20
31363 - Truckdriver Heavy	21.17
31364 - Truckdriver Tractor-Trailer	21.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.34
99050 - Desk Clerk	12.06
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.86
99252 - Laboratory Animal Caretaker II	14.06
99260 - Marketing Analyst	30.03
99310 - Mortician	25.35
99410 - Pest Controller	17.07
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.67
99711 - Recycling Specialist	19.35
99730 - Refuse Collector	15.33
99810 - Sales Clerk	11.50
99820 - School Crossing Guard	15.33
99830 - Survey Party Chief	18.48
99831 - Surveying Aide	11.54
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.79
99841 - Vending Machine Repairer	18.10
99842 - Vending Machine Repairer Helper	16.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5033
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Lee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		22.28
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.26
01043 - Customer Service Representative III		15.56
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		13.58
01112 - General Clerk II		14.81

01113 - General Clerk III 16.63
01120 - Housing Referral Assistant 22.12
01141 - Messenger Courier 13.30
01191 - Order Clerk I 16.00
01192 - Order Clerk II 17.58
01261 - Personnel Assistant (Employment) I 17.84
01262 - Personnel Assistant (Employment) II 19.95
01263 - Personnel Assistant (Employment) III 22.24
01270 - Production Control Clerk 21.43
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.36
01311 - Secretary I 18.36
01312 - Secretary II 19.84
01313 - Secretary III 22.12
01320 - Service Order Dispatcher 21.04
01410 - Supply Technician 28.01
01420 - Survey Worker 19.19
01460 - Switchboard Operator/Receptionist 13.53
01531 - Travel Clerk I 14.52
01532 - Travel Clerk II 15.70
01533 - Travel Clerk III 16.98
01611 - Word Processor I 15.50
01612 - Word Processor II 17.41
01613 - Word Processor III 19.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.89
05010 - Automotive Electrician 24.16
05040 - Automotive Glass Installer 23.05
05070 - Automotive Worker 23.05
05110 - Mobile Equipment Servicer 20.85
05130 - Motor Equipment Metal Mechanic 27.79
05160 - Motor Equipment Metal Worker 23.05
05190 - Motor Vehicle Mechanic 27.79
05220 - Motor Vehicle Mechanic Helper 19.73
05250 - Motor Vehicle Upholstery Worker 21.96
05280 - Motor Vehicle Wrecker 23.09
05310 - Painter Automotive 24.16
05340 - Radiator Repair Specialist 23.05
05370 - Tire Repairer 15.92
05400 - Transmission Repair Specialist 27.79
07000 - Food Preparation And Service Occupations
07010 - Baker 13.71
07041 - Cook I 13.34
07042 - Cook II 15.03
07070 - Dishwasher 10.19
07130 - Food Service Worker 11.25
07210 - Meat Cutter 15.71
07260 - Waiter/Waitress 9.96
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.07

09040 - Furniture Handler 15.97
09080 - Furniture Refinisher 22.07
09090 - Furniture Refinisher Helper 18.01
09110 - Furniture Repairer Minor 20.05
09130 - Upholsterer 22.06
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.96
11060 - Elevator Operator 13.11
11090 - Gardener 16.87
11122 - Housekeeping Aide 13.11
11150 - Janitor 13.11
11210 - Laborer Grounds Maintenance 13.50
11240 - Maid or Houseman 12.11
11260 - Pruner 12.35
11270 - Tractor Operator 15.81
11330 - Trail Maintenance Worker 13.50
11360 - Window Cleaner 14.03
12000 - Health Occupations
12010 - Ambulance Driver 19.13
12011 - Breath Alcohol Technician 20.89
12012 - Certified Occupational Therapist Assistant 28.66
12015 - Certified Physical Therapist Assistant 28.53
12020 - Dental Assistant 18.99
12025 - Dental Hygienist 33.93
12030 - EKG Technician 26.94
12035 - Electroneurodiagnostic Technologist 26.94
12040 - Emergency Medical Technician 19.13
12071 - Licensed Practical Nurse I 18.67
12072 - Licensed Practical Nurse II 20.89
12073 - Licensed Practical Nurse III 23.29
12100 - Medical Assistant 15.83
12130 - Medical Laboratory Technician 25.20
12160 - Medical Record Clerk 16.98
12190 - Medical Record Technician 20.89
12195 - Medical Transcriptionist 18.67
12210 - Nuclear Medicine Technologist 45.92
12221 - Nursing Assistant I 12.40
12222 - Nursing Assistant II 13.94
12223 - Nursing Assistant III 15.21
12224 - Nursing Assistant IV 17.08
12235 - Optical Dispenser 17.72
12236 - Optical Technician 18.67
12250 - Pharmacy Technician 15.58
12280 - Phlebotomist 16.46
12305 - Radiologic Technologist 31.44
12311 - Registered Nurse I 29.17
12312 - Registered Nurse II 32.57
12313 - Registered Nurse II Specialist 32.57
12314 - Registered Nurse III 38.43
12315 - Registered Nurse III Anesthetist 38.43

12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		25.88
12320 - Substance Abuse Treatment Counselor		23.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.92
13012 - Exhibits Specialist II		27.16
13013 - Exhibits Specialist III		33.22
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		35.08
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.01
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.50
13072 - Photographer II		20.70
13073 - Photographer III		25.64
13074 - Photographer IV		31.35
13075 - Photographer V		37.94
13090 - Technical Order Library Clerk		16.99
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		28.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		31.82
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.14

15086 - Maintenance Test Pilot Rotary Wing 46.14
15088 - Non-Maintenance Test/Co-Pilot 46.14
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 27.73
15110 - Test Proctor 18.30
15120 - Tutor 18.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.53
16030 - Counter Attendant 9.53
16040 - Dry Cleaner 12.42
16070 - Finisher Flatwork Machine 9.53
16090 - Presser Hand 9.53
16110 - Presser Machine Drycleaning 9.53
16130 - Presser Machine Shirts 9.53
16160 - Presser Machine Wearing Apparel Laundry 9.53
16190 - Sewing Machine Operator 13.37
16220 - Tailor 14.31
16250 - Washer Machine 10.54
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.40
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.70
21030 - Material Coordinator 21.74
21040 - Material Expediter 21.74
21050 - Material Handling Laborer 18.12
21071 - Order Filler 15.75
21080 - Production Line Worker (Food Processing) 19.70
21110 - Shipping Packer 18.01
21130 - Shipping/Receiving Clerk 18.01
21140 - Store Worker I 16.97
21150 - Stock Clerk 20.77
21210 - Tools And Parts Attendant 19.70
21410 - Warehouse Specialist 19.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.96
23019 - Aircraft Logs and Records Technician 23.85
23021 - Aircraft Mechanic I 28.38
23022 - Aircraft Mechanic II 29.96
23023 - Aircraft Mechanic III 31.40
23040 - Aircraft Mechanic Helper 21.15
23050 - Aircraft Painter 26.39
23060 - Aircraft Servicer 23.85
23070 - Aircraft Survival Flight Equipment Technician 26.39
23080 - Aircraft Worker 25.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.05
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.38
23110 - Appliance Mechanic 25.34

23120 - Bicycle Repairer 22.38
23125 - Cable Splicer 33.51
23130 - Carpenter Maintenance 31.86
23140 - Carpet Layer 29.49
23160 - Electrician Maintenance 36.17
23181 - Electronics Technician Maintenance I 26.77
23182 - Electronics Technician Maintenance II 28.21
23183 - Electronics Technician Maintenance III 29.66
23260 - Fabric Worker 23.70
23290 - Fire Alarm System Mechanic 27.75
23310 - Fire Extinguisher Repairer 22.38
23311 - Fuel Distribution System Mechanic 27.75
23312 - Fuel Distribution System Operator 22.65
23370 - General Maintenance Worker 23.74
23380 - Ground Support Equipment Mechanic 28.38
23381 - Ground Support Equipment Servicer 23.85
23382 - Ground Support Equipment Worker 25.20
23391 - Gunsmith I 22.38
23392 - Gunsmith II 25.05
23393 - Gunsmith III 27.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.18
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.46
23430 - Heavy Equipment Mechanic 28.84
23440 - Heavy Equipment Operator 37.68
23460 - Instrument Mechanic 27.75
23465 - Laboratory/Shelter Mechanic 26.39
23470 - Laborer 15.55
23510 - Locksmith 26.39
23530 - Machinery Maintenance Mechanic 26.13
23550 - Machinist Maintenance 27.46
23580 - Maintenance Trades Helper 17.75
23591 - Metrology Technician I 27.75
23592 - Metrology Technician II 29.02
23593 - Metrology Technician III 30.21
23640 - Millwright 29.97
23710 - Office Appliance Repairer 26.39
23760 - Painter Maintenance 23.57
23790 - Pipefitter Maintenance 34.10
23810 - Plumber Maintenance 32.36
23820 - Pneudraulic Systems Mechanic 27.75
23850 - Rigger 28.51
23870 - Scale Mechanic 25.05
23890 - Sheet-Metal Worker Maintenance 33.36
23910 - Small Engine Mechanic 25.05
23931 - Telecommunications Mechanic I 27.78
23932 - Telecommunications Mechanic II 29.10
23950 - Telephone Lineman 27.75
23960 - Welder Combination Maintenance 20.97

23965 - Well Driller		27.75
23970 - Woodcraft Worker		27.75
23980 - Woodworker		22.38
24000 - Personal Needs Occupations		
24550 - Case Manager		15.81
24570 - Child Care Attendant		11.46
24580 - Child Care Center Clerk		14.29
24610 - Chore Aide		12.04
24620 - Family Readiness And Support Services Coordinator		15.81
24630 - Homemaker		16.03
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.89
25040 - Sewage Plant Operator		27.09
25070 - Stationary Engineer		30.89
25190 - Ventilation Equipment Tender		23.04
25210 - Water Treatment Plant Operator		27.09
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.28
27007 - Baggage Inspector		12.10
27008 - Corrections Officer		30.32
27010 - Court Security Officer		28.69
27030 - Detection Dog Handler		16.66
27040 - Detention Officer		30.32
27070 - Firefighter		27.04
27101 - Guard I		12.10
27102 - Guard II		16.66
27131 - Police Officer I		30.33
27132 - Police Officer II		33.11
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.37
28042 - Carnival Equipment Repairer		14.31
28043 - Carnival Worker		10.02
28210 - Gate Attendant/Gate Tender		16.44
28310 - Lifeguard		13.10
28350 - Park Attendant (Aide)		18.37
28510 - Recreation Aide/Health Facility Attendant		11.29
28515 - Recreation Specialist		19.16
28630 - Sports Official		14.64
28690 - Swimming Pool Operator		20.03
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.15
29020 - Hatch Tender		27.15
29030 - Line Handler		27.15
29041 - Stevedore I		25.71
29042 - Stevedore II		28.66
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.24
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.59

30021 - Archeological Technician I		17.84
30022 - Archeological Technician II		19.96
30023 - Archeological Technician III		25.81
30030 - Cartographic Technician		26.98
30040 - Civil Engineering Technician		28.48
30051 - Cryogenic Technician I		27.38
30052 - Cryogenic Technician II		30.25
30061 - Drafter/CAD Operator I		17.84
30062 - Drafter/CAD Operator II		19.96
30063 - Drafter/CAD Operator III		22.25
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		18.16
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		45.66
30090 - Environmental Technician		24.73
30095 - Evidence Control Specialist		24.73
30210 - Laboratory Technician		29.80
30221 - Latent Fingerprint Technician I		27.38
30222 - Latent Fingerprint Technician II		30.25
30240 - Mathematical Technician		25.18
30361 - Paralegal/Legal Assistant I		21.05
30362 - Paralegal/Legal Assistant II		26.08
30363 - Paralegal/Legal Assistant III		31.89
30364 - Paralegal/Legal Assistant IV		38.59
30375 - Petroleum Supply Specialist		30.25
30390 - Photo-Optics Technician		26.33
30395 - Radiation Control Technician		30.25
30461 - Technical Writer I		26.76
30462 - Technical Writer II		32.65
30463 - Technical Writer III		39.34
30491 - Unexploded Ordnance (UXO) Technician I		28.11
30492 - Unexploded Ordnance (UXO) Technician II		34.01
30493 - Unexploded Ordnance (UXO) Technician III		40.77
30494 - Unexploded (UXO) Safety Escort		28.11
30495 - Unexploded (UXO) Sweep Personnel		28.11
30501 - Weather Forecaster I		27.38
30502 - Weather Forecaster II		33.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.25
30621 - Weather Observer Senior	(see 2)	24.73
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.01
31020 - Bus Aide		18.06
31030 - Bus Driver		22.99
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		12.59
31290 - Shuttle Bus Driver		21.43

31310 - Taxi Driver	16.70
31361 - Truckdriver Light	21.43
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.30
31364 - Truckdriver Tractor-Trailer	24.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	10.63
99050 - Desk Clerk	11.94
99095 - Embalmer	35.46
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	14.03
99252 - Laboratory Animal Caretaker II	15.43
99260 - Marketing Analyst	23.69
99310 - Mortician	35.46
99410 - Pest Controller	21.24
99510 - Photofinishing Worker	15.92
99710 - Recycling Laborer	22.41
99711 - Recycling Specialist	26.24
99730 - Refuse Collector	20.49
99810 - Sales Clerk	13.81
99820 - School Crossing Guard	17.67
99830 - Survey Party Chief	24.14
99831 - Surveying Aide	15.15
99832 - Surveying Technician	20.76
99840 - Vending Machine Attendant	21.42
99841 - Vending Machine Repairer	24.59
99842 - Vending Machine Repairer Helper	21.42

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5034
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Lee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		22.28
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.26
01043 - Customer Service Representative III		15.56
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67

01090 - Duplicating Machine Operator	13.67
01111 - General Clerk I	13.58
01112 - General Clerk II	14.81
01113 - General Clerk III	16.63
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	13.30
01191 - Order Clerk I	16.00
01192 - Order Clerk II	17.58
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	21.43
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.04
01410 - Supply Technician	28.01
01420 - Survey Worker	19.19
01460 - Switchboard Operator/Receptionist	13.53
01531 - Travel Clerk I	14.52
01532 - Travel Clerk II	15.70
01533 - Travel Clerk III	16.98
01611 - Word Processor I	15.50
01612 - Word Processor II	17.41
01613 - Word Processor III	19.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.89
05010 - Automotive Electrician	24.16
05040 - Automotive Glass Installer	23.05
05070 - Automotive Worker	23.05
05110 - Mobile Equipment Servicer	20.85
05130 - Motor Equipment Metal Mechanic	27.79
05160 - Motor Equipment Metal Worker	23.05
05190 - Motor Vehicle Mechanic	27.79
05220 - Motor Vehicle Mechanic Helper	19.73
05250 - Motor Vehicle Upholstery Worker	21.96
05280 - Motor Vehicle Wrecker	23.09
05310 - Painter Automotive	24.16
05340 - Radiator Repair Specialist	23.05
05370 - Tire Repairer	15.92
05400 - Transmission Repair Specialist	27.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.71
07041 - Cook I	13.34
07042 - Cook II	15.03
07070 - Dishwasher	10.19
07130 - Food Service Worker	11.25
07210 - Meat Cutter	15.71

07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.07
09040 - Furniture Handler	15.97
09080 - Furniture Refinisher	22.07
09090 - Furniture Refinisher Helper	18.01
09110 - Furniture Repairer Minor	20.05
09130 - Upholsterer	22.06
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.96
11060 - Elevator Operator	13.11
11090 - Gardener	16.87
11122 - Housekeeping Aide	13.11
11150 - Janitor	13.11
11210 - Laborer Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	15.81
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	14.03
12000 - Health Occupations	
12010 - Ambulance Driver	19.13
12011 - Breath Alcohol Technician	20.89
12012 - Certified Occupational Therapist Assistant	28.66
12015 - Certified Physical Therapist Assistant	28.53
12020 - Dental Assistant	18.99
12025 - Dental Hygienist	33.93
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic Technologist	26.94
12040 - Emergency Medical Technician	19.13
12071 - Licensed Practical Nurse I	18.67
12072 - Licensed Practical Nurse II	20.89
12073 - Licensed Practical Nurse III	23.29
12100 - Medical Assistant	15.83
12130 - Medical Laboratory Technician	25.20
12160 - Medical Record Clerk	16.98
12190 - Medical Record Technician	20.89
12195 - Medical Transcriptionist	18.67
12210 - Nuclear Medicine Technologist	45.92
12221 - Nursing Assistant I	12.40
12222 - Nursing Assistant II	13.94
12223 - Nursing Assistant III	15.21
12224 - Nursing Assistant IV	17.08
12235 - Optical Dispenser	17.72
12236 - Optical Technician	18.67
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	16.46
12305 - Radiologic Technologist	31.44
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57

12313 - Registered Nurse II Specialist		32.57
12314 - Registered Nurse III		38.43
12315 - Registered Nurse III Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		25.88
12320 - Substance Abuse Treatment Counselor		23.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.92
13012 - Exhibits Specialist II		27.16
13013 - Exhibits Specialist III		33.22
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		35.08
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.01
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.50
13072 - Photographer II		20.70
13073 - Photographer III		25.64
13074 - Photographer IV		31.35
13075 - Photographer V		37.94
13090 - Technical Order Library Clerk		16.99
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		28.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		31.82

15070 - Flight Instructor (Pilot) 46.94
15080 - Graphic Artist 26.41
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.14
15086 - Maintenance Test Pilot Rotary Wing 46.14
15088 - Non-Maintenance Test/Co-Pilot 46.14
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 27.73
15110 - Test Proctor 18.30
15120 - Tutor 18.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.53
16030 - Counter Attendant 9.53
16040 - Dry Cleaner 12.42
16070 - Finisher Flatwork Machine 9.53
16090 - Presser Hand 9.53
16110 - Presser Machine Drycleaning 9.53
16130 - Presser Machine Shirts 9.53
16160 - Presser Machine Wearing Apparel Laundry 9.53
16190 - Sewing Machine Operator 13.37
16220 - Tailor 14.31
16250 - Washer Machine 10.54
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.40
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.70
21030 - Material Coordinator 21.74
21040 - Material Expediter 21.74
21050 - Material Handling Laborer 18.12
21071 - Order Filler 15.75
21080 - Production Line Worker (Food Processing) 19.70
21110 - Shipping Packer 18.01
21130 - Shipping/Receiving Clerk 18.01
21140 - Store Worker I 16.97
21150 - Stock Clerk 20.77
21210 - Tools And Parts Attendant 19.70
21410 - Warehouse Specialist 19.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.96
23019 - Aircraft Logs and Records Technician 23.85
23021 - Aircraft Mechanic I 28.38
23022 - Aircraft Mechanic II 29.96
23023 - Aircraft Mechanic III 31.40
23040 - Aircraft Mechanic Helper 21.15
23050 - Aircraft Painter 26.39
23060 - Aircraft Servicer 23.85
23070 - Aircraft Survival Flight Equipment Technician 26.39
23080 - Aircraft Worker 25.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.05

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.38
23110 - Appliance Mechanic 25.34
23120 - Bicycle Repairer 22.38
23125 - Cable Splicer 33.51
23130 - Carpenter Maintenance 31.86
23140 - Carpet Layer 29.49
23160 - Electrician Maintenance 36.17
23181 - Electronics Technician Maintenance I 26.77
23182 - Electronics Technician Maintenance II 28.21
23183 - Electronics Technician Maintenance III 29.66
23260 - Fabric Worker 23.70
23290 - Fire Alarm System Mechanic 27.75
23310 - Fire Extinguisher Repairer 22.38
23311 - Fuel Distribution System Mechanic 27.75
23312 - Fuel Distribution System Operator 22.65
23370 - General Maintenance Worker 23.74
23380 - Ground Support Equipment Mechanic 28.38
23381 - Ground Support Equipment Servicer 23.85
23382 - Ground Support Equipment Worker 25.20
23391 - Gunsmith I 22.38
23392 - Gunsmith II 25.05
23393 - Gunsmith III 27.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.18
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.46
23430 - Heavy Equipment Mechanic 28.84
23440 - Heavy Equipment Operator 37.68
23460 - Instrument Mechanic 27.75
23465 - Laboratory/Shelter Mechanic 26.39
23470 - Laborer 15.55
23510 - Locksmith 26.39
23530 - Machinery Maintenance Mechanic 26.13
23550 - Machinist Maintenance 27.46
23580 - Maintenance Trades Helper 17.75
23591 - Metrology Technician I 27.75
23592 - Metrology Technician II 29.02
23593 - Metrology Technician III 30.21
23640 - Millwright 29.97
23710 - Office Appliance Repairer 26.39
23760 - Painter Maintenance 23.57
23790 - Pipefitter Maintenance 34.10
23810 - Plumber Maintenance 32.36
23820 - Pneudraulic Systems Mechanic 27.75
23850 - Rigger 28.51
23870 - Scale Mechanic 25.05
23890 - Sheet-Metal Worker Maintenance 33.36
23910 - Small Engine Mechanic 25.05
23931 - Telecommunications Mechanic I 27.78

23932 - Telecommunications Mechanic II	29.10
23950 - Telephone Lineman	27.75
23960 - Welder Combination Maintenance	20.97
23965 - Well Driller	27.75
23970 - Woodcraft Worker	27.75
23980 - Woodworker	22.38
24000 - Personal Needs Occupations	
24550 - Case Manager	15.81
24570 - Child Care Attendant	11.46
24580 - Child Care Center Clerk	14.29
24610 - Chore Aide	12.04
24620 - Family Readiness And Support Services Coordinator	15.81
24630 - Homemaker	16.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.89
25040 - Sewage Plant Operator	27.09
25070 - Stationary Engineer	30.89
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	27.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.28
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	30.32
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	30.32
27070 - Firefighter	27.04
27101 - Guard I	12.10
27102 - Guard II	16.66
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.37
28042 - Carnival Equipment Repairer	14.31
28043 - Carnival Worker	10.02
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	11.29
28515 - Recreation Specialist	19.16
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	20.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.15
29020 - Hatch Tender	27.15
29030 - Line Handler	27.15
29041 - Stevedore I	25.71
29042 - Stevedore II	28.66
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.24
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.59
30021 - Archeological Technician I 17.84
30022 - Archeological Technician II 19.96
30023 - Archeological Technician III 25.81
30030 - Cartographic Technician 26.98
30040 - Civil Engineering Technician 28.48
30051 - Cryogenic Technician I 27.38
30052 - Cryogenic Technician II 30.25
30061 - Drafter/CAD Operator I 17.84
30062 - Drafter/CAD Operator II 19.96
30063 - Drafter/CAD Operator III 22.25
30064 - Drafter/CAD Operator IV 28.96
30081 - Engineering Technician I 18.16
30082 - Engineering Technician II 20.39
30083 - Engineering Technician III 22.81
30084 - Engineering Technician IV 28.26
30085 - Engineering Technician V 34.56
30086 - Engineering Technician VI 45.66
30090 - Environmental Technician 24.73
30095 - Evidence Control Specialist 24.73
30210 - Laboratory Technician 29.80
30221 - Latent Fingerprint Technician I 27.38
30222 - Latent Fingerprint Technician II 30.25
30240 - Mathematical Technician 25.18
30361 - Paralegal/Legal Assistant I 21.05
30362 - Paralegal/Legal Assistant II 26.08
30363 - Paralegal/Legal Assistant III 31.89
30364 - Paralegal/Legal Assistant IV 38.59
30375 - Petroleum Supply Specialist 30.25
30390 - Photo-Optics Technician 26.33
30395 - Radiation Control Technician 30.25
30461 - Technical Writer I 26.76
30462 - Technical Writer II 32.65
30463 - Technical Writer III 39.34
30491 - Unexploded Ordnance (UXO) Technician I 28.11
30492 - Unexploded Ordnance (UXO) Technician II 34.01
30493 - Unexploded Ordnance (UXO) Technician III 40.77
30494 - Unexploded (UXO) Safety Escort 28.11
30495 - Unexploded (UXO) Sweep Personnel 28.11
30501 - Weather Forecaster I 27.38
30502 - Weather Forecaster II 33.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.25
30621 - Weather Observer Senior (see 2) 24.73
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.01
31020 - Bus Aide 18.06
31030 - Bus Driver 22.99

31043 - Driver Courier	19.14
31260 - Parking and Lot Attendant	12.59
31290 - Shuttle Bus Driver	21.43
31310 - Taxi Driver	16.70
31361 - Truckdriver Light	21.43
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.30
31364 - Truckdriver Tractor-Trailer	24.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	10.63
99050 - Desk Clerk	11.94
99095 - Embalmer	35.46
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	14.03
99252 - Laboratory Animal Caretaker II	15.43
99260 - Marketing Analyst	23.69
99310 - Mortician	35.46
99410 - Pest Controller	21.24
99510 - Photofinishing Worker	15.92
99710 - Recycling Laborer	22.41
99711 - Recycling Specialist	26.24
99730 - Refuse Collector	20.49
99810 - Sales Clerk	13.81
99820 - School Crossing Guard	17.67
99830 - Survey Party Chief	24.14
99831 - Surveying Aide	15.15
99832 - Surveying Technician	20.76
99840 - Vending Machine Attendant	21.42
99841 - Vending Machine Repairer	24.59
99842 - Vending Machine Repairer Helper	21.42

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5035
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of La Salle

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		22.28
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.26
01043 - Customer Service Representative III		15.56
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		13.58
01112 - General Clerk II		14.81

01113 - General Clerk III 16.63
01120 - Housing Referral Assistant 22.12
01141 - Messenger Courier 13.30
01191 - Order Clerk I 15.99
01192 - Order Clerk II 17.58
01261 - Personnel Assistant (Employment) I 17.84
01262 - Personnel Assistant (Employment) II 19.95
01263 - Personnel Assistant (Employment) III 22.24
01270 - Production Control Clerk 21.43
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.36
01311 - Secretary I 18.36
01312 - Secretary II 19.84
01313 - Secretary III 22.12
01320 - Service Order Dispatcher 21.04
01410 - Supply Technician 28.01
01420 - Survey Worker 19.19
01460 - Switchboard Operator/Receptionist 13.53
01531 - Travel Clerk I 14.52
01532 - Travel Clerk II 15.70
01533 - Travel Clerk III 16.98
01611 - Word Processor I 15.50
01612 - Word Processor II 17.41
01613 - Word Processor III 19.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.34
05010 - Automotive Electrician 24.51
05040 - Automotive Glass Installer 23.47
05070 - Automotive Worker 23.47
05110 - Mobile Equipment Servicer 21.37
05130 - Motor Equipment Metal Mechanic 28.12
05160 - Motor Equipment Metal Worker 23.47
05190 - Motor Vehicle Mechanic 28.63
05220 - Motor Vehicle Mechanic Helper 20.28
05250 - Motor Vehicle Upholstery Worker 22.45
05280 - Motor Vehicle Wrecker 23.47
05310 - Painter Automotive 23.47
05340 - Radiator Repair Specialist 23.47
05370 - Tire Repairer 16.41
05400 - Transmission Repair Specialist 28.12
07000 - Food Preparation And Service Occupations
07010 - Baker 15.77
07041 - Cook I 14.43
07042 - Cook II 15.77
07070 - Dishwasher 11.17
07130 - Food Service Worker 11.25
07210 - Meat Cutter 15.77
07260 - Waiter/Waitress 12.02
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.77

09040 - Furniture Handler 17.39
09080 - Furniture Refinisher 23.95
09090 - Furniture Refinisher Helper 19.82
09110 - Furniture Repairer Minor 21.93
09130 - Upholsterer 23.95
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.96
11060 - Elevator Operator 13.11
11090 - Gardener 16.87
11122 - Housekeeping Aide 13.11
11150 - Janitor 13.11
11210 - Laborer Grounds Maintenance 13.50
11240 - Maid or Houseman 12.11
11260 - Pruner 12.35
11270 - Tractor Operator 15.80
11330 - Trail Maintenance Worker 13.50
11360 - Window Cleaner 14.03
12000 - Health Occupations
12010 - Ambulance Driver 20.24
12011 - Breath Alcohol Technician 20.89
12012 - Certified Occupational Therapist Assistant 28.66
12015 - Certified Physical Therapist Assistant 28.53
12020 - Dental Assistant 18.99
12025 - Dental Hygienist 33.93
12030 - EKG Technician 26.94
12035 - Electroneurodiagnostic Technologist 26.94
12040 - Emergency Medical Technician 20.24
12071 - Licensed Practical Nurse I 18.67
12072 - Licensed Practical Nurse II 20.89
12073 - Licensed Practical Nurse III 23.29
12100 - Medical Assistant 15.77
12130 - Medical Laboratory Technician 25.20
12160 - Medical Record Clerk 16.98
12190 - Medical Record Technician 20.89
12195 - Medical Transcriptionist 18.67
12210 - Nuclear Medicine Technologist 45.92
12221 - Nursing Assistant I 12.40
12222 - Nursing Assistant II 13.94
12223 - Nursing Assistant III 15.21
12224 - Nursing Assistant IV 17.08
12235 - Optical Dispenser 17.72
12236 - Optical Technician 18.67
12250 - Pharmacy Technician 15.58
12280 - Phlebotomist 16.46
12305 - Radiologic Technologist 31.44
12311 - Registered Nurse I 29.17
12312 - Registered Nurse II 32.57
12313 - Registered Nurse II Specialist 32.57
12314 - Registered Nurse III 38.43
12315 - Registered Nurse III Anesthetist 38.43

12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		25.88
12320 - Substance Abuse Treatment Counselor		23.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.65
13013 - Exhibits Specialist III		32.46
13041 - Illustrator I		22.03
13042 - Illustrator II		27.53
13043 - Illustrator III		32.62
13047 - Librarian		33.74
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.74
13058 - Library Technician		17.76
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		19.24
13072 - Photographer II		21.51
13073 - Photographer III		26.65
13074 - Photographer IV		32.46
13075 - Photographer V		35.76
13090 - Technical Order Library Clerk		16.99
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		28.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		31.82
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.14

15086 - Maintenance Test Pilot Rotary Wing 46.14
15088 - Non-Maintenance Test/Co-Pilot 46.14
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 28.07
15110 - Test Proctor 18.53
15120 - Tutor 18.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.53
16030 - Counter Attendant 9.53
16040 - Dry Cleaner 12.42
16070 - Finisher Flatwork Machine 9.53
16090 - Presser Hand 9.53
16110 - Presser Machine Drycleaning 9.53
16130 - Presser Machine Shirts 9.53
16160 - Presser Machine Wearing Apparel Laundry 9.53
16190 - Sewing Machine Operator 13.37
16220 - Tailor 14.31
16250 - Washer Machine 10.54
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.85
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.70
21030 - Material Coordinator 21.74
21040 - Material Expediter 21.74
21050 - Material Handling Laborer 17.45
21071 - Order Filler 15.75
21080 - Production Line Worker (Food Processing) 19.70
21110 - Shipping Packer 18.01
21130 - Shipping/Receiving Clerk 18.01
21140 - Store Worker I 16.97
21150 - Stock Clerk 20.77
21210 - Tools And Parts Attendant 19.70
21410 - Warehouse Specialist 19.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.96
23019 - Aircraft Logs and Records Technician 23.85
23021 - Aircraft Mechanic I 28.13
23022 - Aircraft Mechanic II 29.96
23023 - Aircraft Mechanic III 31.40
23040 - Aircraft Mechanic Helper 21.15
23050 - Aircraft Painter 26.39
23060 - Aircraft Servicer 23.85
23070 - Aircraft Survival Flight Equipment Technician 26.39
23080 - Aircraft Worker 25.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.05
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.13
23110 - Appliance Mechanic 25.34

23120 - Bicycle Repairer	22.38
23125 - Cable Splicer	34.85
23130 - Carpenter Maintenance	31.86
23140 - Carpet Layer	25.28
23160 - Electrician Maintenance	36.17
23181 - Electronics Technician Maintenance I	26.77
23182 - Electronics Technician Maintenance II	28.21
23183 - Electronics Technician Maintenance III	29.66
23260 - Fabric Worker	23.70
23290 - Fire Alarm System Mechanic	27.75
23310 - Fire Extinguisher Repairer	22.38
23311 - Fuel Distribution System Mechanic	27.75
23312 - Fuel Distribution System Operator	22.38
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	28.13
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.05
23391 - Gunsmith I	22.38
23392 - Gunsmith II	25.05
23393 - Gunsmith III	27.75
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.69
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.95
23430 - Heavy Equipment Mechanic	28.84
23440 - Heavy Equipment Operator	37.68
23460 - Instrument Mechanic	27.75
23465 - Laboratory/Shelter Mechanic	26.39
23470 - Laborer	15.55
23510 - Locksmith	26.39
23530 - Machinery Maintenance Mechanic	26.13
23550 - Machinist Maintenance	27.64
23580 - Maintenance Trades Helper	20.27
23591 - Metrology Technician I	27.75
23592 - Metrology Technician II	29.02
23593 - Metrology Technician III	30.21
23640 - Millwright	28.64
23710 - Office Appliance Repairer	26.39
23760 - Painter Maintenance	24.38
23790 - Pipefitter Maintenance	34.10
23810 - Plumber Maintenance	32.36
23820 - Pneudraulic Systems Mechanic	27.75
23850 - Rigger	28.80
23870 - Scale Mechanic	25.05
23890 - Sheet-Metal Worker Maintenance	33.36
23910 - Small Engine Mechanic	25.05
23931 - Telecommunications Mechanic I	27.75
23932 - Telecommunications Mechanic II	29.02
23950 - Telephone Lineman	27.75
23960 - Welder Combination Maintenance	21.33

23965 - Well Driller		27.75
23970 - Woodcraft Worker		27.75
23980 - Woodworker		22.38
24000 - Personal Needs Occupations		
24550 - Case Manager		15.81
24570 - Child Care Attendant		11.46
24580 - Child Care Center Clerk		16.17
24610 - Chore Aide		14.01
24620 - Family Readiness And Support Services Coordinator		15.81
24630 - Homemaker		15.81
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		31.66
25040 - Sewage Plant Operator		26.93
25070 - Stationary Engineer		31.66
25190 - Ventilation Equipment Tender		23.04
25210 - Water Treatment Plant Operator		26.93
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.28
27007 - Baggage Inspector		12.10
27008 - Corrections Officer		30.32
27010 - Court Security Officer		28.69
27030 - Detection Dog Handler		14.73
27040 - Detention Officer		30.32
27070 - Firefighter		27.04
27101 - Guard I		12.10
27102 - Guard II		14.73
27131 - Police Officer I		30.33
27132 - Police Officer II		33.11
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.71
28042 - Carnival Equipment Repairer		14.43
28043 - Carnival Worker		11.17
28210 - Gate Attendant/Gate Tender		16.44
28310 - Lifeguard		13.10
28350 - Park Attendant (Aide)		18.37
28510 - Recreation Aide/Health Facility Attendant		11.40
28515 - Recreation Specialist		19.16
28630 - Sports Official		14.64
28690 - Swimming Pool Operator		22.03
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.13
29020 - Hatch Tender		26.13
29030 - Line Handler		26.13
29041 - Stevedore I		24.64
29042 - Stevedore II		27.58
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.24
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.59

30021 - Archeological Technician I		17.84
30022 - Archeological Technician II		19.96
30023 - Archeological Technician III		26.59
30030 - Cartographic Technician		26.33
30040 - Civil Engineering Technician		28.48
30051 - Cryogenic Technician I		27.38
30052 - Cryogenic Technician II		30.25
30061 - Drafter/CAD Operator I		17.84
30062 - Drafter/CAD Operator II		19.96
30063 - Drafter/CAD Operator III		22.25
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		17.38
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		40.57
30090 - Environmental Technician		24.73
30095 - Evidence Control Specialist		24.73
30210 - Laboratory Technician		29.80
30221 - Latent Fingerprint Technician I		27.38
30222 - Latent Fingerprint Technician II		30.25
30240 - Mathematical Technician		26.13
30361 - Paralegal/Legal Assistant I		20.55
30362 - Paralegal/Legal Assistant II		25.43
30363 - Paralegal/Legal Assistant III		31.14
30364 - Paralegal/Legal Assistant IV		37.63
30375 - Petroleum Supply Specialist		30.25
30390 - Photo-Optics Technician		26.33
30395 - Radiation Control Technician		30.25
30461 - Technical Writer I		25.16
30462 - Technical Writer II		30.77
30463 - Technical Writer III		37.23
30491 - Unexploded Ordnance (UXO) Technician I		28.11
30492 - Unexploded Ordnance (UXO) Technician II		34.01
30493 - Unexploded Ordnance (UXO) Technician III		40.77
30494 - Unexploded (UXO) Safety Escort		28.11
30495 - Unexploded (UXO) Sweep Personnel		28.11
30501 - Weather Forecaster I		27.38
30502 - Weather Forecaster II		33.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.25
30621 - Weather Observer Senior	(see 2)	24.73
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.01
31020 - Bus Aide		18.06
31030 - Bus Driver		22.99
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		11.71
31290 - Shuttle Bus Driver		19.03

31310 - Taxi Driver	14.01
31361 - Truckdriver Light	19.03
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.30
31364 - Truckdriver Tractor-Trailer	24.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	10.63
99050 - Desk Clerk	11.94
99095 - Embalmer	30.13
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	19.18
99252 - Laboratory Animal Caretaker II	20.46
99260 - Marketing Analyst	23.69
99310 - Mortician	30.13
99410 - Pest Controller	23.08
99510 - Photofinishing Worker	14.77
99710 - Recycling Laborer	20.80
99711 - Recycling Specialist	23.59
99730 - Refuse Collector	19.43
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	17.67
99830 - Survey Party Chief	23.56
99831 - Surveying Aide	14.37
99832 - Surveying Technician	18.55
99840 - Vending Machine Attendant	22.07
99841 - Vending Machine Repairer	26.18
99842 - Vending Machine Repairer Helper	22.07

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5036
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of La Salle

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		22.28
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.26
01043 - Customer Service Representative III		15.56
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67

01090 - Duplicating Machine Operator	13.67
01111 - General Clerk I	13.58
01112 - General Clerk II	14.81
01113 - General Clerk III	16.63
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	13.30
01191 - Order Clerk I	15.99
01192 - Order Clerk II	17.58
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	21.43
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.04
01410 - Supply Technician	28.01
01420 - Survey Worker	19.19
01460 - Switchboard Operator/Receptionist	13.53
01531 - Travel Clerk I	14.52
01532 - Travel Clerk II	15.70
01533 - Travel Clerk III	16.98
01611 - Word Processor I	15.50
01612 - Word Processor II	17.41
01613 - Word Processor III	19.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.34
05010 - Automotive Electrician	24.51
05040 - Automotive Glass Installer	23.47
05070 - Automotive Worker	23.47
05110 - Mobile Equipment Servicer	21.37
05130 - Motor Equipment Metal Mechanic	28.12
05160 - Motor Equipment Metal Worker	23.47
05190 - Motor Vehicle Mechanic	28.63
05220 - Motor Vehicle Mechanic Helper	20.28
05250 - Motor Vehicle Upholstery Worker	22.45
05280 - Motor Vehicle Wrecker	23.47
05310 - Painter Automotive	23.47
05340 - Radiator Repair Specialist	23.47
05370 - Tire Repairer	16.41
05400 - Transmission Repair Specialist	28.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.77
07041 - Cook I	14.43
07042 - Cook II	15.77
07070 - Dishwasher	11.17
07130 - Food Service Worker	11.25
07210 - Meat Cutter	15.77

07260 - Waiter/Waitress	12.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.77
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	23.95
09090 - Furniture Refinisher Helper	19.82
09110 - Furniture Repairer Minor	21.93
09130 - Upholsterer	23.95
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.96
11060 - Elevator Operator	13.11
11090 - Gardener	16.87
11122 - Housekeeping Aide	13.11
11150 - Janitor	13.11
11210 - Laborer Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	15.80
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	14.03
12000 - Health Occupations	
12010 - Ambulance Driver	20.24
12011 - Breath Alcohol Technician	20.89
12012 - Certified Occupational Therapist Assistant	28.66
12015 - Certified Physical Therapist Assistant	28.53
12020 - Dental Assistant	18.99
12025 - Dental Hygienist	33.93
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic Technologist	26.94
12040 - Emergency Medical Technician	20.24
12071 - Licensed Practical Nurse I	18.67
12072 - Licensed Practical Nurse II	20.89
12073 - Licensed Practical Nurse III	23.29
12100 - Medical Assistant	15.77
12130 - Medical Laboratory Technician	25.20
12160 - Medical Record Clerk	16.98
12190 - Medical Record Technician	20.89
12195 - Medical Transcriptionist	18.67
12210 - Nuclear Medicine Technologist	45.92
12221 - Nursing Assistant I	12.40
12222 - Nursing Assistant II	13.94
12223 - Nursing Assistant III	15.21
12224 - Nursing Assistant IV	17.08
12235 - Optical Dispenser	17.72
12236 - Optical Technician	18.67
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	16.46
12305 - Radiologic Technologist	31.44
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57

12313 - Registered Nurse II Specialist		32.57
12314 - Registered Nurse III		38.43
12315 - Registered Nurse III Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		25.88
12320 - Substance Abuse Treatment Counselor		23.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.65
13013 - Exhibits Specialist III		32.46
13041 - Illustrator I		22.03
13042 - Illustrator II		27.53
13043 - Illustrator III		32.62
13047 - Librarian		33.74
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.74
13058 - Library Technician		17.76
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		19.24
13072 - Photographer II		21.51
13073 - Photographer III		26.65
13074 - Photographer IV		32.46
13075 - Photographer V		35.76
13090 - Technical Order Library Clerk		16.99
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		28.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		31.82

15070 - Flight Instructor (Pilot) 46.94
15080 - Graphic Artist 26.41
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.14
15086 - Maintenance Test Pilot Rotary Wing 46.14
15088 - Non-Maintenance Test/Co-Pilot 46.14
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 28.07
15110 - Test Proctor 18.53
15120 - Tutor 18.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.53
16030 - Counter Attendant 9.53
16040 - Dry Cleaner 12.42
16070 - Finisher Flatwork Machine 9.53
16090 - Presser Hand 9.53
16110 - Presser Machine Drycleaning 9.53
16130 - Presser Machine Shirts 9.53
16160 - Presser Machine Wearing Apparel Laundry 9.53
16190 - Sewing Machine Operator 13.37
16220 - Tailor 14.31
16250 - Washer Machine 10.54
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.85
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.70
21030 - Material Coordinator 21.74
21040 - Material Expediter 21.74
21050 - Material Handling Laborer 17.45
21071 - Order Filler 15.75
21080 - Production Line Worker (Food Processing) 19.70
21110 - Shipping Packer 18.01
21130 - Shipping/Receiving Clerk 18.01
21140 - Store Worker I 16.97
21150 - Stock Clerk 20.77
21210 - Tools And Parts Attendant 19.70
21410 - Warehouse Specialist 19.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.96
23019 - Aircraft Logs and Records Technician 23.85
23021 - Aircraft Mechanic I 28.13
23022 - Aircraft Mechanic II 29.96
23023 - Aircraft Mechanic III 31.40
23040 - Aircraft Mechanic Helper 21.15
23050 - Aircraft Painter 26.39
23060 - Aircraft Servicer 23.85
23070 - Aircraft Survival Flight Equipment Technician 26.39
23080 - Aircraft Worker 25.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.05

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.13
23110 - Appliance Mechanic 25.34
23120 - Bicycle Repairer 22.38
23125 - Cable Splicer 34.85
23130 - Carpenter Maintenance 31.86
23140 - Carpet Layer 25.28
23160 - Electrician Maintenance 36.17
23181 - Electronics Technician Maintenance I 26.77
23182 - Electronics Technician Maintenance II 28.21
23183 - Electronics Technician Maintenance III 29.66
23260 - Fabric Worker 23.70
23290 - Fire Alarm System Mechanic 27.75
23310 - Fire Extinguisher Repairer 22.38
23311 - Fuel Distribution System Mechanic 27.75
23312 - Fuel Distribution System Operator 22.38
23370 - General Maintenance Worker 23.74
23380 - Ground Support Equipment Mechanic 28.13
23381 - Ground Support Equipment Servicer 23.85
23382 - Ground Support Equipment Worker 25.05
23391 - Gunsmith I 22.38
23392 - Gunsmith II 25.05
23393 - Gunsmith III 27.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.69
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.95
23430 - Heavy Equipment Mechanic 28.84
23440 - Heavy Equipment Operator 37.68
23460 - Instrument Mechanic 27.75
23465 - Laboratory/Shelter Mechanic 26.39
23470 - Laborer 15.55
23510 - Locksmith 26.39
23530 - Machinery Maintenance Mechanic 26.13
23550 - Machinist Maintenance 27.64
23580 - Maintenance Trades Helper 20.27
23591 - Metrology Technician I 27.75
23592 - Metrology Technician II 29.02
23593 - Metrology Technician III 30.21
23640 - Millwright 28.64
23710 - Office Appliance Repairer 26.39
23760 - Painter Maintenance 24.38
23790 - Pipefitter Maintenance 34.10
23810 - Plumber Maintenance 32.36
23820 - Pneudraulic Systems Mechanic 27.75
23850 - Rigger 28.80
23870 - Scale Mechanic 25.05
23890 - Sheet-Metal Worker Maintenance 33.36
23910 - Small Engine Mechanic 25.05
23931 - Telecommunications Mechanic I 27.75

23932 - Telecommunications Mechanic II	29.02
23950 - Telephone Lineman	27.75
23960 - Welder Combination Maintenance	21.33
23965 - Well Driller	27.75
23970 - Woodcraft Worker	27.75
23980 - Woodworker	22.38
24000 - Personal Needs Occupations	
24550 - Case Manager	15.81
24570 - Child Care Attendant	11.46
24580 - Child Care Center Clerk	16.17
24610 - Chore Aide	14.01
24620 - Family Readiness And Support Services Coordinator	15.81
24630 - Homemaker	15.81
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.66
25040 - Sewage Plant Operator	26.93
25070 - Stationary Engineer	31.66
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	26.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.28
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	30.32
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	14.73
27040 - Detention Officer	30.32
27070 - Firefighter	27.04
27101 - Guard I	12.10
27102 - Guard II	14.73
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.71
28042 - Carnival Equipment Repairer	14.43
28043 - Carnival Worker	11.17
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	11.40
28515 - Recreation Specialist	19.16
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	22.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.13
29020 - Hatch Tender	26.13
29030 - Line Handler	26.13
29041 - Stevedore I	24.64
29042 - Stevedore II	27.58
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.24
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.59
30021 - Archeological Technician I 17.84
30022 - Archeological Technician II 19.96
30023 - Archeological Technician III 26.59
30030 - Cartographic Technician 26.33
30040 - Civil Engineering Technician 28.48
30051 - Cryogenic Technician I 27.38
30052 - Cryogenic Technician II 30.25
30061 - Drafter/CAD Operator I 17.84
30062 - Drafter/CAD Operator II 19.96
30063 - Drafter/CAD Operator III 22.25
30064 - Drafter/CAD Operator IV 28.96
30081 - Engineering Technician I 17.38
30082 - Engineering Technician II 20.39
30083 - Engineering Technician III 22.81
30084 - Engineering Technician IV 28.26
30085 - Engineering Technician V 34.56
30086 - Engineering Technician VI 40.57
30090 - Environmental Technician 24.73
30095 - Evidence Control Specialist 24.73
30210 - Laboratory Technician 29.80
30221 - Latent Fingerprint Technician I 27.38
30222 - Latent Fingerprint Technician II 30.25
30240 - Mathematical Technician 26.13
30361 - Paralegal/Legal Assistant I 20.55
30362 - Paralegal/Legal Assistant II 25.43
30363 - Paralegal/Legal Assistant III 31.14
30364 - Paralegal/Legal Assistant IV 37.63
30375 - Petroleum Supply Specialist 30.25
30390 - Photo-Optics Technician 26.33
30395 - Radiation Control Technician 30.25
30461 - Technical Writer I 25.16
30462 - Technical Writer II 30.77
30463 - Technical Writer III 37.23
30491 - Unexploded Ordnance (UXO) Technician I 28.11
30492 - Unexploded Ordnance (UXO) Technician II 34.01
30493 - Unexploded Ordnance (UXO) Technician III 40.77
30494 - Unexploded (UXO) Safety Escort 28.11
30495 - Unexploded (UXO) Sweep Personnel 28.11
30501 - Weather Forecaster I 27.38
30502 - Weather Forecaster II 33.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.25
30621 - Weather Observer Senior (see 2) 24.73
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.01
31020 - Bus Aide 18.06
31030 - Bus Driver 22.99

31043 - Driver Courier	19.14
31260 - Parking and Lot Attendant	11.71
31290 - Shuttle Bus Driver	19.03
31310 - Taxi Driver	14.01
31361 - Truckdriver Light	19.03
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.30
31364 - Truckdriver Tractor-Trailer	24.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	10.63
99050 - Desk Clerk	11.94
99095 - Embalmer	30.13
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	19.18
99252 - Laboratory Animal Caretaker II	20.46
99260 - Marketing Analyst	23.69
99310 - Mortician	30.13
99410 - Pest Controller	23.08
99510 - Photofinishing Worker	14.77
99710 - Recycling Laborer	20.80
99711 - Recycling Specialist	23.59
99730 - Refuse Collector	19.43
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	17.67
99830 - Survey Party Chief	23.56
99831 - Surveying Aide	14.37
99832 - Surveying Technician	18.55
99840 - Vending Machine Attendant	22.07
99841 - Vending Machine Repairer	26.18
99842 - Vending Machine Repairer Helper	22.07

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5037
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Putnam

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.31
01012 - Accounting Clerk II		16.06
01013 - Accounting Clerk III		17.97
01020 - Administrative Assistant		23.20
01035 - Court Reporter		17.05
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.26
01043 - Customer Service Representative III		15.56
01051 - Data Entry Operator I		14.43
01052 - Data Entry Operator II		15.74
01060 - Dispatcher Motor Vehicle		20.67
01070 - Document Preparation Clerk		14.00
01090 - Duplicating Machine Operator		14.00
01111 - General Clerk I		13.58
01112 - General Clerk II		14.81

01113 - General Clerk III 16.63
01120 - Housing Referral Assistant 18.91
01141 - Messenger Courier 13.30
01191 - Order Clerk I 15.74
01192 - Order Clerk II 17.25
01261 - Personnel Assistant (Employment) I 15.40
01262 - Personnel Assistant (Employment) II 17.55
01263 - Personnel Assistant (Employment) III 19.56
01270 - Production Control Clerk 20.93
01290 - Rental Clerk 10.75
01300 - Scheduler Maintenance 15.16
01311 - Secretary I 15.16
01312 - Secretary II 16.96
01313 - Secretary III 18.91
01320 - Service Order Dispatcher 17.32
01410 - Supply Technician 23.20
01420 - Survey Worker 15.04
01460 - Switchboard Operator/Receptionist 12.25
01531 - Travel Clerk I 14.14
01532 - Travel Clerk II 15.35
01533 - Travel Clerk III 16.57
01611 - Word Processor I 13.51
01612 - Word Processor II 15.16
01613 - Word Processor III 16.96
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.83
05010 - Automotive Electrician 20.68
05040 - Automotive Glass Installer 20.00
05070 - Automotive Worker 20.00
05110 - Mobile Equipment Servicer 18.69
05130 - Motor Equipment Metal Mechanic 21.34
05160 - Motor Equipment Metal Worker 20.00
05190 - Motor Vehicle Mechanic 21.34
05220 - Motor Vehicle Mechanic Helper 18.04
05250 - Motor Vehicle Upholstery Worker 19.36
05280 - Motor Vehicle Wrecker 20.00
05310 - Painter Automotive 20.68
05340 - Radiator Repair Specialist 20.00
05370 - Tire Repairer 16.62
05400 - Transmission Repair Specialist 21.34
07000 - Food Preparation And Service Occupations
07010 - Baker 12.45
07041 - Cook I 12.21
07042 - Cook II 13.67
07070 - Dishwasher 10.06
07130 - Food Service Worker 11.07
07210 - Meat Cutter 15.71
07260 - Waiter/Waitress 10.42
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.93

09040 - Furniture Handler 16.92
09080 - Furniture Refinisher 21.22
09090 - Furniture Refinisher Helper 18.26
09110 - Furniture Repairer Minor 19.60
09130 - Upholsterer 20.93
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.75
11060 - Elevator Operator 13.11
11090 - Gardener 15.41
11122 - Housekeeping Aide 13.11
11150 - Janitor 13.11
11210 - Laborer Grounds Maintenance 12.75
11240 - Maid or Houseman 10.77
11260 - Pruner 11.72
11270 - Tractor Operator 14.07
11330 - Trail Maintenance Worker 12.75
11360 - Window Cleaner 14.03
12000 - Health Occupations
12010 - Ambulance Driver 18.47
12011 - Breath Alcohol Technician 20.89
12012 - Certified Occupational Therapist Assistant 25.32
12015 - Certified Physical Therapist Assistant 28.53
12020 - Dental Assistant 18.99
12025 - Dental Hygienist 33.93
12030 - EKG Technician 27.85
12035 - Electroneurodiagnostic Technologist 30.13
12040 - Emergency Medical Technician 18.47
12071 - Licensed Practical Nurse I 18.67
12072 - Licensed Practical Nurse II 20.89
12073 - Licensed Practical Nurse III 23.29
12100 - Medical Assistant 14.85
12130 - Medical Laboratory Technician 25.20
12160 - Medical Record Clerk 15.70
12190 - Medical Record Technician 20.89
12195 - Medical Transcriptionist 18.67
12210 - Nuclear Medicine Technologist 45.92
12221 - Nursing Assistant I 12.40
12222 - Nursing Assistant II 13.94
12223 - Nursing Assistant III 15.21
12224 - Nursing Assistant IV 17.08
12235 - Optical Dispenser 16.96
12236 - Optical Technician 18.67
12250 - Pharmacy Technician 14.67
12280 - Phlebotomist 14.76
12305 - Radiologic Technologist 29.39
12311 - Registered Nurse I 23.76
12312 - Registered Nurse II 29.07
12313 - Registered Nurse II Specialist 29.07
12314 - Registered Nurse III 35.17
12315 - Registered Nurse III Anesthetist 35.17

12316 - Registered Nurse IV		42.16
12317 - Scheduler (Drug and Alcohol Testing)		25.88
12320 - Substance Abuse Treatment Counselor		23.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.25
13012 - Exhibits Specialist II		19.20
13013 - Exhibits Specialist III		23.19
13041 - Illustrator I		16.28
13042 - Illustrator II		18.96
13043 - Illustrator III		23.19
13047 - Librarian		20.99
13050 - Library Aide/Clerk		12.75
13054 - Library Information Technology Systems Administrator		19.76
13058 - Library Technician		12.79
13061 - Media Specialist I		13.68
13062 - Media Specialist II		15.30
13063 - Media Specialist III		17.06
13071 - Photographer I		16.58
13072 - Photographer II		18.55
13073 - Photographer III		20.86
13074 - Photographer IV		25.51
13075 - Photographer V		28.92
13090 - Technical Order Library Clerk		16.99
13110 - Video Teleconference Technician		13.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.91
14042 - Computer Operator II		18.89
14043 - Computer Operator III		21.04
14044 - Computer Operator IV		23.42
14045 - Computer Operator V		25.94
14071 - Computer Programmer I	(see 1)	21.49
14072 - Computer Programmer II	(see 1)	26.63
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.91
14160 - Personal Computer Support Technician		23.42
14170 - System Support Specialist		28.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.82
15020 - Aircrew Training Devices Instructor (Rated)		38.49
15030 - Air Crew Training Devices Instructor (Pilot)		46.14
15050 - Computer Based Training Specialist / Instructor		31.82
15060 - Educational Technologist		31.82
15070 - Flight Instructor (Pilot)		46.14
15080 - Graphic Artist		21.60
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.14

15086 - Maintenance Test Pilot Rotary Wing 46.14
15088 - Non-Maintenance Test/Co-Pilot 46.14
15090 - Technical Instructor 23.53
15095 - Technical Instructor/Course Developer 27.73
15110 - Test Proctor 18.30
15120 - Tutor 18.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.18
16030 - Counter Attendant 9.18
16040 - Dry Cleaner 11.31
16070 - Finisher Flatwork Machine 9.18
16090 - Presser Hand 9.18
16110 - Presser Machine Drycleaning 9.18
16130 - Presser Machine Shirts 9.18
16160 - Presser Machine Wearing Apparel Laundry 9.18
16190 - Sewing Machine Operator 11.95
16220 - Tailor 12.63
16250 - Washer Machine 9.95
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.57
19040 - Tool And Die Maker 24.32
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.70
21030 - Material Coordinator 20.93
21040 - Material Expediter 20.93
21050 - Material Handling Laborer 17.28
21071 - Order Filler 15.22
21080 - Production Line Worker (Food Processing) 19.70
21110 - Shipping Packer 18.01
21130 - Shipping/Receiving Clerk 18.01
21140 - Store Worker I 16.97
21150 - Stock Clerk 20.77
21210 - Tools And Parts Attendant 19.70
21410 - Warehouse Specialist 19.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.85
23019 - Aircraft Logs and Records Technician 22.75
23021 - Aircraft Mechanic I 26.64
23022 - Aircraft Mechanic II 27.85
23023 - Aircraft Mechanic III 29.00
23040 - Aircraft Mechanic Helper 20.94
23050 - Aircraft Painter 25.34
23060 - Aircraft Servicer 22.75
23070 - Aircraft Survival Flight Equipment Technician 25.34
23080 - Aircraft Worker 24.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.64
23110 - Appliance Mechanic 25.34

23120 - Bicycle Repairer	22.38
23125 - Cable Splicer	33.35
23130 - Carpenter Maintenance	24.93
23140 - Carpet Layer	25.05
23160 - Electrician Maintenance	32.63
23181 - Electronics Technician Maintenance I	26.77
23182 - Electronics Technician Maintenance II	28.21
23183 - Electronics Technician Maintenance III	29.66
23260 - Fabric Worker	23.70
23290 - Fire Alarm System Mechanic	27.75
23310 - Fire Extinguisher Repairer	22.38
23311 - Fuel Distribution System Mechanic	27.75
23312 - Fuel Distribution System Operator	22.38
23370 - General Maintenance Worker	20.15
23380 - Ground Support Equipment Mechanic	26.64
23381 - Ground Support Equipment Servicer	22.75
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	22.38
23392 - Gunsmith II	25.05
23393 - Gunsmith III	27.75
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.46
23430 - Heavy Equipment Mechanic	27.49
23440 - Heavy Equipment Operator	36.50
23460 - Instrument Mechanic	27.75
23465 - Laboratory/Shelter Mechanic	26.39
23470 - Laborer	15.55
23510 - Locksmith	26.39
23530 - Machinery Maintenance Mechanic	27.54
23550 - Machinist Maintenance	19.64
23580 - Maintenance Trades Helper	20.09
23591 - Metrology Technician I	27.75
23592 - Metrology Technician II	29.02
23593 - Metrology Technician III	30.21
23640 - Millwright	27.75
23710 - Office Appliance Repairer	26.39
23760 - Painter Maintenance	26.72
23790 - Pipefitter Maintenance	34.35
23810 - Plumber Maintenance	28.89
23820 - Pneudraulic Systems Mechanic	27.75
23850 - Rigger	27.75
23870 - Scale Mechanic	25.05
23890 - Sheet-Metal Worker Maintenance	33.32
23910 - Small Engine Mechanic	25.05
23931 - Telecommunications Mechanic I	27.84
23932 - Telecommunications Mechanic II	29.02
23950 - Telephone Lineman	27.75
23960 - Welder Combination Maintenance	19.64

23965 - Well Driller	27.75
23970 - Woodcraft Worker	27.75
23980 - Woodworker	22.38
24000 - Personal Needs Occupations	
24550 - Case Manager	15.81
24570 - Child Care Attendant	11.46
24580 - Child Care Center Clerk	14.29
24610 - Chore Aide	12.04
24620 - Family Readiness And Support Services Coordinator	15.81
24630 - Homemaker	15.81
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.80
25040 - Sewage Plant Operator	21.84
25070 - Stationary Engineer	30.80
25190 - Ventilation Equipment Tender	21.15
25210 - Water Treatment Plant Operator	21.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.28
27007 - Baggage Inspector	14.46
27008 - Corrections Officer	26.26
27010 - Court Security Officer	23.30
27030 - Detection Dog Handler	16.17
27040 - Detention Officer	26.26
27070 - Firefighter	23.87
27101 - Guard I	14.46
27102 - Guard II	16.17
27131 - Police Officer I	25.00
27132 - Police Officer II	27.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.52
28042 - Carnival Equipment Repairer	12.17
28043 - Carnival Worker	10.44
28210 - Gate Attendant/Gate Tender	13.82
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.47
28510 - Recreation Aide/Health Facility Attendant	11.29
28515 - Recreation Specialist	19.16
28630 - Sports Official	12.32
28690 - Swimming Pool Operator	19.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.14
29020 - Hatch Tender	21.14
29030 - Line Handler	21.14
29041 - Stevedore I	19.92
29042 - Stevedore II	22.34
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.24
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.59

30021 - Archeological Technician I		17.84
30022 - Archeological Technician II		19.96
30023 - Archeological Technician III		24.73
30030 - Cartographic Technician		24.73
30040 - Civil Engineering Technician		28.48
30051 - Cryogenic Technician I		27.38
30052 - Cryogenic Technician II		30.25
30061 - Drafter/CAD Operator I		17.84
30062 - Drafter/CAD Operator II		19.96
30063 - Drafter/CAD Operator III		22.25
30064 - Drafter/CAD Operator IV		27.38
30081 - Engineering Technician I		16.65
30082 - Engineering Technician II		18.69
30083 - Engineering Technician III		20.91
30084 - Engineering Technician IV		25.90
30085 - Engineering Technician V		31.68
30086 - Engineering Technician VI		38.33
30090 - Environmental Technician		24.73
30095 - Evidence Control Specialist		24.73
30210 - Laboratory Technician		29.80
30221 - Latent Fingerprint Technician I		27.38
30222 - Latent Fingerprint Technician II		30.25
30240 - Mathematical Technician		24.73
30361 - Paralegal/Legal Assistant I		19.23
30362 - Paralegal/Legal Assistant II		23.82
30363 - Paralegal/Legal Assistant III		29.14
30364 - Paralegal/Legal Assistant IV		35.25
30375 - Petroleum Supply Specialist		30.25
30390 - Photo-Optics Technician		23.28
30395 - Radiation Control Technician		30.25
30461 - Technical Writer I		24.73
30462 - Technical Writer II		30.25
30463 - Technical Writer III		36.60
30491 - Unexploded Ordnance (UXO) Technician I		28.11
30492 - Unexploded Ordnance (UXO) Technician II		34.01
30493 - Unexploded Ordnance (UXO) Technician III		40.77
30494 - Unexploded (UXO) Safety Escort		28.11
30495 - Unexploded (UXO) Sweep Personnel		28.11
30501 - Weather Forecaster I		27.38
30502 - Weather Forecaster II		33.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.25
30621 - Weather Observer Senior	(see 2)	24.73
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.01
31020 - Bus Aide		17.86
31030 - Bus Driver		22.99
31043 - Driver Courier		16.49
31260 - Parking and Lot Attendant		11.98
31290 - Shuttle Bus Driver		17.66

31310 - Taxi Driver	13.16
31361 - Truckdriver Light	17.66
31362 - Truckdriver Medium	18.67
31363 - Truckdriver Heavy	24.30
31364 - Truckdriver Tractor-Trailer	24.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	10.63
99050 - Desk Clerk	10.90
99095 - Embalmer	35.40
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	13.68
99252 - Laboratory Animal Caretaker II	15.81
99260 - Marketing Analyst	23.69
99310 - Mortician	35.40
99410 - Pest Controller	21.04
99510 - Photofinishing Worker	14.77
99710 - Recycling Laborer	20.80
99711 - Recycling Specialist	23.59
99730 - Refuse Collector	19.43
99810 - Sales Clerk	11.69
99820 - School Crossing Guard	17.67
99830 - Survey Party Chief	20.39
99831 - Surveying Aide	13.55
99832 - Surveying Technician	18.55
99840 - Vending Machine Attendant	22.07
99841 - Vending Machine Repairer	26.18
99842 - Vending Machine Repairer Helper	22.07

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5038
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Putnam

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.31
01012 - Accounting Clerk II		16.06
01013 - Accounting Clerk III		17.97
01020 - Administrative Assistant		23.20
01035 - Court Reporter		17.05
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.26
01043 - Customer Service Representative III		15.56
01051 - Data Entry Operator I		14.43
01052 - Data Entry Operator II		15.74
01060 - Dispatcher Motor Vehicle		20.67
01070 - Document Preparation Clerk		14.00

01090 - Duplicating Machine Operator	14.00
01111 - General Clerk I	13.58
01112 - General Clerk II	14.81
01113 - General Clerk III	16.63
01120 - Housing Referral Assistant	18.91
01141 - Messenger Courier	13.30
01191 - Order Clerk I	15.74
01192 - Order Clerk II	17.25
01261 - Personnel Assistant (Employment) I	15.40
01262 - Personnel Assistant (Employment) II	17.55
01263 - Personnel Assistant (Employment) III	19.56
01270 - Production Control Clerk	20.93
01290 - Rental Clerk	10.75
01300 - Scheduler Maintenance	15.16
01311 - Secretary I	15.16
01312 - Secretary II	16.96
01313 - Secretary III	18.91
01320 - Service Order Dispatcher	17.32
01410 - Supply Technician	23.20
01420 - Survey Worker	15.04
01460 - Switchboard Operator/Receptionist	12.25
01531 - Travel Clerk I	14.14
01532 - Travel Clerk II	15.35
01533 - Travel Clerk III	16.57
01611 - Word Processor I	13.51
01612 - Word Processor II	15.16
01613 - Word Processor III	16.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.83
05010 - Automotive Electrician	20.68
05040 - Automotive Glass Installer	20.00
05070 - Automotive Worker	20.00
05110 - Mobile Equipment Servicer	18.69
05130 - Motor Equipment Metal Mechanic	21.34
05160 - Motor Equipment Metal Worker	20.00
05190 - Motor Vehicle Mechanic	21.34
05220 - Motor Vehicle Mechanic Helper	18.04
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	20.00
05310 - Painter Automotive	20.68
05340 - Radiator Repair Specialist	20.00
05370 - Tire Repairer	16.62
05400 - Transmission Repair Specialist	21.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.45
07041 - Cook I	12.21
07042 - Cook II	13.67
07070 - Dishwasher	10.06
07130 - Food Service Worker	11.07
07210 - Meat Cutter	15.71

07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.93
09040 - Furniture Handler	16.92
09080 - Furniture Refinisher	21.22
09090 - Furniture Refinisher Helper	18.26
09110 - Furniture Repairer Minor	19.60
09130 - Upholsterer	20.93
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.75
11060 - Elevator Operator	13.11
11090 - Gardener	15.41
11122 - Housekeeping Aide	13.11
11150 - Janitor	13.11
11210 - Laborer Grounds Maintenance	12.75
11240 - Maid or Houseman	10.77
11260 - Pruner	11.72
11270 - Tractor Operator	14.07
11330 - Trail Maintenance Worker	12.75
11360 - Window Cleaner	14.03
12000 - Health Occupations	
12010 - Ambulance Driver	18.47
12011 - Breath Alcohol Technician	20.89
12012 - Certified Occupational Therapist Assistant	25.32
12015 - Certified Physical Therapist Assistant	28.53
12020 - Dental Assistant	18.99
12025 - Dental Hygienist	33.93
12030 - EKG Technician	27.85
12035 - Electroneurodiagnostic Technologist	30.13
12040 - Emergency Medical Technician	18.47
12071 - Licensed Practical Nurse I	18.67
12072 - Licensed Practical Nurse II	20.89
12073 - Licensed Practical Nurse III	23.29
12100 - Medical Assistant	14.85
12130 - Medical Laboratory Technician	25.20
12160 - Medical Record Clerk	15.70
12190 - Medical Record Technician	20.89
12195 - Medical Transcriptionist	18.67
12210 - Nuclear Medicine Technologist	45.92
12221 - Nursing Assistant I	12.40
12222 - Nursing Assistant II	13.94
12223 - Nursing Assistant III	15.21
12224 - Nursing Assistant IV	17.08
12235 - Optical Dispenser	16.96
12236 - Optical Technician	18.67
12250 - Pharmacy Technician	14.67
12280 - Phlebotomist	14.76
12305 - Radiologic Technologist	29.39
12311 - Registered Nurse I	23.76
12312 - Registered Nurse II	29.07

12313 - Registered Nurse II Specialist		29.07
12314 - Registered Nurse III		35.17
12315 - Registered Nurse III Anesthetist		35.17
12316 - Registered Nurse IV		42.16
12317 - Scheduler (Drug and Alcohol Testing)		25.88
12320 - Substance Abuse Treatment Counselor		23.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.25
13012 - Exhibits Specialist II		19.20
13013 - Exhibits Specialist III		23.19
13041 - Illustrator I		16.28
13042 - Illustrator II		18.96
13043 - Illustrator III		23.19
13047 - Librarian		20.99
13050 - Library Aide/Clerk		12.75
13054 - Library Information Technology Systems Administrator		19.76
13058 - Library Technician		12.79
13061 - Media Specialist I		13.68
13062 - Media Specialist II		15.30
13063 - Media Specialist III		17.06
13071 - Photographer I		16.58
13072 - Photographer II		18.55
13073 - Photographer III		20.86
13074 - Photographer IV		25.51
13075 - Photographer V		28.92
13090 - Technical Order Library Clerk		16.99
13110 - Video Teleconference Technician		13.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.91
14042 - Computer Operator II		18.89
14043 - Computer Operator III		21.04
14044 - Computer Operator IV		23.42
14045 - Computer Operator V		25.94
14071 - Computer Programmer I	(see 1)	21.49
14072 - Computer Programmer II	(see 1)	26.63
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.91
14160 - Personal Computer Support Technician		23.42
14170 - System Support Specialist		28.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.82
15020 - Aircrew Training Devices Instructor (Rated)		38.49
15030 - Air Crew Training Devices Instructor (Pilot)		46.14
15050 - Computer Based Training Specialist / Instructor		31.82
15060 - Educational Technologist		31.82

15070 - Flight Instructor (Pilot) 46.14
15080 - Graphic Artist 21.60
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.14
15086 - Maintenance Test Pilot Rotary Wing 46.14
15088 - Non-Maintenance Test/Co-Pilot 46.14
15090 - Technical Instructor 23.53
15095 - Technical Instructor/Course Developer 27.73
15110 - Test Proctor 18.30
15120 - Tutor 18.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.18
16030 - Counter Attendant 9.18
16040 - Dry Cleaner 11.31
16070 - Finisher Flatwork Machine 9.18
16090 - Presser Hand 9.18
16110 - Presser Machine Drycleaning 9.18
16130 - Presser Machine Shirts 9.18
16160 - Presser Machine Wearing Apparel Laundry 9.18
16190 - Sewing Machine Operator 11.95
16220 - Tailor 12.63
16250 - Washer Machine 9.95
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.57
19040 - Tool And Die Maker 24.32
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.70
21030 - Material Coordinator 20.93
21040 - Material Expediter 20.93
21050 - Material Handling Laborer 17.28
21071 - Order Filler 15.22
21080 - Production Line Worker (Food Processing) 19.70
21110 - Shipping Packer 18.01
21130 - Shipping/Receiving Clerk 18.01
21140 - Store Worker I 16.97
21150 - Stock Clerk 20.77
21210 - Tools And Parts Attendant 19.70
21410 - Warehouse Specialist 19.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.85
23019 - Aircraft Logs and Records Technician 22.75
23021 - Aircraft Mechanic I 26.64
23022 - Aircraft Mechanic II 27.85
23023 - Aircraft Mechanic III 29.00
23040 - Aircraft Mechanic Helper 20.94
23050 - Aircraft Painter 25.34
23060 - Aircraft Servicer 22.75
23070 - Aircraft Survival Flight Equipment Technician 25.34
23080 - Aircraft Worker 24.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.04

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.64
23110 - Appliance Mechanic 25.34
23120 - Bicycle Repairer 22.38
23125 - Cable Splicer 33.35
23130 - Carpenter Maintenance 24.93
23140 - Carpet Layer 25.05
23160 - Electrician Maintenance 32.63
23181 - Electronics Technician Maintenance I 26.77
23182 - Electronics Technician Maintenance II 28.21
23183 - Electronics Technician Maintenance III 29.66
23260 - Fabric Worker 23.70
23290 - Fire Alarm System Mechanic 27.75
23310 - Fire Extinguisher Repairer 22.38
23311 - Fuel Distribution System Mechanic 27.75
23312 - Fuel Distribution System Operator 22.38
23370 - General Maintenance Worker 20.15
23380 - Ground Support Equipment Mechanic 26.64
23381 - Ground Support Equipment Servicer 22.75
23382 - Ground Support Equipment Worker 24.04
23391 - Gunsmith I 22.38
23392 - Gunsmith II 25.05
23393 - Gunsmith III 27.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.46
23430 - Heavy Equipment Mechanic 27.49
23440 - Heavy Equipment Operator 36.50
23460 - Instrument Mechanic 27.75
23465 - Laboratory/Shelter Mechanic 26.39
23470 - Laborer 15.55
23510 - Locksmith 26.39
23530 - Machinery Maintenance Mechanic 27.54
23550 - Machinist Maintenance 19.64
23580 - Maintenance Trades Helper 20.09
23591 - Metrology Technician I 27.75
23592 - Metrology Technician II 29.02
23593 - Metrology Technician III 30.21
23640 - Millwright 27.75
23710 - Office Appliance Repairer 26.39
23760 - Painter Maintenance 26.72
23790 - Pipefitter Maintenance 34.35
23810 - Plumber Maintenance 28.89
23820 - Pneudraulic Systems Mechanic 27.75
23850 - Rigger 27.75
23870 - Scale Mechanic 25.05
23890 - Sheet-Metal Worker Maintenance 33.32
23910 - Small Engine Mechanic 25.05
23931 - Telecommunications Mechanic I 27.84

23932 - Telecommunications Mechanic II 29.02
23950 - Telephone Lineman 27.75
23960 - Welder Combination Maintenance 19.64
23965 - Well Driller 27.75
23970 - Woodcraft Worker 27.75
23980 - Woodworker 22.38
24000 - Personal Needs Occupations
24550 - Case Manager 15.81
24570 - Child Care Attendant 11.46
24580 - Child Care Center Clerk 14.29
24610 - Chore Aide 12.04
24620 - Family Readiness And Support Services Coordinator 15.81
24630 - Homemaker 15.81
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.80
25040 - Sewage Plant Operator 21.84
25070 - Stationary Engineer 30.80
25190 - Ventilation Equipment Tender 21.15
25210 - Water Treatment Plant Operator 21.84
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.28
27007 - Baggage Inspector 14.46
27008 - Corrections Officer 26.26
27010 - Court Security Officer 23.30
27030 - Detection Dog Handler 16.17
27040 - Detention Officer 26.26
27070 - Firefighter 23.87
27101 - Guard I 14.46
27102 - Guard II 16.17
27131 - Police Officer I 25.00
27132 - Police Officer II 27.78
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.52
28042 - Carnival Equipment Repairer 12.17
28043 - Carnival Worker 10.44
28210 - Gate Attendant/Gate Tender 13.82
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 15.47
28510 - Recreation Aide/Health Facility Attendant 11.29
28515 - Recreation Specialist 19.16
28630 - Sports Official 12.32
28690 - Swimming Pool Operator 19.88
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.14
29020 - Hatch Tender 21.14
29030 - Line Handler 21.14
29041 - Stevedore I 19.92
29042 - Stevedore II 22.34
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.24
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.59
30021 - Archeological Technician I 17.84
30022 - Archeological Technician II 19.96
30023 - Archeological Technician III 24.73
30030 - Cartographic Technician 24.73
30040 - Civil Engineering Technician 28.48
30051 - Cryogenic Technician I 27.38
30052 - Cryogenic Technician II 30.25
30061 - Drafter/CAD Operator I 17.84
30062 - Drafter/CAD Operator II 19.96
30063 - Drafter/CAD Operator III 22.25
30064 - Drafter/CAD Operator IV 27.38
30081 - Engineering Technician I 16.65
30082 - Engineering Technician II 18.69
30083 - Engineering Technician III 20.91
30084 - Engineering Technician IV 25.90
30085 - Engineering Technician V 31.68
30086 - Engineering Technician VI 38.33
30090 - Environmental Technician 24.73
30095 - Evidence Control Specialist 24.73
30210 - Laboratory Technician 29.80
30221 - Latent Fingerprint Technician I 27.38
30222 - Latent Fingerprint Technician II 30.25
30240 - Mathematical Technician 24.73
30361 - Paralegal/Legal Assistant I 19.23
30362 - Paralegal/Legal Assistant II 23.82
30363 - Paralegal/Legal Assistant III 29.14
30364 - Paralegal/Legal Assistant IV 35.25
30375 - Petroleum Supply Specialist 30.25
30390 - Photo-Optics Technician 23.28
30395 - Radiation Control Technician 30.25
30461 - Technical Writer I 24.73
30462 - Technical Writer II 30.25
30463 - Technical Writer III 36.60
30491 - Unexploded Ordnance (UXO) Technician I 28.11
30492 - Unexploded Ordnance (UXO) Technician II 34.01
30493 - Unexploded Ordnance (UXO) Technician III 40.77
30494 - Unexploded (UXO) Safety Escort 28.11
30495 - Unexploded (UXO) Sweep Personnel 28.11
30501 - Weather Forecaster I 27.38
30502 - Weather Forecaster II 33.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.25
30621 - Weather Observer Senior (see 2) 24.73
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.01
31020 - Bus Aide 17.86
31030 - Bus Driver 22.99

31043 - Driver Courier	16.49
31260 - Parking and Lot Attendant	11.98
31290 - Shuttle Bus Driver	17.66
31310 - Taxi Driver	13.16
31361 - Truckdriver Light	17.66
31362 - Truckdriver Medium	18.67
31363 - Truckdriver Heavy	24.30
31364 - Truckdriver Tractor-Trailer	24.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	10.63
99050 - Desk Clerk	10.90
99095 - Embalmer	35.40
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	13.68
99252 - Laboratory Animal Caretaker II	15.81
99260 - Marketing Analyst	23.69
99310 - Mortician	35.40
99410 - Pest Controller	21.04
99510 - Photofinishing Worker	14.77
99710 - Recycling Laborer	20.80
99711 - Recycling Specialist	23.59
99730 - Refuse Collector	19.43
99810 - Sales Clerk	11.69
99820 - School Crossing Guard	17.67
99830 - Survey Party Chief	20.39
99831 - Surveying Aide	13.55
99832 - Surveying Technician	18.55
99840 - Vending Machine Attendant	22.07
99841 - Vending Machine Repairer	26.18
99842 - Vending Machine Repairer Helper	22.07

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5039
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Bureau Carroll Jo Daviess Whiteside

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.43
01012 - Accounting Clerk II		17.85
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		23.20
01035 - Court Reporter		21.04
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.26
01043 - Customer Service Representative III		15.56
01051 - Data Entry Operator I		14.43
01052 - Data Entry Operator II		16.71
01060 - Dispatcher Motor Vehicle		19.38
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.51
01111 - General Clerk I		13.58
01112 - General Clerk II		14.81

01113 - General Clerk III 16.63
01120 - Housing Referral Assistant 18.91
01141 - Messenger Courier 13.30
01191 - Order Clerk I 15.74
01192 - Order Clerk II 17.25
01261 - Personnel Assistant (Employment) I 15.33
01262 - Personnel Assistant (Employment) II 17.15
01263 - Personnel Assistant (Employment) III 19.12
01270 - Production Control Clerk 20.22
01290 - Rental Clerk 10.64
01300 - Scheduler Maintenance 15.16
01311 - Secretary I 15.16
01312 - Secretary II 16.96
01313 - Secretary III 18.91
01320 - Service Order Dispatcher 17.99
01410 - Supply Technician 23.20
01420 - Survey Worker 15.04
01460 - Switchboard Operator/Receptionist 12.25
01531 - Travel Clerk I 14.14
01532 - Travel Clerk II 15.35
01533 - Travel Clerk III 16.57
01611 - Word Processor I 13.51
01612 - Word Processor II 15.16
01613 - Word Processor III 16.96
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.83
05010 - Automotive Electrician 18.27
05040 - Automotive Glass Installer 17.62
05070 - Automotive Worker 17.62
05110 - Mobile Equipment Servicer 16.17
05130 - Motor Equipment Metal Mechanic 18.91
05160 - Motor Equipment Metal Worker 17.62
05190 - Motor Vehicle Mechanic 18.83
05220 - Motor Vehicle Mechanic Helper 15.60
05250 - Motor Vehicle Upholstery Worker 16.98
05280 - Motor Vehicle Wrecker 17.62
05310 - Painter Automotive 17.90
05340 - Radiator Repair Specialist 17.62
05370 - Tire Repairer 14.88
05400 - Transmission Repair Specialist 18.69
07000 - Food Preparation And Service Occupations
07010 - Baker 12.48
07041 - Cook I 12.21
07042 - Cook II 13.67
07070 - Dishwasher 10.06
07130 - Food Service Worker 11.07
07210 - Meat Cutter 15.71
07260 - Waiter/Waitress 10.43
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.69

09040 - Furniture Handler 15.92
09080 - Furniture Refinisher 20.10
09090 - Furniture Refinisher Helper 17.51
09110 - Furniture Repairer Minor 18.83
09130 - Upholsterer 20.10
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.80
11060 - Elevator Operator 13.11
11090 - Gardener 14.92
11122 - Housekeeping Aide 13.11
11150 - Janitor 13.11
11210 - Laborer Grounds Maintenance 12.41
11240 - Maid or Houseman 10.77
11260 - Pruner 11.66
11270 - Tractor Operator 14.07
11330 - Trail Maintenance Worker 12.41
11360 - Window Cleaner 14.03
12000 - Health Occupations
12010 - Ambulance Driver 18.47
12011 - Breath Alcohol Technician 20.89
12012 - Certified Occupational Therapist Assistant 28.66
12015 - Certified Physical Therapist Assistant 28.53
12020 - Dental Assistant 18.99
12025 - Dental Hygienist 33.93
12030 - EKG Technician 25.96
12035 - Electroneurodiagnostic Technologist 25.96
12040 - Emergency Medical Technician 18.47
12071 - Licensed Practical Nurse I 18.67
12072 - Licensed Practical Nurse II 20.89
12073 - Licensed Practical Nurse III 23.29
12100 - Medical Assistant 14.85
12130 - Medical Laboratory Technician 24.64
12160 - Medical Record Clerk 15.70
12190 - Medical Record Technician 20.81
12195 - Medical Transcriptionist 18.67
12210 - Nuclear Medicine Technologist 45.92
12221 - Nursing Assistant I 12.40
12222 - Nursing Assistant II 13.94
12223 - Nursing Assistant III 15.21
12224 - Nursing Assistant IV 17.08
12235 - Optical Dispenser 17.30
12236 - Optical Technician 18.67
12250 - Pharmacy Technician 14.67
12280 - Phlebotomist 14.87
12305 - Radiologic Technologist 28.40
12311 - Registered Nurse I 24.52
12312 - Registered Nurse II 30.00
12313 - Registered Nurse II Specialist 28.91
12314 - Registered Nurse III 36.29
12315 - Registered Nurse III Anesthetist 35.00

12316 - Registered Nurse IV		43.48
12317 - Scheduler (Drug and Alcohol Testing)		25.88
12320 - Substance Abuse Treatment Counselor		23.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.48
13012 - Exhibits Specialist II		23.58
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		18.21
13042 - Illustrator II		22.91
13043 - Illustrator III		27.60
13047 - Librarian		24.98
13050 - Library Aide/Clerk		12.75
13054 - Library Information Technology Systems Administrator		22.56
13058 - Library Technician		13.29
13061 - Media Specialist I		16.28
13062 - Media Specialist II		18.21
13063 - Media Specialist III		20.31
13071 - Photographer I		15.43
13072 - Photographer II		18.55
13073 - Photographer III		22.98
13074 - Photographer IV		28.11
13075 - Photographer V		30.89
13090 - Technical Order Library Clerk		16.99
13110 - Video Teleconference Technician		13.67
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.91
14042 - Computer Operator II		18.93
14043 - Computer Operator III		21.18
14044 - Computer Operator IV		24.24
14045 - Computer Operator V		26.85
14071 - Computer Programmer I	(see 1)	21.49
14072 - Computer Programmer II	(see 1)	26.66
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.91
14160 - Personal Computer Support Technician		24.24
14170 - System Support Specialist		28.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.82
15020 - Aircrew Training Devices Instructor (Rated)		38.49
15030 - Air Crew Training Devices Instructor (Pilot)		46.14
15050 - Computer Based Training Specialist / Instructor		31.82
15060 - Educational Technologist		31.70
15070 - Flight Instructor (Pilot)		46.14
15080 - Graphic Artist		20.42
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.14

15086 - Maintenance Test Pilot Rotary Wing 46.14
15088 - Non-Maintenance Test/Co-Pilot 46.14
15090 - Technical Instructor 22.21
15095 - Technical Instructor/Course Developer 27.17
15110 - Test Proctor 17.93
15120 - Tutor 17.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 8.94
16030 - Counter Attendant 8.94
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 8.94
16090 - Presser Hand 8.94
16110 - Presser Machine Drycleaning 8.94
16130 - Presser Machine Shirts 8.94
16160 - Presser Machine Wearing Apparel Laundry 8.94
16190 - Sewing Machine Operator 12.46
16220 - Tailor 13.33
16250 - Washer Machine 9.87
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.29
19040 - Tool And Die Maker 24.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.70
21030 - Material Coordinator 20.22
21040 - Material Expediter 20.22
21050 - Material Handling Laborer 15.55
21071 - Order Filler 15.22
21080 - Production Line Worker (Food Processing) 19.70
21110 - Shipping Packer 18.01
21130 - Shipping/Receiving Clerk 18.01
21140 - Store Worker I 16.97
21150 - Stock Clerk 20.77
21210 - Tools And Parts Attendant 19.70
21410 - Warehouse Specialist 19.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.78
23019 - Aircraft Logs and Records Technician 22.75
23021 - Aircraft Mechanic I 26.63
23022 - Aircraft Mechanic II 27.78
23023 - Aircraft Mechanic III 28.93
23040 - Aircraft Mechanic Helper 20.27
23050 - Aircraft Painter 25.34
23060 - Aircraft Servicer 22.75
23070 - Aircraft Survival Flight Equipment Technician 25.34
23080 - Aircraft Worker 24.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.63
23110 - Appliance Mechanic 24.97

23120 - Bicycle Repairer	22.38
23125 - Cable Splicer	34.39
23130 - Carpenter Maintenance	21.59
23140 - Carpet Layer	25.05
23160 - Electrician Maintenance	32.10
23181 - Electronics Technician Maintenance I	26.77
23182 - Electronics Technician Maintenance II	28.21
23183 - Electronics Technician Maintenance III	29.66
23260 - Fabric Worker	23.70
23290 - Fire Alarm System Mechanic	27.75
23310 - Fire Extinguisher Repairer	22.38
23311 - Fuel Distribution System Mechanic	27.75
23312 - Fuel Distribution System Operator	22.38
23370 - General Maintenance Worker	20.15
23380 - Ground Support Equipment Mechanic	26.63
23381 - Ground Support Equipment Servicer	22.75
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	22.38
23392 - Gunsmith II	25.05
23393 - Gunsmith III	27.75
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.56
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.63
23430 - Heavy Equipment Mechanic	27.02
23440 - Heavy Equipment Operator	37.50
23460 - Instrument Mechanic	27.75
23465 - Laboratory/Shelter Mechanic	26.39
23470 - Laborer	15.55
23510 - Locksmith	26.39
23530 - Machinery Maintenance Mechanic	26.13
23550 - Machinist Maintenance	19.35
23580 - Maintenance Trades Helper	17.99
23591 - Metrology Technician I	27.75
23592 - Metrology Technician II	29.02
23593 - Metrology Technician III	30.21
23640 - Millwright	27.75
23710 - Office Appliance Repairer	26.11
23760 - Painter Maintenance	21.52
23790 - Pipefitter Maintenance	29.84
23810 - Plumber Maintenance	28.05
23820 - Pneudraulic Systems Mechanic	27.75
23850 - Rigger	27.75
23870 - Scale Mechanic	25.05
23890 - Sheet-Metal Worker Maintenance	30.70
23910 - Small Engine Mechanic	25.05
23931 - Telecommunications Mechanic I	27.75
23932 - Telecommunications Mechanic II	29.02
23950 - Telephone Lineman	27.75
23960 - Welder Combination Maintenance	19.17

23965 - Well Driller		27.75
23970 - Woodcraft Worker		27.75
23980 - Woodworker		22.38
24000 - Personal Needs Occupations		
24550 - Case Manager		14.95
24570 - Child Care Attendant		11.46
24580 - Child Care Center Clerk		14.29
24610 - Chore Aide		12.04
24620 - Family Readiness And Support Services Coordinator		14.95
24630 - Homemaker		14.95
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.75
25040 - Sewage Plant Operator		20.34
25070 - Stationary Engineer		27.75
25190 - Ventilation Equipment Tender		21.15
25210 - Water Treatment Plant Operator		20.34
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.28
27007 - Baggage Inspector		11.71
27008 - Corrections Officer		28.90
27010 - Court Security Officer		23.28
27030 - Detection Dog Handler		15.08
27040 - Detention Officer		28.90
27070 - Firefighter		20.48
27101 - Guard I		11.71
27102 - Guard II		15.08
27131 - Police Officer I		25.00
27132 - Police Officer II		27.78
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.52
28042 - Carnival Equipment Repairer		12.17
28043 - Carnival Worker		9.51
28210 - Gate Attendant/Gate Tender		13.82
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		15.47
28510 - Recreation Aide/Health Facility Attendant		11.29
28515 - Recreation Specialist		19.16
28630 - Sports Official		12.32
28690 - Swimming Pool Operator		14.98
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.67
29020 - Hatch Tender		25.67
29030 - Line Handler		24.34
29041 - Stevedore I		24.50
29042 - Stevedore II		26.84
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.24
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.59

30021 - Archeological Technician I 18.88
30022 - Archeological Technician II 21.11
30023 - Archeological Technician III 26.16
30030 - Cartographic Technician 25.49
30040 - Civil Engineering Technician 28.48
30051 - Cryogenic Technician I 27.38
30052 - Cryogenic Technician II 30.25
30061 - Drafter/CAD Operator I 17.84
30062 - Drafter/CAD Operator II 20.58
30063 - Drafter/CAD Operator III 22.95
30064 - Drafter/CAD Operator IV 28.25
30081 - Engineering Technician I 18.52
30082 - Engineering Technician II 20.79
30083 - Engineering Technician III 23.25
30084 - Engineering Technician IV 28.85
30085 - Engineering Technician V 35.57
30086 - Engineering Technician VI 42.64
30090 - Environmental Technician 24.73
30095 - Evidence Control Specialist 24.73
30210 - Laboratory Technician 29.80
30221 - Latent Fingerprint Technician I 27.38
30222 - Latent Fingerprint Technician II 30.25
30240 - Mathematical Technician 25.49
30361 - Paralegal/Legal Assistant I 19.23
30362 - Paralegal/Legal Assistant II 23.82
30363 - Paralegal/Legal Assistant III 28.92
30364 - Paralegal/Legal Assistant IV 34.98
30375 - Petroleum Supply Specialist 30.25
30390 - Photo-Optics Technician 25.49
30395 - Radiation Control Technician 30.25
30461 - Technical Writer I 24.73
30462 - Technical Writer II 30.25
30463 - Technical Writer III 36.60
30491 - Unexploded Ordnance (UXO) Technician I 28.11
30492 - Unexploded Ordnance (UXO) Technician II 34.01
30493 - Unexploded Ordnance (UXO) Technician III 40.77
30494 - Unexploded (UXO) Safety Escort 28.11
30495 - Unexploded (UXO) Sweep Personnel 28.11
30501 - Weather Forecaster I 27.38
30502 - Weather Forecaster II 33.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.95
30621 - Weather Observer Senior (see 2) 25.49
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.01
31020 - Bus Aide 15.85
31030 - Bus Driver 19.99
31043 - Driver Courier 16.61
31260 - Parking and Lot Attendant 11.66
31290 - Shuttle Bus Driver 17.41

31310 - Taxi Driver	12.63
31361 - Truckdriver Light	17.41
31362 - Truckdriver Medium	18.36
31363 - Truckdriver Heavy	24.30
31364 - Truckdriver Tractor-Trailer	24.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	10.63
99050 - Desk Clerk	10.90
99095 - Embalmer	31.54
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	11.90
99252 - Laboratory Animal Caretaker II	12.61
99260 - Marketing Analyst	23.69
99310 - Mortician	31.54
99410 - Pest Controller	17.72
99510 - Photofinishing Worker	14.77
99710 - Recycling Laborer	20.80
99711 - Recycling Specialist	23.59
99730 - Refuse Collector	19.43
99810 - Sales Clerk	11.69
99820 - School Crossing Guard	16.74
99830 - Survey Party Chief	28.51
99831 - Surveying Aide	14.77
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	18.89
99841 - Vending Machine Repairer	21.40
99842 - Vending Machine Repairer Helper	19.03

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5040
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Bureau Carroll Jo Daviess Whiteside

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.43
01012 - Accounting Clerk II		17.85
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		23.20
01035 - Court Reporter		21.04
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.26
01043 - Customer Service Representative III		15.56
01051 - Data Entry Operator I		14.43
01052 - Data Entry Operator II		16.71
01060 - Dispatcher Motor Vehicle		19.38
01070 - Document Preparation Clerk		13.51

01090 - Duplicating Machine Operator 13.51
01111 - General Clerk I 13.58
01112 - General Clerk II 14.81
01113 - General Clerk III 16.63
01120 - Housing Referral Assistant 18.91
01141 - Messenger Courier 13.30
01191 - Order Clerk I 15.74
01192 - Order Clerk II 17.25
01261 - Personnel Assistant (Employment) I 15.33
01262 - Personnel Assistant (Employment) II 17.15
01263 - Personnel Assistant (Employment) III 19.12
01270 - Production Control Clerk 20.22
01290 - Rental Clerk 10.64
01300 - Scheduler Maintenance 15.16
01311 - Secretary I 15.16
01312 - Secretary II 16.96
01313 - Secretary III 18.91
01320 - Service Order Dispatcher 17.99
01410 - Supply Technician 23.20
01420 - Survey Worker 15.04
01460 - Switchboard Operator/Receptionist 12.25
01531 - Travel Clerk I 14.14
01532 - Travel Clerk II 15.35
01533 - Travel Clerk III 16.57
01611 - Word Processor I 13.51
01612 - Word Processor II 15.16
01613 - Word Processor III 16.96
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.83
05010 - Automotive Electrician 18.27
05040 - Automotive Glass Installer 17.62
05070 - Automotive Worker 17.62
05110 - Mobile Equipment Servicer 16.17
05130 - Motor Equipment Metal Mechanic 18.91
05160 - Motor Equipment Metal Worker 17.62
05190 - Motor Vehicle Mechanic 18.83
05220 - Motor Vehicle Mechanic Helper 15.60
05250 - Motor Vehicle Upholstery Worker 16.98
05280 - Motor Vehicle Wrecker 17.62
05310 - Painter Automotive 17.90
05340 - Radiator Repair Specialist 17.62
05370 - Tire Repairer 14.88
05400 - Transmission Repair Specialist 18.69
07000 - Food Preparation And Service Occupations
07010 - Baker 12.48
07041 - Cook I 12.21
07042 - Cook II 13.67
07070 - Dishwasher 10.06
07130 - Food Service Worker 11.07
07210 - Meat Cutter 15.71

07260 - Waiter/Waitress	10.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.69
09040 - Furniture Handler	15.92
09080 - Furniture Refinisher	20.10
09090 - Furniture Refinisher Helper	17.51
09110 - Furniture Repairer Minor	18.83
09130 - Upholsterer	20.10
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.80
11060 - Elevator Operator	13.11
11090 - Gardener	14.92
11122 - Housekeeping Aide	13.11
11150 - Janitor	13.11
11210 - Laborer Grounds Maintenance	12.41
11240 - Maid or Houseman	10.77
11260 - Pruner	11.66
11270 - Tractor Operator	14.07
11330 - Trail Maintenance Worker	12.41
11360 - Window Cleaner	14.03
12000 - Health Occupations	
12010 - Ambulance Driver	18.47
12011 - Breath Alcohol Technician	20.89
12012 - Certified Occupational Therapist Assistant	28.66
12015 - Certified Physical Therapist Assistant	28.53
12020 - Dental Assistant	18.99
12025 - Dental Hygienist	33.93
12030 - EKG Technician	25.96
12035 - Electroneurodiagnostic Technologist	25.96
12040 - Emergency Medical Technician	18.47
12071 - Licensed Practical Nurse I	18.67
12072 - Licensed Practical Nurse II	20.89
12073 - Licensed Practical Nurse III	23.29
12100 - Medical Assistant	14.85
12130 - Medical Laboratory Technician	24.64
12160 - Medical Record Clerk	15.70
12190 - Medical Record Technician	20.81
12195 - Medical Transcriptionist	18.67
12210 - Nuclear Medicine Technologist	45.92
12221 - Nursing Assistant I	12.40
12222 - Nursing Assistant II	13.94
12223 - Nursing Assistant III	15.21
12224 - Nursing Assistant IV	17.08
12235 - Optical Dispenser	17.30
12236 - Optical Technician	18.67
12250 - Pharmacy Technician	14.67
12280 - Phlebotomist	14.87
12305 - Radiologic Technologist	28.40
12311 - Registered Nurse I	24.52
12312 - Registered Nurse II	30.00

12313 - Registered Nurse II Specialist		28.91
12314 - Registered Nurse III		36.29
12315 - Registered Nurse III Anesthetist		35.00
12316 - Registered Nurse IV		43.48
12317 - Scheduler (Drug and Alcohol Testing)		25.88
12320 - Substance Abuse Treatment Counselor		23.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.48
13012 - Exhibits Specialist II		23.58
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		18.21
13042 - Illustrator II		22.91
13043 - Illustrator III		27.60
13047 - Librarian		24.98
13050 - Library Aide/Clerk		12.75
13054 - Library Information Technology Systems Administrator		22.56
13058 - Library Technician		13.29
13061 - Media Specialist I		16.28
13062 - Media Specialist II		18.21
13063 - Media Specialist III		20.31
13071 - Photographer I		15.43
13072 - Photographer II		18.55
13073 - Photographer III		22.98
13074 - Photographer IV		28.11
13075 - Photographer V		30.89
13090 - Technical Order Library Clerk		16.99
13110 - Video Teleconference Technician		13.67
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.91
14042 - Computer Operator II		18.93
14043 - Computer Operator III		21.18
14044 - Computer Operator IV		24.24
14045 - Computer Operator V		26.85
14071 - Computer Programmer I	(see 1)	21.49
14072 - Computer Programmer II	(see 1)	26.66
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.91
14160 - Personal Computer Support Technician		24.24
14170 - System Support Specialist		28.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.82
15020 - Aircrew Training Devices Instructor (Rated)		38.49
15030 - Air Crew Training Devices Instructor (Pilot)		46.14
15050 - Computer Based Training Specialist / Instructor		31.82
15060 - Educational Technologist		31.70

15070 - Flight Instructor (Pilot) 46.14
15080 - Graphic Artist 20.42
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.14
15086 - Maintenance Test Pilot Rotary Wing 46.14
15088 - Non-Maintenance Test/Co-Pilot 46.14
15090 - Technical Instructor 22.21
15095 - Technical Instructor/Course Developer 27.17
15110 - Test Proctor 17.93
15120 - Tutor 17.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 8.94
16030 - Counter Attendant 8.94
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 8.94
16090 - Presser Hand 8.94
16110 - Presser Machine Drycleaning 8.94
16130 - Presser Machine Shirts 8.94
16160 - Presser Machine Wearing Apparel Laundry 8.94
16190 - Sewing Machine Operator 12.46
16220 - Tailor 13.33
16250 - Washer Machine 9.87
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.29
19040 - Tool And Die Maker 24.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.70
21030 - Material Coordinator 20.22
21040 - Material Expediter 20.22
21050 - Material Handling Laborer 15.55
21071 - Order Filler 15.22
21080 - Production Line Worker (Food Processing) 19.70
21110 - Shipping Packer 18.01
21130 - Shipping/Receiving Clerk 18.01
21140 - Store Worker I 16.97
21150 - Stock Clerk 20.77
21210 - Tools And Parts Attendant 19.70
21410 - Warehouse Specialist 19.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.78
23019 - Aircraft Logs and Records Technician 22.75
23021 - Aircraft Mechanic I 26.63
23022 - Aircraft Mechanic II 27.78
23023 - Aircraft Mechanic III 28.93
23040 - Aircraft Mechanic Helper 20.27
23050 - Aircraft Painter 25.34
23060 - Aircraft Servicer 22.75
23070 - Aircraft Survival Flight Equipment Technician 25.34
23080 - Aircraft Worker 24.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.04

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.63
23110 - Appliance Mechanic 24.97
23120 - Bicycle Repairer 22.38
23125 - Cable Splicer 34.39
23130 - Carpenter Maintenance 21.59
23140 - Carpet Layer 25.05
23160 - Electrician Maintenance 32.10
23181 - Electronics Technician Maintenance I 26.77
23182 - Electronics Technician Maintenance II 28.21
23183 - Electronics Technician Maintenance III 29.66
23260 - Fabric Worker 23.70
23290 - Fire Alarm System Mechanic 27.75
23310 - Fire Extinguisher Repairer 22.38
23311 - Fuel Distribution System Mechanic 27.75
23312 - Fuel Distribution System Operator 22.38
23370 - General Maintenance Worker 20.15
23380 - Ground Support Equipment Mechanic 26.63
23381 - Ground Support Equipment Servicer 22.75
23382 - Ground Support Equipment Worker 24.04
23391 - Gunsmith I 22.38
23392 - Gunsmith II 25.05
23393 - Gunsmith III 27.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.56
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.63
23430 - Heavy Equipment Mechanic 27.02
23440 - Heavy Equipment Operator 37.50
23460 - Instrument Mechanic 27.75
23465 - Laboratory/Shelter Mechanic 26.39
23470 - Laborer 15.55
23510 - Locksmith 26.39
23530 - Machinery Maintenance Mechanic 26.13
23550 - Machinist Maintenance 19.35
23580 - Maintenance Trades Helper 17.99
23591 - Metrology Technician I 27.75
23592 - Metrology Technician II 29.02
23593 - Metrology Technician III 30.21
23640 - Millwright 27.75
23710 - Office Appliance Repairer 26.11
23760 - Painter Maintenance 21.52
23790 - Pipefitter Maintenance 29.84
23810 - Plumber Maintenance 28.05
23820 - Pneudraulic Systems Mechanic 27.75
23850 - Rigger 27.75
23870 - Scale Mechanic 25.05
23890 - Sheet-Metal Worker Maintenance 30.70
23910 - Small Engine Mechanic 25.05
23931 - Telecommunications Mechanic I 27.75

23932 - Telecommunications Mechanic II	29.02
23950 - Telephone Lineman	27.75
23960 - Welder Combination Maintenance	19.17
23965 - Well Driller	27.75
23970 - Woodcraft Worker	27.75
23980 - Woodworker	22.38
24000 - Personal Needs Occupations	
24550 - Case Manager	14.95
24570 - Child Care Attendant	11.46
24580 - Child Care Center Clerk	14.29
24610 - Chore Aide	12.04
24620 - Family Readiness And Support Services Coordinator	14.95
24630 - Homemaker	14.95
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.75
25040 - Sewage Plant Operator	20.34
25070 - Stationary Engineer	27.75
25190 - Ventilation Equipment Tender	21.15
25210 - Water Treatment Plant Operator	20.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.28
27007 - Baggage Inspector	11.71
27008 - Corrections Officer	28.90
27010 - Court Security Officer	23.28
27030 - Detection Dog Handler	15.08
27040 - Detention Officer	28.90
27070 - Firefighter	20.48
27101 - Guard I	11.71
27102 - Guard II	15.08
27131 - Police Officer I	25.00
27132 - Police Officer II	27.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.52
28042 - Carnival Equipment Repairer	12.17
28043 - Carnival Worker	9.51
28210 - Gate Attendant/Gate Tender	13.82
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.47
28510 - Recreation Aide/Health Facility Attendant	11.29
28515 - Recreation Specialist	19.16
28630 - Sports Official	12.32
28690 - Swimming Pool Operator	14.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.67
29020 - Hatch Tender	25.67
29030 - Line Handler	24.34
29041 - Stevedore I	24.50
29042 - Stevedore II	26.84
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.24
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.59
30021 - Archeological Technician I 18.88
30022 - Archeological Technician II 21.11
30023 - Archeological Technician III 26.16
30030 - Cartographic Technician 25.49
30040 - Civil Engineering Technician 28.48
30051 - Cryogenic Technician I 27.38
30052 - Cryogenic Technician II 30.25
30061 - Drafter/CAD Operator I 17.84
30062 - Drafter/CAD Operator II 20.58
30063 - Drafter/CAD Operator III 22.95
30064 - Drafter/CAD Operator IV 28.25
30081 - Engineering Technician I 18.52
30082 - Engineering Technician II 20.79
30083 - Engineering Technician III 23.25
30084 - Engineering Technician IV 28.85
30085 - Engineering Technician V 35.57
30086 - Engineering Technician VI 42.64
30090 - Environmental Technician 24.73
30095 - Evidence Control Specialist 24.73
30210 - Laboratory Technician 29.80
30221 - Latent Fingerprint Technician I 27.38
30222 - Latent Fingerprint Technician II 30.25
30240 - Mathematical Technician 25.49
30361 - Paralegal/Legal Assistant I 19.23
30362 - Paralegal/Legal Assistant II 23.82
30363 - Paralegal/Legal Assistant III 28.92
30364 - Paralegal/Legal Assistant IV 34.98
30375 - Petroleum Supply Specialist 30.25
30390 - Photo-Optics Technician 25.49
30395 - Radiation Control Technician 30.25
30461 - Technical Writer I 24.73
30462 - Technical Writer II 30.25
30463 - Technical Writer III 36.60
30491 - Unexploded Ordnance (UXO) Technician I 28.11
30492 - Unexploded Ordnance (UXO) Technician II 34.01
30493 - Unexploded Ordnance (UXO) Technician III 40.77
30494 - Unexploded (UXO) Safety Escort 28.11
30495 - Unexploded (UXO) Sweep Personnel 28.11
30501 - Weather Forecaster I 27.38
30502 - Weather Forecaster II 33.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.95
30621 - Weather Observer Senior (see 2) 25.49
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.01
31020 - Bus Aide 15.85
31030 - Bus Driver 19.99

31043 - Driver Courier	16.61
31260 - Parking and Lot Attendant	11.66
31290 - Shuttle Bus Driver	17.41
31310 - Taxi Driver	12.63
31361 - Truckdriver Light	17.41
31362 - Truckdriver Medium	18.36
31363 - Truckdriver Heavy	24.30
31364 - Truckdriver Tractor-Trailer	24.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	10.63
99050 - Desk Clerk	10.90
99095 - Embalmer	31.54
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	11.90
99252 - Laboratory Animal Caretaker II	12.61
99260 - Marketing Analyst	23.69
99310 - Mortician	31.54
99410 - Pest Controller	17.72
99510 - Photofinishing Worker	14.77
99710 - Recycling Laborer	20.80
99711 - Recycling Specialist	23.59
99730 - Refuse Collector	19.43
99810 - Sales Clerk	11.69
99820 - School Crossing Guard	16.74
99830 - Survey Party Chief	28.51
99831 - Surveying Aide	14.77
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	18.89
99841 - Vending Machine Repairer	21.40
99842 - Vending Machine Repairer Helper	19.03

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5041
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Ogle Stephenson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.31
01012 - Accounting Clerk II		16.06
01013 - Accounting Clerk III		17.97
01020 - Administrative Assistant		23.24
01035 - Court Reporter		19.89
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.26
01043 - Customer Service Representative III		15.56
01051 - Data Entry Operator I		14.43
01052 - Data Entry Operator II		15.74
01060 - Dispatcher Motor Vehicle		20.67
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.51
01111 - General Clerk I		13.58
01112 - General Clerk II		14.81

01113 - General Clerk III 16.85
01120 - Housing Referral Assistant 20.17
01141 - Messenger Courier 13.30
01191 - Order Clerk I 15.81
01192 - Order Clerk II 17.25
01261 - Personnel Assistant (Employment) I 15.77
01262 - Personnel Assistant (Employment) II 18.64
01263 - Personnel Assistant (Employment) III 20.16
01270 - Production Control Clerk 20.04
01290 - Rental Clerk 13.56
01300 - Scheduler Maintenance 16.17
01311 - Secretary I 16.17
01312 - Secretary II 18.11
01313 - Secretary III 20.17
01320 - Service Order Dispatcher 18.48
01410 - Supply Technician 23.24
01420 - Survey Worker 18.11
01460 - Switchboard Operator/Receptionist 12.89
01531 - Travel Clerk I 14.45
01532 - Travel Clerk II 15.62
01533 - Travel Clerk III 16.91
01611 - Word Processor I 13.51
01612 - Word Processor II 15.16
01613 - Word Processor III 17.73
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.08
05010 - Automotive Electrician 19.74
05040 - Automotive Glass Installer 20.14
05070 - Automotive Worker 20.14
05110 - Mobile Equipment Servicer 18.22
05130 - Motor Equipment Metal Mechanic 22.08
05160 - Motor Equipment Metal Worker 20.14
05190 - Motor Vehicle Mechanic 22.08
05220 - Motor Vehicle Mechanic Helper 17.23
05250 - Motor Vehicle Upholstery Worker 19.19
05280 - Motor Vehicle Wrecker 20.14
05310 - Painter Automotive 21.12
05340 - Radiator Repair Specialist 20.14
05370 - Tire Repairer 15.92
05400 - Transmission Repair Specialist 22.08
07000 - Food Preparation And Service Occupations
07010 - Baker 13.06
07041 - Cook I 12.21
07042 - Cook II 13.67
07070 - Dishwasher 10.06
07130 - Food Service Worker 11.07
07210 - Meat Cutter 15.71
07260 - Waiter/Waitress 9.96
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.01

09040 - Furniture Handler 16.92
09080 - Furniture Refinisher 23.36
09090 - Furniture Refinisher Helper 19.07
09110 - Furniture Repairer Minor 21.24
09130 - Upholsterer 23.36
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.80
11060 - Elevator Operator 13.11
11090 - Gardener 14.92
11122 - Housekeeping Aide 13.11
11150 - Janitor 13.11
11210 - Laborer Grounds Maintenance 12.41
11240 - Maid or Houseman 10.77
11260 - Pruner 11.59
11270 - Tractor Operator 14.07
11330 - Trail Maintenance Worker 12.41
11360 - Window Cleaner 14.03
12000 - Health Occupations
12010 - Ambulance Driver 18.47
12011 - Breath Alcohol Technician 20.89
12012 - Certified Occupational Therapist Assistant 28.66
12015 - Certified Physical Therapist Assistant 28.53
12020 - Dental Assistant 18.99
12025 - Dental Hygienist 33.93
12030 - EKG Technician 27.15
12035 - Electroneurodiagnostic Technologist 27.15
12040 - Emergency Medical Technician 18.47
12071 - Licensed Practical Nurse I 18.67
12072 - Licensed Practical Nurse II 20.89
12073 - Licensed Practical Nurse III 23.29
12100 - Medical Assistant 14.85
12130 - Medical Laboratory Technician 25.01
12160 - Medical Record Clerk 15.70
12190 - Medical Record Technician 20.89
12195 - Medical Transcriptionist 18.67
12210 - Nuclear Medicine Technologist 45.92
12221 - Nursing Assistant I 12.40
12222 - Nursing Assistant II 13.94
12223 - Nursing Assistant III 15.21
12224 - Nursing Assistant IV 17.08
12235 - Optical Dispenser 17.72
12236 - Optical Technician 18.67
12250 - Pharmacy Technician 14.67
12280 - Phlebotomist 16.14
12305 - Radiologic Technologist 28.40
12311 - Registered Nurse I 23.32
12312 - Registered Nurse II 30.80
12313 - Registered Nurse II Specialist 30.80
12314 - Registered Nurse III 37.42
12315 - Registered Nurse III Anesthetist 37.42

12316 - Registered Nurse IV		44.29
12317 - Scheduler (Drug and Alcohol Testing)		25.88
12320 - Substance Abuse Treatment Counselor		23.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.99
13012 - Exhibits Specialist II		24.75
13013 - Exhibits Specialist III		27.52
13041 - Illustrator I		19.93
13042 - Illustrator II		24.68
13043 - Illustrator III		27.45
13047 - Librarian		26.36
13050 - Library Aide/Clerk		12.75
13054 - Library Information Technology Systems Administrator		23.77
13058 - Library Technician		15.87
13061 - Media Specialist I		17.16
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.40
13071 - Photographer I		16.58
13072 - Photographer II		18.55
13073 - Photographer III		22.98
13074 - Photographer IV		28.11
13075 - Photographer V		34.01
13090 - Technical Order Library Clerk		16.99
13110 - Video Teleconference Technician		17.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.84
14042 - Computer Operator II		18.93
14043 - Computer Operator III		21.10
14044 - Computer Operator IV		23.44
14045 - Computer Operator V		25.96
14071 - Computer Programmer I	(see 1)	21.49
14072 - Computer Programmer II	(see 1)	26.63
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.84
14160 - Personal Computer Support Technician		23.44
14170 - System Support Specialist		28.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.82
15020 - Aircrew Training Devices Instructor (Rated)		38.49
15030 - Air Crew Training Devices Instructor (Pilot)		46.14
15050 - Computer Based Training Specialist / Instructor		31.82
15060 - Educational Technologist		30.49
15070 - Flight Instructor (Pilot)		46.14
15080 - Graphic Artist		21.84
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.14

15086 - Maintenance Test Pilot Rotary Wing 46.14
15088 - Non-Maintenance Test/Co-Pilot 46.14
15090 - Technical Instructor 22.40
15095 - Technical Instructor/Course Developer 27.72
15110 - Test Proctor 18.82
15120 - Tutor 18.82
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.17
16030 - Counter Attendant 9.17
16040 - Dry Cleaner 11.85
16070 - Finisher Flatwork Machine 9.17
16090 - Presser Hand 9.17
16110 - Presser Machine Drycleaning 9.17
16130 - Presser Machine Shirts 9.17
16160 - Presser Machine Wearing Apparel Laundry 9.17
16190 - Sewing Machine Operator 12.70
16220 - Tailor 13.60
16250 - Washer Machine 10.08
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.17
19040 - Tool And Die Maker 24.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.70
21030 - Material Coordinator 22.70
21040 - Material Expediter 22.70
21050 - Material Handling Laborer 15.55
21071 - Order Filler 15.22
21080 - Production Line Worker (Food Processing) 19.70
21110 - Shipping Packer 18.01
21130 - Shipping/Receiving Clerk 18.01
21140 - Store Worker I 16.97
21150 - Stock Clerk 20.77
21210 - Tools And Parts Attendant 19.70
21410 - Warehouse Specialist 19.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.49
23019 - Aircraft Logs and Records Technician 22.94
23021 - Aircraft Mechanic I 27.14
23022 - Aircraft Mechanic II 28.49
23023 - Aircraft Mechanic III 29.63
23040 - Aircraft Mechanic Helper 20.27
23050 - Aircraft Painter 25.70
23060 - Aircraft Servicer 22.94
23070 - Aircraft Survival Flight Equipment Technician 25.70
23080 - Aircraft Worker 24.30
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.30
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.14
23110 - Appliance Mechanic 25.34

23120 - Bicycle Repairer	22.38
23125 - Cable Splicer	34.17
23130 - Carpenter Maintenance	23.47
23140 - Carpet Layer	25.05
23160 - Electrician Maintenance	32.10
23181 - Electronics Technician Maintenance I	26.77
23182 - Electronics Technician Maintenance II	28.21
23183 - Electronics Technician Maintenance III	29.66
23260 - Fabric Worker	23.70
23290 - Fire Alarm System Mechanic	27.75
23310 - Fire Extinguisher Repairer	22.38
23311 - Fuel Distribution System Mechanic	28.62
23312 - Fuel Distribution System Operator	22.43
23370 - General Maintenance Worker	20.15
23380 - Ground Support Equipment Mechanic	27.14
23381 - Ground Support Equipment Servicer	22.94
23382 - Ground Support Equipment Worker	24.30
23391 - Gunsmith I	22.38
23392 - Gunsmith II	25.05
23393 - Gunsmith III	27.75
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.06
23430 - Heavy Equipment Mechanic	27.34
23440 - Heavy Equipment Operator	37.68
23460 - Instrument Mechanic	27.75
23465 - Laboratory/Shelter Mechanic	26.39
23470 - Laborer	15.55
23510 - Locksmith	26.39
23530 - Machinery Maintenance Mechanic	26.13
23550 - Machinist Maintenance	20.57
23580 - Maintenance Trades Helper	15.37
23591 - Metrology Technician I	27.75
23592 - Metrology Technician II	29.02
23593 - Metrology Technician III	30.21
23640 - Millwright	27.75
23710 - Office Appliance Repairer	26.39
23760 - Painter Maintenance	24.17
23790 - Pipefitter Maintenance	34.67
23810 - Plumber Maintenance	32.07
23820 - Pneudraulic Systems Mechanic	27.75
23850 - Rigger	27.75
23870 - Scale Mechanic	25.05
23890 - Sheet-Metal Worker Maintenance	32.66
23910 - Small Engine Mechanic	25.05
23931 - Telecommunications Mechanic I	27.75
23932 - Telecommunications Mechanic II	29.02
23950 - Telephone Lineman	27.75
23960 - Welder Combination Maintenance	20.35

23965 - Well Driller		27.75
23970 - Woodcraft Worker		27.75
23980 - Woodworker		22.38
24000 - Personal Needs Occupations		
24550 - Case Manager		14.95
24570 - Child Care Attendant		11.99
24580 - Child Care Center Clerk		14.96
24610 - Chore Aide		12.04
24620 - Family Readiness And Support Services Coordinator		14.95
24630 - Homemaker		16.60
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.75
25040 - Sewage Plant Operator		21.01
25070 - Stationary Engineer		27.75
25190 - Ventilation Equipment Tender		21.15
25210 - Water Treatment Plant Operator		21.01
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.28
27007 - Baggage Inspector		12.81
27008 - Corrections Officer		25.19
27010 - Court Security Officer		22.90
27030 - Detection Dog Handler		17.86
27040 - Detention Officer		25.19
27070 - Firefighter		23.87
27101 - Guard I		12.81
27102 - Guard II		17.86
27131 - Police Officer I		25.00
27132 - Police Officer II		27.78
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.11
28042 - Carnival Equipment Repairer		15.11
28043 - Carnival Worker		10.18
28210 - Gate Attendant/Gate Tender		13.82
28310 - Lifeguard		10.82
28350 - Park Attendant (Aide)		15.47
28510 - Recreation Aide/Health Facility Attendant		11.29
28515 - Recreation Specialist		19.16
28630 - Sports Official		12.32
28690 - Swimming Pool Operator		19.13
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.64
29020 - Hatch Tender		23.64
29030 - Line Handler		23.64
29041 - Stevedore I		20.78
29042 - Stevedore II		25.14
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.24
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.59

30021 - Archeological Technician I 17.84
30022 - Archeological Technician II 19.96
30023 - Archeological Technician III 24.73
30030 - Cartographic Technician 25.05
30040 - Civil Engineering Technician 28.48
30051 - Cryogenic Technician I 27.38
30052 - Cryogenic Technician II 30.25
30061 - Drafter/CAD Operator I 17.84
30062 - Drafter/CAD Operator II 19.96
30063 - Drafter/CAD Operator III 22.25
30064 - Drafter/CAD Operator IV 27.38
30081 - Engineering Technician I 16.65
30082 - Engineering Technician II 18.69
30083 - Engineering Technician III 20.91
30084 - Engineering Technician IV 25.90
30085 - Engineering Technician V 31.68
30086 - Engineering Technician VI 38.33
30090 - Environmental Technician 24.73
30095 - Evidence Control Specialist 24.73
30210 - Laboratory Technician 29.80
30221 - Latent Fingerprint Technician I 27.38
30222 - Latent Fingerprint Technician II 30.25
30240 - Mathematical Technician 24.73
30361 - Paralegal/Legal Assistant I 19.23
30362 - Paralegal/Legal Assistant II 23.82
30363 - Paralegal/Legal Assistant III 29.14
30364 - Paralegal/Legal Assistant IV 35.25
30375 - Petroleum Supply Specialist 30.25
30390 - Photo-Optics Technician 23.46
30395 - Radiation Control Technician 30.25
30461 - Technical Writer I 24.73
30462 - Technical Writer II 30.25
30463 - Technical Writer III 36.60
30491 - Unexploded Ordnance (UXO) Technician I 28.11
30492 - Unexploded Ordnance (UXO) Technician II 34.01
30493 - Unexploded Ordnance (UXO) Technician III 40.77
30494 - Unexploded (UXO) Safety Escort 28.11
30495 - Unexploded (UXO) Sweep Personnel 28.11
30501 - Weather Forecaster I 27.38
30502 - Weather Forecaster II 33.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.25
30621 - Weather Observer Senior (see 2) 24.73
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.01
31020 - Bus Aide 18.06
31030 - Bus Driver 22.99
31043 - Driver Courier 18.24
31260 - Parking and Lot Attendant 12.59
31290 - Shuttle Bus Driver 19.27

31310 - Taxi Driver	18.37
31361 - Truckdriver Light	19.27
31362 - Truckdriver Medium	20.41
31363 - Truckdriver Heavy	24.30
31364 - Truckdriver Tractor-Trailer	24.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	10.63
99050 - Desk Clerk	10.90
99095 - Embalmer	27.85
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	11.90
99252 - Laboratory Animal Caretaker II	12.61
99260 - Marketing Analyst	23.69
99310 - Mortician	27.85
99410 - Pest Controller	20.19
99510 - Photofinishing Worker	14.77
99710 - Recycling Laborer	20.80
99711 - Recycling Specialist	23.59
99730 - Refuse Collector	19.43
99810 - Sales Clerk	11.69
99820 - School Crossing Guard	17.67
99830 - Survey Party Chief	22.94
99831 - Surveying Aide	13.53
99832 - Surveying Technician	18.55
99840 - Vending Machine Attendant	22.07
99841 - Vending Machine Repairer	25.45
99842 - Vending Machine Repairer Helper	22.07

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5042
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Ogle Stephenson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.31
01012 - Accounting Clerk II		16.06
01013 - Accounting Clerk III		17.97
01020 - Administrative Assistant		23.24
01035 - Court Reporter		19.89
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.26
01043 - Customer Service Representative III		15.56
01051 - Data Entry Operator I		14.43
01052 - Data Entry Operator II		15.74
01060 - Dispatcher Motor Vehicle		20.67
01070 - Document Preparation Clerk		13.51

01090 - Duplicating Machine Operator 13.51
01111 - General Clerk I 13.58
01112 - General Clerk II 14.81
01113 - General Clerk III 16.85
01120 - Housing Referral Assistant 20.17
01141 - Messenger Courier 13.30
01191 - Order Clerk I 15.81
01192 - Order Clerk II 17.25
01261 - Personnel Assistant (Employment) I 15.77
01262 - Personnel Assistant (Employment) II 18.64
01263 - Personnel Assistant (Employment) III 20.16
01270 - Production Control Clerk 20.04
01290 - Rental Clerk 13.56
01300 - Scheduler Maintenance 16.17
01311 - Secretary I 16.17
01312 - Secretary II 18.11
01313 - Secretary III 20.17
01320 - Service Order Dispatcher 18.48
01410 - Supply Technician 23.24
01420 - Survey Worker 18.11
01460 - Switchboard Operator/Receptionist 12.89
01531 - Travel Clerk I 14.45
01532 - Travel Clerk II 15.62
01533 - Travel Clerk III 16.91
01611 - Word Processor I 13.51
01612 - Word Processor II 15.16
01613 - Word Processor III 17.73
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.08
05010 - Automotive Electrician 19.74
05040 - Automotive Glass Installer 20.14
05070 - Automotive Worker 20.14
05110 - Mobile Equipment Servicer 18.22
05130 - Motor Equipment Metal Mechanic 22.08
05160 - Motor Equipment Metal Worker 20.14
05190 - Motor Vehicle Mechanic 22.08
05220 - Motor Vehicle Mechanic Helper 17.23
05250 - Motor Vehicle Upholstery Worker 19.19
05280 - Motor Vehicle Wrecker 20.14
05310 - Painter Automotive 21.12
05340 - Radiator Repair Specialist 20.14
05370 - Tire Repairer 15.92
05400 - Transmission Repair Specialist 22.08
07000 - Food Preparation And Service Occupations
07010 - Baker 13.06
07041 - Cook I 12.21
07042 - Cook II 13.67
07070 - Dishwasher 10.06
07130 - Food Service Worker 11.07
07210 - Meat Cutter 15.71

07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.01
09040 - Furniture Handler	16.92
09080 - Furniture Refinisher	23.36
09090 - Furniture Refinisher Helper	19.07
09110 - Furniture Repairer Minor	21.24
09130 - Upholsterer	23.36
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.80
11060 - Elevator Operator	13.11
11090 - Gardener	14.92
11122 - Housekeeping Aide	13.11
11150 - Janitor	13.11
11210 - Laborer Grounds Maintenance	12.41
11240 - Maid or Houseman	10.77
11260 - Pruner	11.59
11270 - Tractor Operator	14.07
11330 - Trail Maintenance Worker	12.41
11360 - Window Cleaner	14.03
12000 - Health Occupations	
12010 - Ambulance Driver	18.47
12011 - Breath Alcohol Technician	20.89
12012 - Certified Occupational Therapist Assistant	28.66
12015 - Certified Physical Therapist Assistant	28.53
12020 - Dental Assistant	18.99
12025 - Dental Hygienist	33.93
12030 - EKG Technician	27.15
12035 - Electroneurodiagnostic Technologist	27.15
12040 - Emergency Medical Technician	18.47
12071 - Licensed Practical Nurse I	18.67
12072 - Licensed Practical Nurse II	20.89
12073 - Licensed Practical Nurse III	23.29
12100 - Medical Assistant	14.85
12130 - Medical Laboratory Technician	25.01
12160 - Medical Record Clerk	15.70
12190 - Medical Record Technician	20.89
12195 - Medical Transcriptionist	18.67
12210 - Nuclear Medicine Technologist	45.92
12221 - Nursing Assistant I	12.40
12222 - Nursing Assistant II	13.94
12223 - Nursing Assistant III	15.21
12224 - Nursing Assistant IV	17.08
12235 - Optical Dispenser	17.72
12236 - Optical Technician	18.67
12250 - Pharmacy Technician	14.67
12280 - Phlebotomist	16.14
12305 - Radiologic Technologist	28.40
12311 - Registered Nurse I	23.32
12312 - Registered Nurse II	30.80

12313 - Registered Nurse II Specialist		30.80
12314 - Registered Nurse III		37.42
12315 - Registered Nurse III Anesthetist		37.42
12316 - Registered Nurse IV		44.29
12317 - Scheduler (Drug and Alcohol Testing)		25.88
12320 - Substance Abuse Treatment Counselor		23.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.99
13012 - Exhibits Specialist II		24.75
13013 - Exhibits Specialist III		27.52
13041 - Illustrator I		19.93
13042 - Illustrator II		24.68
13043 - Illustrator III		27.45
13047 - Librarian		26.36
13050 - Library Aide/Clerk		12.75
13054 - Library Information Technology Systems Administrator		23.77
13058 - Library Technician		15.87
13061 - Media Specialist I		17.16
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.40
13071 - Photographer I		16.58
13072 - Photographer II		18.55
13073 - Photographer III		22.98
13074 - Photographer IV		28.11
13075 - Photographer V		34.01
13090 - Technical Order Library Clerk		16.99
13110 - Video Teleconference Technician		17.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.84
14042 - Computer Operator II		18.93
14043 - Computer Operator III		21.10
14044 - Computer Operator IV		23.44
14045 - Computer Operator V		25.96
14071 - Computer Programmer I	(see 1)	21.49
14072 - Computer Programmer II	(see 1)	26.63
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.84
14160 - Personal Computer Support Technician		23.44
14170 - System Support Specialist		28.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.82
15020 - Aircrew Training Devices Instructor (Rated)		38.49
15030 - Air Crew Training Devices Instructor (Pilot)		46.14
15050 - Computer Based Training Specialist / Instructor		31.82
15060 - Educational Technologist		30.49

15070 - Flight Instructor (Pilot) 46.14
15080 - Graphic Artist 21.84
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.14
15086 - Maintenance Test Pilot Rotary Wing 46.14
15088 - Non-Maintenance Test/Co-Pilot 46.14
15090 - Technical Instructor 22.40
15095 - Technical Instructor/Course Developer 27.72
15110 - Test Proctor 18.82
15120 - Tutor 18.82
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.17
16030 - Counter Attendant 9.17
16040 - Dry Cleaner 11.85
16070 - Finisher Flatwork Machine 9.17
16090 - Presser Hand 9.17
16110 - Presser Machine Drycleaning 9.17
16130 - Presser Machine Shirts 9.17
16160 - Presser Machine Wearing Apparel Laundry 9.17
16190 - Sewing Machine Operator 12.70
16220 - Tailor 13.60
16250 - Washer Machine 10.08
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.17
19040 - Tool And Die Maker 24.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.70
21030 - Material Coordinator 22.70
21040 - Material Expediter 22.70
21050 - Material Handling Laborer 15.55
21071 - Order Filler 15.22
21080 - Production Line Worker (Food Processing) 19.70
21110 - Shipping Packer 18.01
21130 - Shipping/Receiving Clerk 18.01
21140 - Store Worker I 16.97
21150 - Stock Clerk 20.77
21210 - Tools And Parts Attendant 19.70
21410 - Warehouse Specialist 19.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.49
23019 - Aircraft Logs and Records Technician 22.94
23021 - Aircraft Mechanic I 27.14
23022 - Aircraft Mechanic II 28.49
23023 - Aircraft Mechanic III 29.63
23040 - Aircraft Mechanic Helper 20.27
23050 - Aircraft Painter 25.70
23060 - Aircraft Servicer 22.94
23070 - Aircraft Survival Flight Equipment Technician 25.70
23080 - Aircraft Worker 24.30
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.30

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.14
23110 - Appliance Mechanic 25.34
23120 - Bicycle Repairer 22.38
23125 - Cable Splicer 34.17
23130 - Carpenter Maintenance 23.47
23140 - Carpet Layer 25.05
23160 - Electrician Maintenance 32.10
23181 - Electronics Technician Maintenance I 26.77
23182 - Electronics Technician Maintenance II 28.21
23183 - Electronics Technician Maintenance III 29.66
23260 - Fabric Worker 23.70
23290 - Fire Alarm System Mechanic 27.75
23310 - Fire Extinguisher Repairer 22.38
23311 - Fuel Distribution System Mechanic 28.62
23312 - Fuel Distribution System Operator 22.43
23370 - General Maintenance Worker 20.15
23380 - Ground Support Equipment Mechanic 27.14
23381 - Ground Support Equipment Servicer 22.94
23382 - Ground Support Equipment Worker 24.30
23391 - Gunsmith I 22.38
23392 - Gunsmith II 25.05
23393 - Gunsmith III 27.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.06
23430 - Heavy Equipment Mechanic 27.34
23440 - Heavy Equipment Operator 37.68
23460 - Instrument Mechanic 27.75
23465 - Laboratory/Shelter Mechanic 26.39
23470 - Laborer 15.55
23510 - Locksmith 26.39
23530 - Machinery Maintenance Mechanic 26.13
23550 - Machinist Maintenance 20.57
23580 - Maintenance Trades Helper 15.37
23591 - Metrology Technician I 27.75
23592 - Metrology Technician II 29.02
23593 - Metrology Technician III 30.21
23640 - Millwright 27.75
23710 - Office Appliance Repairer 26.39
23760 - Painter Maintenance 24.17
23790 - Pipefitter Maintenance 34.67
23810 - Plumber Maintenance 32.07
23820 - Pneudraulic Systems Mechanic 27.75
23850 - Rigger 27.75
23870 - Scale Mechanic 25.05
23890 - Sheet-Metal Worker Maintenance 32.66
23910 - Small Engine Mechanic 25.05
23931 - Telecommunications Mechanic I 27.75

23932 - Telecommunications Mechanic II 29.02
23950 - Telephone Lineman 27.75
23960 - Welder Combination Maintenance 20.35
23965 - Well Driller 27.75
23970 - Woodcraft Worker 27.75
23980 - Woodworker 22.38
24000 - Personal Needs Occupations
24550 - Case Manager 14.95
24570 - Child Care Attendant 11.99
24580 - Child Care Center Clerk 14.96
24610 - Chore Aide 12.04
24620 - Family Readiness And Support Services Coordinator 14.95
24630 - Homemaker 16.60
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.75
25040 - Sewage Plant Operator 21.01
25070 - Stationary Engineer 27.75
25190 - Ventilation Equipment Tender 21.15
25210 - Water Treatment Plant Operator 21.01
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.28
27007 - Baggage Inspector 12.81
27008 - Corrections Officer 25.19
27010 - Court Security Officer 22.90
27030 - Detection Dog Handler 17.86
27040 - Detention Officer 25.19
27070 - Firefighter 23.87
27101 - Guard I 12.81
27102 - Guard II 17.86
27131 - Police Officer I 25.00
27132 - Police Officer II 27.78
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.11
28042 - Carnival Equipment Repairer 15.11
28043 - Carnival Worker 10.18
28210 - Gate Attendant/Gate Tender 13.82
28310 - Lifeguard 10.82
28350 - Park Attendant (Aide) 15.47
28510 - Recreation Aide/Health Facility Attendant 11.29
28515 - Recreation Specialist 19.16
28630 - Sports Official 12.32
28690 - Swimming Pool Operator 19.13
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.64
29020 - Hatch Tender 23.64
29030 - Line Handler 23.64
29041 - Stevedore I 20.78
29042 - Stevedore II 25.14
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.24
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.59
30021 - Archeological Technician I 17.84
30022 - Archeological Technician II 19.96
30023 - Archeological Technician III 24.73
30030 - Cartographic Technician 25.05
30040 - Civil Engineering Technician 28.48
30051 - Cryogenic Technician I 27.38
30052 - Cryogenic Technician II 30.25
30061 - Drafter/CAD Operator I 17.84
30062 - Drafter/CAD Operator II 19.96
30063 - Drafter/CAD Operator III 22.25
30064 - Drafter/CAD Operator IV 27.38
30081 - Engineering Technician I 16.65
30082 - Engineering Technician II 18.69
30083 - Engineering Technician III 20.91
30084 - Engineering Technician IV 25.90
30085 - Engineering Technician V 31.68
30086 - Engineering Technician VI 38.33
30090 - Environmental Technician 24.73
30095 - Evidence Control Specialist 24.73
30210 - Laboratory Technician 29.80
30221 - Latent Fingerprint Technician I 27.38
30222 - Latent Fingerprint Technician II 30.25
30240 - Mathematical Technician 24.73
30361 - Paralegal/Legal Assistant I 19.23
30362 - Paralegal/Legal Assistant II 23.82
30363 - Paralegal/Legal Assistant III 29.14
30364 - Paralegal/Legal Assistant IV 35.25
30375 - Petroleum Supply Specialist 30.25
30390 - Photo-Optics Technician 23.46
30395 - Radiation Control Technician 30.25
30461 - Technical Writer I 24.73
30462 - Technical Writer II 30.25
30463 - Technical Writer III 36.60
30491 - Unexploded Ordnance (UXO) Technician I 28.11
30492 - Unexploded Ordnance (UXO) Technician II 34.01
30493 - Unexploded Ordnance (UXO) Technician III 40.77
30494 - Unexploded (UXO) Safety Escort 28.11
30495 - Unexploded (UXO) Sweep Personnel 28.11
30501 - Weather Forecaster I 27.38
30502 - Weather Forecaster II 33.31
30620 - Weather Observer Combined Upper Air Or (see 2) 22.25
Surface Programs
30621 - Weather Observer Senior (see 2) 24.73
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.01
31020 - Bus Aide 18.06
31030 - Bus Driver 22.99

31043 - Driver Courier	18.24
31260 - Parking and Lot Attendant	12.59
31290 - Shuttle Bus Driver	19.27
31310 - Taxi Driver	18.37
31361 - Truckdriver Light	19.27
31362 - Truckdriver Medium	20.41
31363 - Truckdriver Heavy	24.30
31364 - Truckdriver Tractor-Trailer	24.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	10.63
99050 - Desk Clerk	10.90
99095 - Embalmer	27.85
99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker I	11.90
99252 - Laboratory Animal Caretaker II	12.61
99260 - Marketing Analyst	23.69
99310 - Mortician	27.85
99410 - Pest Controller	20.19
99510 - Photofinishing Worker	14.77
99710 - Recycling Laborer	20.80
99711 - Recycling Specialist	23.59
99730 - Refuse Collector	19.43
99810 - Sales Clerk	11.69
99820 - School Crossing Guard	17.67
99830 - Survey Party Chief	22.94
99831 - Surveying Aide	13.53
99832 - Surveying Technician	18.55
99840 - Vending Machine Attendant	22.07
99841 - Vending Machine Repairer	25.45
99842 - Vending Machine Repairer Helper	22.07

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5045
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Christian Moultrie Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.98
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		19.48
01020 - Administrative Assistant		23.91
01035 - Court Reporter		21.02
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.25
01043 - Customer Service Representative III		15.55
01051 - Data Entry Operator I		15.93
01052 - Data Entry Operator II		17.38
01060 - Dispatcher Motor Vehicle		17.92
01070 - Document Preparation Clerk		12.66
01090 - Duplicating Machine Operator		12.66
01111 - General Clerk I		11.92
01112 - General Clerk II		13.00

01113 - General Clerk III 14.60
01120 - Housing Referral Assistant 17.73
01141 - Messenger Courier 14.54
01191 - Order Clerk I 16.50
01192 - Order Clerk II 18.00
01261 - Personnel Assistant (Employment) I 18.47
01262 - Personnel Assistant (Employment) II 20.66
01263 - Personnel Assistant (Employment) III 23.03
01270 - Production Control Clerk 22.28
01290 - Rental Clerk 12.18
01300 - Scheduler Maintenance 14.21
01311 - Secretary I 14.21
01312 - Secretary II 15.90
01313 - Secretary III 17.73
01320 - Service Order Dispatcher 16.01
01410 - Supply Technician 23.91
01420 - Survey Worker 15.98
01460 - Switchboard Operator/Receptionist 12.28
01531 - Travel Clerk I 12.22
01532 - Travel Clerk II 13.16
01533 - Travel Clerk III 14.04
01611 - Word Processor I 12.66
01612 - Word Processor II 14.21
01613 - Word Processor III 15.90
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.91
05010 - Automotive Electrician 19.76
05040 - Automotive Glass Installer 18.48
05070 - Automotive Worker 18.48
05110 - Mobile Equipment Servicer 16.31
05130 - Motor Equipment Metal Mechanic 19.76
05160 - Motor Equipment Metal Worker 18.48
05190 - Motor Vehicle Mechanic 19.53
05220 - Motor Vehicle Mechanic Helper 15.42
05250 - Motor Vehicle Upholstery Worker 18.48
05280 - Motor Vehicle Wrecker 18.48
05310 - Painter Automotive 18.02
05340 - Radiator Repair Specialist 18.48
05370 - Tire Repairer 16.91
05400 - Transmission Repair Specialist 18.67
07000 - Food Preparation And Service Occupations
07010 - Baker 13.38
07041 - Cook I 11.09
07042 - Cook II 12.60
07070 - Dishwasher 10.24
07130 - Food Service Worker 10.46
07210 - Meat Cutter 14.55
07260 - Waiter/Waitress 9.85
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.30

09040 - Furniture Handler 14.93
09080 - Furniture Refinisher 22.30
09090 - Furniture Refinisher Helper 17.41
09110 - Furniture Repairer Minor 19.90
09130 - Upholsterer 22.30
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.92
11060 - Elevator Operator 12.81
11090 - Gardener 15.55
11122 - Housekeeping Aide 12.81
11150 - Janitor 12.81
11210 - Laborer Grounds Maintenance 12.51
11240 - Maid or Houseman 10.14
11260 - Pruner 11.47
11270 - Tractor Operator 14.55
11330 - Trail Maintenance Worker 12.51
11360 - Window Cleaner 13.97
12000 - Health Occupations
12010 - Ambulance Driver 19.30
12011 - Breath Alcohol Technician 19.30
12012 - Certified Occupational Therapist Assistant 27.33
12015 - Certified Physical Therapist Assistant 27.25
12020 - Dental Assistant 16.86
12025 - Dental Hygienist 36.85
12030 - EKG Technician 27.67
12035 - Electroneurodiagnostic Technologist 27.67
12040 - Emergency Medical Technician 19.30
12071 - Licensed Practical Nurse I 17.24
12072 - Licensed Practical Nurse II 19.30
12073 - Licensed Practical Nurse III 21.51
12100 - Medical Assistant 14.23
12130 - Medical Laboratory Technician 24.98
12160 - Medical Record Clerk 16.56
12190 - Medical Record Technician 19.30
12195 - Medical Transcriptionist 17.81
12210 - Nuclear Medicine Technologist 42.40
12221 - Nursing Assistant I 11.54
12222 - Nursing Assistant II 12.99
12223 - Nursing Assistant III 14.16
12224 - Nursing Assistant IV 15.90
12235 - Optical Dispenser 14.88
12236 - Optical Technician 17.24
12250 - Pharmacy Technician 15.50
12280 - Phlebotomist 16.02
12305 - Radiologic Technologist 26.06
12311 - Registered Nurse I 23.53
12312 - Registered Nurse II 28.79
12313 - Registered Nurse II Specialist 28.79
12314 - Registered Nurse III 34.83
12315 - Registered Nurse III Anesthetist 34.83

12316 - Registered Nurse IV		41.75
12317 - Scheduler (Drug and Alcohol Testing)		23.90
12320 - Substance Abuse Treatment Counselor		17.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.46
13012 - Exhibits Specialist II		20.15
13013 - Exhibits Specialist III		22.34
13041 - Illustrator I		18.38
13042 - Illustrator II		22.49
13043 - Illustrator III		23.56
13047 - Librarian		22.21
13050 - Library Aide/Clerk		12.90
13054 - Library Information Technology Systems Administrator		21.45
13058 - Library Technician		15.64
13061 - Media Specialist I		13.98
13062 - Media Specialist II		15.64
13063 - Media Specialist III		17.43
13071 - Photographer I		15.26
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		23.11
13075 - Photographer V		26.18
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.87
14042 - Computer Operator II		17.17
14043 - Computer Operator III		20.90
14044 - Computer Operator IV		22.51
14045 - Computer Operator V		24.92
14071 - Computer Programmer I	(see 1)	23.84
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.87
14160 - Personal Computer Support Technician		22.51
14170 - System Support Specialist		26.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.28
15020 - Aircrew Training Devices Instructor (Rated)		40.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.26
15050 - Computer Based Training Specialist / Instructor		33.28
15060 - Educational Technologist		25.83
15070 - Flight Instructor (Pilot)		44.26
15080 - Graphic Artist		21.69
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.75

15086 - Maintenance Test Pilot Rotary Wing 43.75
15088 - Non-Maintenance Test/Co-Pilot 43.75
15090 - Technical Instructor 19.81
15095 - Technical Instructor/Course Developer 24.24
15110 - Test Proctor 16.00
15120 - Tutor 16.00
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.45
16030 - Counter Attendant 10.45
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.45
16090 - Presser Hand 10.45
16110 - Presser Machine Drycleaning 10.45
16130 - Presser Machine Shirts 10.45
16160 - Presser Machine Wearing Apparel Laundry 10.45
16190 - Sewing Machine Operator 13.18
16220 - Tailor 13.93
16250 - Washer Machine 11.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.72
19040 - Tool And Die Maker 28.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.93
21030 - Material Coordinator 22.28
21040 - Material Expediter 22.28
21050 - Material Handling Laborer 15.92
21071 - Order Filler 14.63
21080 - Production Line Worker (Food Processing) 17.93
21110 - Shipping Packer 16.65
21130 - Shipping/Receiving Clerk 16.65
21140 - Store Worker I 15.21
21150 - Stock Clerk 19.73
21210 - Tools And Parts Attendant 17.93
21410 - Warehouse Specialist 17.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.74
23019 - Aircraft Logs and Records Technician 23.36
23021 - Aircraft Mechanic I 27.51
23022 - Aircraft Mechanic II 28.74
23023 - Aircraft Mechanic III 29.96
23040 - Aircraft Mechanic Helper 20.41
23050 - Aircraft Painter 25.99
23060 - Aircraft Servicer 23.36
23070 - Aircraft Survival Flight Equipment Technician 25.99
23080 - Aircraft Worker 24.85
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.85
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.51
23110 - Appliance Mechanic 24.41

23120 - Bicycle Repairer 21.87
23125 - Cable Splicer 36.91
23130 - Carpenter Maintenance 20.61
23140 - Carpet Layer 24.85
23160 - Electrician Maintenance 29.27
23181 - Electronics Technician Maintenance I 24.85
23182 - Electronics Technician Maintenance II 26.18
23183 - Electronics Technician Maintenance III 27.51
23260 - Fabric Worker 23.36
23290 - Fire Alarm System Mechanic 27.51
23310 - Fire Extinguisher Repairer 21.87
23311 - Fuel Distribution System Mechanic 27.51
23312 - Fuel Distribution System Operator 21.87
23370 - General Maintenance Worker 18.91
23380 - Ground Support Equipment Mechanic 27.51
23381 - Ground Support Equipment Servicer 23.36
23382 - Ground Support Equipment Worker 24.85
23391 - Gunsmith I 21.87
23392 - Gunsmith II 24.85
23393 - Gunsmith III 27.51
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.41
23430 - Heavy Equipment Mechanic 25.21
23440 - Heavy Equipment Operator 31.74
23460 - Instrument Mechanic 27.51
23465 - Laboratory/Shelter Mechanic 26.18
23470 - Laborer 15.92
23510 - Locksmith 29.54
23530 - Machinery Maintenance Mechanic 23.89
23550 - Machinist Maintenance 19.14
23580 - Maintenance Trades Helper 18.66
23591 - Metrology Technician I 27.51
23592 - Metrology Technician II 28.74
23593 - Metrology Technician III 29.96
23640 - Millwright 34.96
23710 - Office Appliance Repairer 23.90
23760 - Painter Maintenance 21.43
23790 - Pipefitter Maintenance 41.45
23810 - Plumber Maintenance 39.46
23820 - Pneudraulic Systems Mechanic 27.51
23850 - Rigger 27.51
23870 - Scale Mechanic 24.85
23890 - Sheet-Metal Worker Maintenance 30.35
23910 - Small Engine Mechanic 22.62
23931 - Telecommunications Mechanic I 26.32
23932 - Telecommunications Mechanic II 27.43
23950 - Telephone Lineman 27.10
23960 - Welder Combination Maintenance 18.73

23965 - Well Driller	27.51
23970 - Woodcraft Worker	27.51
23980 - Woodworker	21.87
24000 - Personal Needs Occupations	
24550 - Case Manager	21.02
24570 - Child Care Attendant	9.95
24580 - Child Care Center Clerk	14.13
24610 - Chore Aide	11.86
24620 - Family Readiness And Support Services Coordinator	21.02
24630 - Homemaker	21.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	36.91
25040 - Sewage Plant Operator	21.73
25070 - Stationary Engineer	36.91
25190 - Ventilation Equipment Tender	27.41
25210 - Water Treatment Plant Operator	21.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.69
27007 - Baggage Inspector	16.40
27008 - Corrections Officer	26.87
27010 - Court Security Officer	22.21
27030 - Detection Dog Handler	18.35
27040 - Detention Officer	26.87
27070 - Firefighter	22.06
27101 - Guard I	16.40
27102 - Guard II	18.35
27131 - Police Officer I	26.11
27132 - Police Officer II	29.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.38
28043 - Carnival Worker	10.12
28210 - Gate Attendant/Gate Tender	14.57
28310 - Lifeguard	12.97
28350 - Park Attendant (Aide)	16.29
28510 - Recreation Aide/Health Facility Attendant	11.89
28515 - Recreation Specialist	17.51
28630 - Sports Official	12.97
28690 - Swimming Pool Operator	17.84
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.85
29020 - Hatch Tender	24.85
29030 - Line Handler	24.85
29041 - Stevedore I	23.36
29042 - Stevedore II	26.18
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.31
30022 - Archeological Technician II		20.38
30023 - Archeological Technician III		25.24
30030 - Cartographic Technician		25.49
30040 - Civil Engineering Technician		28.88
30051 - Cryogenic Technician I		26.57
30052 - Cryogenic Technician II		29.35
30061 - Drafter/CAD Operator I		17.31
30062 - Drafter/CAD Operator II		20.38
30063 - Drafter/CAD Operator III		22.72
30064 - Drafter/CAD Operator IV		27.96
30081 - Engineering Technician I		14.36
30082 - Engineering Technician II		19.88
30083 - Engineering Technician III		22.26
30084 - Engineering Technician IV		27.58
30085 - Engineering Technician V		29.70
30086 - Engineering Technician VI		32.71
30090 - Environmental Technician		25.49
30095 - Evidence Control Specialist		23.99
30210 - Laboratory Technician		23.82
30221 - Latent Fingerprint Technician I		26.57
30222 - Latent Fingerprint Technician II		29.35
30240 - Mathematical Technician		25.49
30361 - Paralegal/Legal Assistant I		19.32
30362 - Paralegal/Legal Assistant II		23.93
30363 - Paralegal/Legal Assistant III		29.27
30364 - Paralegal/Legal Assistant IV		35.41
30375 - Petroleum Supply Specialist		29.35
30390 - Photo-Optics Technician		25.49
30395 - Radiation Control Technician		29.35
30461 - Technical Writer I		25.24
30462 - Technical Writer II		30.87
30463 - Technical Writer III		37.31
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.57
30502 - Weather Forecaster II		32.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.72
30621 - Weather Observer Senior	(see 2)	25.24
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.53
31030 - Bus Driver		20.53
31043 - Driver Courier		15.06
31260 - Parking and Lot Attendant		12.98
31290 - Shuttle Bus Driver		16.12

31310 - Taxi Driver	15.74
31361 - Truckdriver Light	16.12
31362 - Truckdriver Medium	17.14
31363 - Truckdriver Heavy	19.80
31364 - Truckdriver Tractor-Trailer	19.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.22
99050 - Desk Clerk	10.36
99095 - Embalmer	24.42
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.82
99252 - Laboratory Animal Caretaker II	15.55
99260 - Marketing Analyst	24.82
99310 - Mortician	24.42
99410 - Pest Controller	19.34
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.34
99711 - Recycling Specialist	22.54
99730 - Refuse Collector	17.74
99810 - Sales Clerk	11.46
99820 - School Crossing Guard	15.08
99830 - Survey Party Chief	23.43
99831 - Surveying Aide	14.63
99832 - Surveying Technician	21.24
99840 - Vending Machine Attendant	21.24
99841 - Vending Machine Repairer	25.86
99842 - Vending Machine Repairer Helper	21.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5046
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Christian Moultrie Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.98
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		19.48
01020 - Administrative Assistant		23.91
01035 - Court Reporter		21.02
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.25
01043 - Customer Service Representative III		15.55
01051 - Data Entry Operator I		15.93
01052 - Data Entry Operator II		17.38
01060 - Dispatcher Motor Vehicle		17.92
01070 - Document Preparation Clerk		12.66

01090 - Duplicating Machine Operator 12.66
01111 - General Clerk I 11.92
01112 - General Clerk II 13.00
01113 - General Clerk III 14.60
01120 - Housing Referral Assistant 17.73
01141 - Messenger Courier 14.54
01191 - Order Clerk I 16.50
01192 - Order Clerk II 18.00
01261 - Personnel Assistant (Employment) I 18.47
01262 - Personnel Assistant (Employment) II 20.66
01263 - Personnel Assistant (Employment) III 23.03
01270 - Production Control Clerk 22.28
01290 - Rental Clerk 12.18
01300 - Scheduler Maintenance 14.21
01311 - Secretary I 14.21
01312 - Secretary II 15.90
01313 - Secretary III 17.73
01320 - Service Order Dispatcher 16.01
01410 - Supply Technician 23.91
01420 - Survey Worker 15.98
01460 - Switchboard Operator/Receptionist 12.28
01531 - Travel Clerk I 12.22
01532 - Travel Clerk II 13.16
01533 - Travel Clerk III 14.04
01611 - Word Processor I 12.66
01612 - Word Processor II 14.21
01613 - Word Processor III 15.90
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.91
05010 - Automotive Electrician 19.76
05040 - Automotive Glass Installer 18.48
05070 - Automotive Worker 18.48
05110 - Mobile Equipment Servicer 16.31
05130 - Motor Equipment Metal Mechanic 19.76
05160 - Motor Equipment Metal Worker 18.48
05190 - Motor Vehicle Mechanic 19.53
05220 - Motor Vehicle Mechanic Helper 15.42
05250 - Motor Vehicle Upholstery Worker 18.48
05280 - Motor Vehicle Wrecker 18.48
05310 - Painter Automotive 18.02
05340 - Radiator Repair Specialist 18.48
05370 - Tire Repairer 16.91
05400 - Transmission Repair Specialist 18.67
07000 - Food Preparation And Service Occupations
07010 - Baker 13.38
07041 - Cook I 11.09
07042 - Cook II 12.60
07070 - Dishwasher 10.24
07130 - Food Service Worker 10.46
07210 - Meat Cutter 14.55

07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.30
09040 - Furniture Handler	14.93
09080 - Furniture Refinisher	22.30
09090 - Furniture Refinisher Helper	17.41
09110 - Furniture Repairer Minor	19.90
09130 - Upholsterer	22.30
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.92
11060 - Elevator Operator	12.81
11090 - Gardener	15.55
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer Grounds Maintenance	12.51
11240 - Maid or Houseman	10.14
11260 - Pruner	11.47
11270 - Tractor Operator	14.55
11330 - Trail Maintenance Worker	12.51
11360 - Window Cleaner	13.97
12000 - Health Occupations	
12010 - Ambulance Driver	19.30
12011 - Breath Alcohol Technician	19.30
12012 - Certified Occupational Therapist Assistant	27.33
12015 - Certified Physical Therapist Assistant	27.25
12020 - Dental Assistant	16.86
12025 - Dental Hygienist	36.85
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technologist	27.67
12040 - Emergency Medical Technician	19.30
12071 - Licensed Practical Nurse I	17.24
12072 - Licensed Practical Nurse II	19.30
12073 - Licensed Practical Nurse III	21.51
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	24.98
12160 - Medical Record Clerk	16.56
12190 - Medical Record Technician	19.30
12195 - Medical Transcriptionist	17.81
12210 - Nuclear Medicine Technologist	42.40
12221 - Nursing Assistant I	11.54
12222 - Nursing Assistant II	12.99
12223 - Nursing Assistant III	14.16
12224 - Nursing Assistant IV	15.90
12235 - Optical Dispenser	14.88
12236 - Optical Technician	17.24
12250 - Pharmacy Technician	15.50
12280 - Phlebotomist	16.02
12305 - Radiologic Technologist	26.06
12311 - Registered Nurse I	23.53
12312 - Registered Nurse II	28.79

12313 - Registered Nurse II Specialist		28.79
12314 - Registered Nurse III		34.83
12315 - Registered Nurse III Anesthetist		34.83
12316 - Registered Nurse IV		41.75
12317 - Scheduler (Drug and Alcohol Testing)		23.90
12320 - Substance Abuse Treatment Counselor		17.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.46
13012 - Exhibits Specialist II		20.15
13013 - Exhibits Specialist III		22.34
13041 - Illustrator I		18.38
13042 - Illustrator II		22.49
13043 - Illustrator III		23.56
13047 - Librarian		22.21
13050 - Library Aide/Clerk		12.90
13054 - Library Information Technology Systems Administrator		21.45
13058 - Library Technician		15.64
13061 - Media Specialist I		13.98
13062 - Media Specialist II		15.64
13063 - Media Specialist III		17.43
13071 - Photographer I		15.26
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		23.11
13075 - Photographer V		26.18
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.87
14042 - Computer Operator II		17.17
14043 - Computer Operator III		20.90
14044 - Computer Operator IV		22.51
14045 - Computer Operator V		24.92
14071 - Computer Programmer I	(see 1)	23.84
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.87
14160 - Personal Computer Support Technician		22.51
14170 - System Support Specialist		26.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.28
15020 - Aircrew Training Devices Instructor (Rated)		40.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.26
15050 - Computer Based Training Specialist / Instructor		33.28
15060 - Educational Technologist		25.83

15070 - Flight Instructor (Pilot) 44.26
15080 - Graphic Artist 21.69
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.75
15086 - Maintenance Test Pilot Rotary Wing 43.75
15088 - Non-Maintenance Test/Co-Pilot 43.75
15090 - Technical Instructor 19.81
15095 - Technical Instructor/Course Developer 24.24
15110 - Test Proctor 16.00
15120 - Tutor 16.00
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.45
16030 - Counter Attendant 10.45
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.45
16090 - Presser Hand 10.45
16110 - Presser Machine Drycleaning 10.45
16130 - Presser Machine Shirts 10.45
16160 - Presser Machine Wearing Apparel Laundry 10.45
16190 - Sewing Machine Operator 13.18
16220 - Tailor 13.93
16250 - Washer Machine 11.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.72
19040 - Tool And Die Maker 28.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.93
21030 - Material Coordinator 22.28
21040 - Material Expediter 22.28
21050 - Material Handling Laborer 15.92
21071 - Order Filler 14.63
21080 - Production Line Worker (Food Processing) 17.93
21110 - Shipping Packer 16.65
21130 - Shipping/Receiving Clerk 16.65
21140 - Store Worker I 15.21
21150 - Stock Clerk 19.73
21210 - Tools And Parts Attendant 17.93
21410 - Warehouse Specialist 17.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.74
23019 - Aircraft Logs and Records Technician 23.36
23021 - Aircraft Mechanic I 27.51
23022 - Aircraft Mechanic II 28.74
23023 - Aircraft Mechanic III 29.96
23040 - Aircraft Mechanic Helper 20.41
23050 - Aircraft Painter 25.99
23060 - Aircraft Servicer 23.36
23070 - Aircraft Survival Flight Equipment Technician 25.99
23080 - Aircraft Worker 24.85
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.85

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.51
23110 - Appliance Mechanic 24.41
23120 - Bicycle Repairer 21.87
23125 - Cable Splicer 36.91
23130 - Carpenter Maintenance 20.61
23140 - Carpet Layer 24.85
23160 - Electrician Maintenance 29.27
23181 - Electronics Technician Maintenance I 24.85
23182 - Electronics Technician Maintenance II 26.18
23183 - Electronics Technician Maintenance III 27.51
23260 - Fabric Worker 23.36
23290 - Fire Alarm System Mechanic 27.51
23310 - Fire Extinguisher Repairer 21.87
23311 - Fuel Distribution System Mechanic 27.51
23312 - Fuel Distribution System Operator 21.87
23370 - General Maintenance Worker 18.91
23380 - Ground Support Equipment Mechanic 27.51
23381 - Ground Support Equipment Servicer 23.36
23382 - Ground Support Equipment Worker 24.85
23391 - Gunsmith I 21.87
23392 - Gunsmith II 24.85
23393 - Gunsmith III 27.51
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.41
23430 - Heavy Equipment Mechanic 25.21
23440 - Heavy Equipment Operator 31.74
23460 - Instrument Mechanic 27.51
23465 - Laboratory/Shelter Mechanic 26.18
23470 - Laborer 15.92
23510 - Locksmith 29.54
23530 - Machinery Maintenance Mechanic 23.89
23550 - Machinist Maintenance 19.14
23580 - Maintenance Trades Helper 18.66
23591 - Metrology Technician I 27.51
23592 - Metrology Technician II 28.74
23593 - Metrology Technician III 29.96
23640 - Millwright 34.96
23710 - Office Appliance Repairer 23.90
23760 - Painter Maintenance 21.43
23790 - Pipefitter Maintenance 41.45
23810 - Plumber Maintenance 39.46
23820 - Pneudraulic Systems Mechanic 27.51
23850 - Rigger 27.51
23870 - Scale Mechanic 24.85
23890 - Sheet-Metal Worker Maintenance 30.35
23910 - Small Engine Mechanic 22.62
23931 - Telecommunications Mechanic I 26.32

23932 - Telecommunications Mechanic II 27.43
23950 - Telephone Lineman 27.10
23960 - Welder Combination Maintenance 18.73
23965 - Well Driller 27.51
23970 - Woodcraft Worker 27.51
23980 - Woodworker 21.87
24000 - Personal Needs Occupations
24550 - Case Manager 21.02
24570 - Child Care Attendant 9.95
24580 - Child Care Center Clerk 14.13
24610 - Chore Aide 11.86
24620 - Family Readiness And Support Services Coordinator 21.02
24630 - Homemaker 21.02
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 36.91
25040 - Sewage Plant Operator 21.73
25070 - Stationary Engineer 36.91
25190 - Ventilation Equipment Tender 27.41
25210 - Water Treatment Plant Operator 21.73
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.69
27007 - Baggage Inspector 16.40
27008 - Corrections Officer 26.87
27010 - Court Security Officer 22.21
27030 - Detection Dog Handler 18.35
27040 - Detention Officer 26.87
27070 - Firefighter 22.06
27101 - Guard I 16.40
27102 - Guard II 18.35
27131 - Police Officer I 26.11
27132 - Police Officer II 29.02
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.49
28042 - Carnival Equipment Repairer 13.38
28043 - Carnival Worker 10.12
28210 - Gate Attendant/Gate Tender 14.57
28310 - Lifeguard 12.97
28350 - Park Attendant (Aide) 16.29
28510 - Recreation Aide/Health Facility Attendant 11.89
28515 - Recreation Specialist 17.51
28630 - Sports Official 12.97
28690 - Swimming Pool Operator 17.84
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.85
29020 - Hatch Tender 24.85
29030 - Line Handler 24.85
29041 - Stevedore I 23.36
29042 - Stevedore II 26.18
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.31
30022 - Archeological Technician II 20.38
30023 - Archeological Technician III 25.24
30030 - Cartographic Technician 25.49
30040 - Civil Engineering Technician 28.88
30051 - Cryogenic Technician I 26.57
30052 - Cryogenic Technician II 29.35
30061 - Drafter/CAD Operator I 17.31
30062 - Drafter/CAD Operator II 20.38
30063 - Drafter/CAD Operator III 22.72
30064 - Drafter/CAD Operator IV 27.96
30081 - Engineering Technician I 14.36
30082 - Engineering Technician II 19.88
30083 - Engineering Technician III 22.26
30084 - Engineering Technician IV 27.58
30085 - Engineering Technician V 29.70
30086 - Engineering Technician VI 32.71
30090 - Environmental Technician 25.49
30095 - Evidence Control Specialist 23.99
30210 - Laboratory Technician 23.82
30221 - Latent Fingerprint Technician I 26.57
30222 - Latent Fingerprint Technician II 29.35
30240 - Mathematical Technician 25.49
30361 - Paralegal/Legal Assistant I 19.32
30362 - Paralegal/Legal Assistant II 23.93
30363 - Paralegal/Legal Assistant III 29.27
30364 - Paralegal/Legal Assistant IV 35.41
30375 - Petroleum Supply Specialist 29.35
30390 - Photo-Optics Technician 25.49
30395 - Radiation Control Technician 29.35
30461 - Technical Writer I 25.24
30462 - Technical Writer II 30.87
30463 - Technical Writer III 37.31
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.57
30502 - Weather Forecaster II 32.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.72
30621 - Weather Observer Senior (see 2) 25.24
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.53
31030 - Bus Driver 20.53

31043 - Driver Courier	15.06
31260 - Parking and Lot Attendant	12.98
31290 - Shuttle Bus Driver	16.12
31310 - Taxi Driver	15.74
31361 - Truckdriver Light	16.12
31362 - Truckdriver Medium	17.14
31363 - Truckdriver Heavy	19.80
31364 - Truckdriver Tractor-Trailer	19.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.22
99050 - Desk Clerk	10.36
99095 - Embalmer	24.42
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.82
99252 - Laboratory Animal Caretaker II	15.55
99260 - Marketing Analyst	24.82
99310 - Mortician	24.42
99410 - Pest Controller	19.34
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.34
99711 - Recycling Specialist	22.54
99730 - Refuse Collector	17.74
99810 - Sales Clerk	11.46
99820 - School Crossing Guard	15.08
99830 - Survey Party Chief	23.43
99831 - Surveying Aide	14.63
99832 - Surveying Technician	21.24
99840 - Vending Machine Attendant	21.24
99841 - Vending Machine Repairer	25.86
99842 - Vending Machine Repairer Helper	21.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5047
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Livingston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		29.66
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.25
01043 - Customer Service Representative III		15.55
01051 - Data Entry Operator I		15.93
01052 - Data Entry Operator II		17.38
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		12.73
01112 - General Clerk II		13.89

01113 - General Clerk III 16.34
01120 - Housing Referral Assistant 22.12
01141 - Messenger Courier 15.31
01191 - Order Clerk I 16.50
01192 - Order Clerk II 18.00
01261 - Personnel Assistant (Employment) I 17.84
01262 - Personnel Assistant (Employment) II 19.95
01263 - Personnel Assistant (Employment) III 22.24
01270 - Production Control Clerk 22.28
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.36
01311 - Secretary I 18.36
01312 - Secretary II 19.84
01313 - Secretary III 22.12
01320 - Service Order Dispatcher 21.04
01410 - Supply Technician 28.01
01420 - Survey Worker 19.19
01460 - Switchboard Operator/Receptionist 13.53
01531 - Travel Clerk I 13.20
01532 - Travel Clerk II 14.27
01533 - Travel Clerk III 15.44
01611 - Word Processor I 15.50
01612 - Word Processor II 17.41
01613 - Word Processor III 19.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.34
05010 - Automotive Electrician 24.51
05040 - Automotive Glass Installer 23.47
05070 - Automotive Worker 23.47
05110 - Mobile Equipment Servicer 21.37
05130 - Motor Equipment Metal Mechanic 28.12
05160 - Motor Equipment Metal Worker 23.47
05190 - Motor Vehicle Mechanic 28.63
05220 - Motor Vehicle Mechanic Helper 20.28
05250 - Motor Vehicle Upholstery Worker 22.45
05280 - Motor Vehicle Wrecker 23.47
05310 - Painter Automotive 23.47
05340 - Radiator Repair Specialist 23.47
05370 - Tire Repairer 16.91
05400 - Transmission Repair Specialist 28.12
07000 - Food Preparation And Service Occupations
07010 - Baker 15.77
07041 - Cook I 14.43
07042 - Cook II 15.77
07070 - Dishwasher 11.17
07130 - Food Service Worker 11.17
07210 - Meat Cutter 15.77
07260 - Waiter/Waitress 12.02
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.30

09040 - Furniture Handler 15.81
09080 - Furniture Refinisher 22.30
09090 - Furniture Refinisher Helper 18.02
09110 - Furniture Repairer Minor 19.94
09130 - Upholsterer 22.30
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.29
11060 - Elevator Operator 12.81
11090 - Gardener 16.87
11122 - Housekeeping Aide 12.81
11150 - Janitor 12.81
11210 - Laborer Grounds Maintenance 13.50
11240 - Maid or Houseman 12.11
11260 - Pruner 12.35
11270 - Tractor Operator 15.80
11330 - Trail Maintenance Worker 13.50
11360 - Window Cleaner 13.97
12000 - Health Occupations
12010 - Ambulance Driver 19.30
12011 - Breath Alcohol Technician 19.30
12012 - Certified Occupational Therapist Assistant 27.33
12015 - Certified Physical Therapist Assistant 27.25
12020 - Dental Assistant 16.86
12025 - Dental Hygienist 31.96
12030 - EKG Technician 27.06
12035 - Electroneurodiagnostic Technologist 27.06
12040 - Emergency Medical Technician 19.30
12071 - Licensed Practical Nurse I 18.53
12072 - Licensed Practical Nurse II 20.72
12073 - Licensed Practical Nurse III 23.10
12100 - Medical Assistant 15.77
12130 - Medical Laboratory Technician 24.98
12160 - Medical Record Clerk 17.54
12190 - Medical Record Technician 19.63
12195 - Medical Transcriptionist 17.81
12210 - Nuclear Medicine Technologist 42.40
12221 - Nursing Assistant I 11.54
12222 - Nursing Assistant II 12.99
12223 - Nursing Assistant III 14.16
12224 - Nursing Assistant IV 15.90
12235 - Optical Dispenser 17.70
12236 - Optical Technician 17.48
12250 - Pharmacy Technician 15.58
12280 - Phlebotomist 16.02
12305 - Radiologic Technologist 31.10
12311 - Registered Nurse I 29.17
12312 - Registered Nurse II 32.57
12313 - Registered Nurse II Specialist 32.57
12314 - Registered Nurse III 38.43
12315 - Registered Nurse III Anesthetist 38.43

12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		23.90
12320 - Substance Abuse Treatment Counselor		17.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.65
13013 - Exhibits Specialist III		32.46
13041 - Illustrator I		22.03
13042 - Illustrator II		27.53
13043 - Illustrator III		32.62
13047 - Librarian		33.74
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.74
13058 - Library Technician		17.76
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		19.24
13072 - Photographer II		21.51
13073 - Photographer III		26.65
13074 - Photographer IV		32.46
13075 - Photographer V		35.76
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		27.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		28.07
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.75

15086 - Maintenance Test Pilot Rotary Wing 43.75
15088 - Non-Maintenance Test/Co-Pilot 43.75
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 28.07
15110 - Test Proctor 18.53
15120 - Tutor 18.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.48
16030 - Counter Attendant 10.48
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.48
16090 - Presser Hand 10.48
16110 - Presser Machine Drycleaning 10.48
16130 - Presser Machine Shirts 10.48
16160 - Presser Machine Wearing Apparel Laundry 10.48
16190 - Sewing Machine Operator 13.37
16220 - Tailor 14.31
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.85
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.93
21030 - Material Coordinator 22.28
21040 - Material Expediter 22.28
21050 - Material Handling Laborer 17.45
21071 - Order Filler 15.18
21080 - Production Line Worker (Food Processing) 17.93
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 15.21
21150 - Stock Clerk 19.73
21210 - Tools And Parts Attendant 17.93
21410 - Warehouse Specialist 17.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.96
23019 - Aircraft Logs and Records Technician 23.85
23021 - Aircraft Mechanic I 28.13
23022 - Aircraft Mechanic II 29.96
23023 - Aircraft Mechanic III 31.40
23040 - Aircraft Mechanic Helper 20.41
23050 - Aircraft Painter 26.18
23060 - Aircraft Servicer 23.85
23070 - Aircraft Survival Flight Equipment Technician 26.18
23080 - Aircraft Worker 25.02
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.02
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.13
23110 - Appliance Mechanic 24.41

23120 - Bicycle Repairer 21.87
23125 - Cable Splicer 43.65
23130 - Carpenter Maintenance 31.86
23140 - Carpet Layer 25.28
23160 - Electrician Maintenance 34.00
23181 - Electronics Technician Maintenance I 26.30
23182 - Electronics Technician Maintenance II 27.75
23183 - Electronics Technician Maintenance III 29.24
23260 - Fabric Worker 23.36
23290 - Fire Alarm System Mechanic 27.51
23310 - Fire Extinguisher Repairer 21.87
23311 - Fuel Distribution System Mechanic 27.51
23312 - Fuel Distribution System Operator 21.87
23370 - General Maintenance Worker 23.74
23380 - Ground Support Equipment Mechanic 28.13
23381 - Ground Support Equipment Servicer 23.85
23382 - Ground Support Equipment Worker 25.02
23391 - Gunsmith I 21.87
23392 - Gunsmith II 24.85
23393 - Gunsmith III 27.51
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.20
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.95
23430 - Heavy Equipment Mechanic 28.00
23440 - Heavy Equipment Operator 35.02
23460 - Instrument Mechanic 27.51
23465 - Laboratory/Shelter Mechanic 26.18
23470 - Laborer 15.92
23510 - Locksmith 30.05
23530 - Machinery Maintenance Mechanic 26.11
23550 - Machinist Maintenance 27.64
23580 - Maintenance Trades Helper 20.41
23591 - Metrology Technician I 27.51
23592 - Metrology Technician II 28.74
23593 - Metrology Technician III 29.96
23640 - Millwright 34.96
23710 - Office Appliance Repairer 25.20
23760 - Painter Maintenance 24.38
23790 - Pipefitter Maintenance 41.45
23810 - Plumber Maintenance 39.46
23820 - Pneudraulic Systems Mechanic 27.51
23850 - Rigger 28.80
23870 - Scale Mechanic 24.85
23890 - Sheet-Metal Worker Maintenance 34.13
23910 - Small Engine Mechanic 23.54
23931 - Telecommunications Mechanic I 27.25
23932 - Telecommunications Mechanic II 28.30
23950 - Telephone Lineman 27.51
23960 - Welder Combination Maintenance 21.33

23965 - Well Driller		27.51
23970 - Woodcraft Worker		27.51
23980 - Woodworker		21.87
24000 - Personal Needs Occupations		
24550 - Case Manager		21.02
24570 - Child Care Attendant		10.86
24580 - Child Care Center Clerk		16.17
24610 - Chore Aide		14.01
24620 - Family Readiness And Support Services Coordinator		21.02
24630 - Homemaker		21.02
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		45.14
25040 - Sewage Plant Operator		26.93
25070 - Stationary Engineer		45.14
25190 - Ventilation Equipment Tender		33.55
25210 - Water Treatment Plant Operator		26.93
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.96
27007 - Baggage Inspector		16.10
27008 - Corrections Officer		29.88
27010 - Court Security Officer		28.69
27030 - Detection Dog Handler		18.35
27040 - Detention Officer		29.88
27070 - Firefighter		27.04
27101 - Guard I		16.10
27102 - Guard II		18.35
27131 - Police Officer I		30.33
27132 - Police Officer II		33.11
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.71
28042 - Carnival Equipment Repairer		14.43
28043 - Carnival Worker		11.17
28210 - Gate Attendant/Gate Tender		16.44
28310 - Lifeguard		13.10
28350 - Park Attendant (Aide)		18.37
28510 - Recreation Aide/Health Facility Attendant		11.40
28515 - Recreation Specialist		18.25
28630 - Sports Official		14.64
28690 - Swimming Pool Operator		20.03
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.85
29020 - Hatch Tender		24.85
29030 - Line Handler		24.85
29041 - Stevedore I		23.36
29042 - Stevedore II		26.18
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.22
30022 - Archeological Technician II		19.76
30023 - Archeological Technician III		26.59
30030 - Cartographic Technician		26.33
30040 - Civil Engineering Technician		28.88
30051 - Cryogenic Technician I		26.57
30052 - Cryogenic Technician II		29.35
30061 - Drafter/CAD Operator I		18.22
30062 - Drafter/CAD Operator II		19.76
30063 - Drafter/CAD Operator III		21.99
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		17.38
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		40.57
30090 - Environmental Technician		25.24
30095 - Evidence Control Specialist		23.99
30210 - Laboratory Technician		22.72
30221 - Latent Fingerprint Technician I		26.57
30222 - Latent Fingerprint Technician II		29.35
30240 - Mathematical Technician		26.13
30361 - Paralegal/Legal Assistant I		20.55
30362 - Paralegal/Legal Assistant II		25.43
30363 - Paralegal/Legal Assistant III		31.14
30364 - Paralegal/Legal Assistant IV		37.63
30375 - Petroleum Supply Specialist		29.35
30390 - Photo-Optics Technician		26.33
30395 - Radiation Control Technician		29.35
30461 - Technical Writer I		25.24
30462 - Technical Writer II		30.89
30463 - Technical Writer III		37.36
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.57
30502 - Weather Forecaster II		32.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer Senior	(see 2)	25.24
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		17.27
31030 - Bus Driver		22.93
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		12.37
31290 - Shuttle Bus Driver		17.30

31310 - Taxi Driver	14.01
31361 - Truckdriver Light	17.30
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.15
31364 - Truckdriver Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.22
99050 - Desk Clerk	11.94
99095 - Embalmer	30.13
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.18
99252 - Laboratory Animal Caretaker II	20.46
99260 - Marketing Analyst	24.82
99310 - Mortician	30.13
99410 - Pest Controller	19.25
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.35
99711 - Recycling Specialist	22.54
99730 - Refuse Collector	17.75
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	16.70
99830 - Survey Party Chief	27.24
99831 - Surveying Aide	16.61
99832 - Surveying Technician	21.45
99840 - Vending Machine Attendant	21.24
99841 - Vending Machine Repairer	25.86
99842 - Vending Machine Repairer Helper	21.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5048
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Livingston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		29.66
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.25
01043 - Customer Service Representative III		15.55
01051 - Data Entry Operator I		15.93
01052 - Data Entry Operator II		17.38
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67

01090 - Duplicating Machine Operator 13.67
01111 - General Clerk I 12.73
01112 - General Clerk II 13.89
01113 - General Clerk III 16.34
01120 - Housing Referral Assistant 22.12
01141 - Messenger Courier 15.31
01191 - Order Clerk I 16.50
01192 - Order Clerk II 18.00
01261 - Personnel Assistant (Employment) I 17.84
01262 - Personnel Assistant (Employment) II 19.95
01263 - Personnel Assistant (Employment) III 22.24
01270 - Production Control Clerk 22.28
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.36
01311 - Secretary I 18.36
01312 - Secretary II 19.84
01313 - Secretary III 22.12
01320 - Service Order Dispatcher 21.04
01410 - Supply Technician 28.01
01420 - Survey Worker 19.19
01460 - Switchboard Operator/Receptionist 13.53
01531 - Travel Clerk I 13.20
01532 - Travel Clerk II 14.27
01533 - Travel Clerk III 15.44
01611 - Word Processor I 15.50
01612 - Word Processor II 17.41
01613 - Word Processor III 19.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.34
05010 - Automotive Electrician 24.51
05040 - Automotive Glass Installer 23.47
05070 - Automotive Worker 23.47
05110 - Mobile Equipment Servicer 21.37
05130 - Motor Equipment Metal Mechanic 28.12
05160 - Motor Equipment Metal Worker 23.47
05190 - Motor Vehicle Mechanic 28.63
05220 - Motor Vehicle Mechanic Helper 20.28
05250 - Motor Vehicle Upholstery Worker 22.45
05280 - Motor Vehicle Wrecker 23.47
05310 - Painter Automotive 23.47
05340 - Radiator Repair Specialist 23.47
05370 - Tire Repairer 16.91
05400 - Transmission Repair Specialist 28.12
07000 - Food Preparation And Service Occupations
07010 - Baker 15.77
07041 - Cook I 14.43
07042 - Cook II 15.77
07070 - Dishwasher 11.17
07130 - Food Service Worker 11.17
07210 - Meat Cutter 15.77

07260 - Waiter/Waitress	12.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.30
09040 - Furniture Handler	15.81
09080 - Furniture Refinisher	22.30
09090 - Furniture Refinisher Helper	18.02
09110 - Furniture Repairer Minor	19.94
09130 - Upholsterer	22.30
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.29
11060 - Elevator Operator	12.81
11090 - Gardener	16.87
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	15.80
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	13.97
12000 - Health Occupations	
12010 - Ambulance Driver	19.30
12011 - Breath Alcohol Technician	19.30
12012 - Certified Occupational Therapist Assistant	27.33
12015 - Certified Physical Therapist Assistant	27.25
12020 - Dental Assistant	16.86
12025 - Dental Hygienist	31.96
12030 - EKG Technician	27.06
12035 - Electroneurodiagnostic Technologist	27.06
12040 - Emergency Medical Technician	19.30
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10
12100 - Medical Assistant	15.77
12130 - Medical Laboratory Technician	24.98
12160 - Medical Record Clerk	17.54
12190 - Medical Record Technician	19.63
12195 - Medical Transcriptionist	17.81
12210 - Nuclear Medicine Technologist	42.40
12221 - Nursing Assistant I	11.54
12222 - Nursing Assistant II	12.99
12223 - Nursing Assistant III	14.16
12224 - Nursing Assistant IV	15.90
12235 - Optical Dispenser	17.70
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	16.02
12305 - Radiologic Technologist	31.10
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57

12313 - Registered Nurse II Specialist		32.57
12314 - Registered Nurse III		38.43
12315 - Registered Nurse III Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		23.90
12320 - Substance Abuse Treatment Counselor		17.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.65
13013 - Exhibits Specialist III		32.46
13041 - Illustrator I		22.03
13042 - Illustrator II		27.53
13043 - Illustrator III		32.62
13047 - Librarian		33.74
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.74
13058 - Library Technician		17.76
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		19.24
13072 - Photographer II		21.51
13073 - Photographer III		26.65
13074 - Photographer IV		32.46
13075 - Photographer V		35.76
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		27.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		28.07

15070 - Flight Instructor (Pilot) 46.94
15080 - Graphic Artist 26.41
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.75
15086 - Maintenance Test Pilot Rotary Wing 43.75
15088 - Non-Maintenance Test/Co-Pilot 43.75
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 28.07
15110 - Test Proctor 18.53
15120 - Tutor 18.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.48
16030 - Counter Attendant 10.48
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.48
16090 - Presser Hand 10.48
16110 - Presser Machine Drycleaning 10.48
16130 - Presser Machine Shirts 10.48
16160 - Presser Machine Wearing Apparel Laundry 10.48
16190 - Sewing Machine Operator 13.37
16220 - Tailor 14.31
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.85
19040 - Tool And Die Maker 28.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.93
21030 - Material Coordinator 22.28
21040 - Material Expediter 22.28
21050 - Material Handling Laborer 17.45
21071 - Order Filler 15.18
21080 - Production Line Worker (Food Processing) 17.93
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 15.21
21150 - Stock Clerk 19.73
21210 - Tools And Parts Attendant 17.93
21410 - Warehouse Specialist 17.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.96
23019 - Aircraft Logs and Records Technician 23.85
23021 - Aircraft Mechanic I 28.13
23022 - Aircraft Mechanic II 29.96
23023 - Aircraft Mechanic III 31.40
23040 - Aircraft Mechanic Helper 20.41
23050 - Aircraft Painter 26.18
23060 - Aircraft Servicer 23.85
23070 - Aircraft Survival Flight Equipment Technician 26.18
23080 - Aircraft Worker 25.02
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.02

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.13
23110 - Appliance Mechanic 24.41
23120 - Bicycle Repairer 21.87
23125 - Cable Splicer 43.65
23130 - Carpenter Maintenance 31.86
23140 - Carpet Layer 25.28
23160 - Electrician Maintenance 34.00
23181 - Electronics Technician Maintenance I 26.30
23182 - Electronics Technician Maintenance II 27.75
23183 - Electronics Technician Maintenance III 29.24
23260 - Fabric Worker 23.36
23290 - Fire Alarm System Mechanic 27.51
23310 - Fire Extinguisher Repairer 21.87
23311 - Fuel Distribution System Mechanic 27.51
23312 - Fuel Distribution System Operator 21.87
23370 - General Maintenance Worker 23.74
23380 - Ground Support Equipment Mechanic 28.13
23381 - Ground Support Equipment Servicer 23.85
23382 - Ground Support Equipment Worker 25.02
23391 - Gunsmith I 21.87
23392 - Gunsmith II 24.85
23393 - Gunsmith III 27.51
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.20
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.95
23430 - Heavy Equipment Mechanic 28.00
23440 - Heavy Equipment Operator 35.02
23460 - Instrument Mechanic 27.51
23465 - Laboratory/Shelter Mechanic 26.18
23470 - Laborer 15.92
23510 - Locksmith 30.05
23530 - Machinery Maintenance Mechanic 26.11
23550 - Machinist Maintenance 27.64
23580 - Maintenance Trades Helper 20.41
23591 - Metrology Technician I 27.51
23592 - Metrology Technician II 28.74
23593 - Metrology Technician III 29.96
23640 - Millwright 34.96
23710 - Office Appliance Repairer 25.20
23760 - Painter Maintenance 24.38
23790 - Pipefitter Maintenance 41.45
23810 - Plumber Maintenance 39.46
23820 - Pneudraulic Systems Mechanic 27.51
23850 - Rigger 28.80
23870 - Scale Mechanic 24.85
23890 - Sheet-Metal Worker Maintenance 34.13
23910 - Small Engine Mechanic 23.54
23931 - Telecommunications Mechanic I 27.25

23932 - Telecommunications Mechanic II 28.30
23950 - Telephone Lineman 27.51
23960 - Welder Combination Maintenance 21.33
23965 - Well Driller 27.51
23970 - Woodcraft Worker 27.51
23980 - Woodworker 21.87
24000 - Personal Needs Occupations
24550 - Case Manager 21.02
24570 - Child Care Attendant 10.86
24580 - Child Care Center Clerk 16.17
24610 - Chore Aide 14.01
24620 - Family Readiness And Support Services Coordinator 21.02
24630 - Homemaker 21.02
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 45.14
25040 - Sewage Plant Operator 26.93
25070 - Stationary Engineer 45.14
25190 - Ventilation Equipment Tender 33.55
25210 - Water Treatment Plant Operator 26.93
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.96
27007 - Baggage Inspector 16.10
27008 - Corrections Officer 29.88
27010 - Court Security Officer 28.69
27030 - Detection Dog Handler 18.35
27040 - Detention Officer 29.88
27070 - Firefighter 27.04
27101 - Guard I 16.10
27102 - Guard II 18.35
27131 - Police Officer I 30.33
27132 - Police Officer II 33.11
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.71
28042 - Carnival Equipment Repairer 14.43
28043 - Carnival Worker 11.17
28210 - Gate Attendant/Gate Tender 16.44
28310 - Lifeguard 13.10
28350 - Park Attendant (Aide) 18.37
28510 - Recreation Aide/Health Facility Attendant 11.40
28515 - Recreation Specialist 18.25
28630 - Sports Official 14.64
28690 - Swimming Pool Operator 20.03
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.85
29020 - Hatch Tender 24.85
29030 - Line Handler 24.85
29041 - Stevedore I 23.36
29042 - Stevedore II 26.18
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.22
30022 - Archeological Technician II 19.76
30023 - Archeological Technician III 26.59
30030 - Cartographic Technician 26.33
30040 - Civil Engineering Technician 28.88
30051 - Cryogenic Technician I 26.57
30052 - Cryogenic Technician II 29.35
30061 - Drafter/CAD Operator I 18.22
30062 - Drafter/CAD Operator II 19.76
30063 - Drafter/CAD Operator III 21.99
30064 - Drafter/CAD Operator IV 28.96
30081 - Engineering Technician I 17.38
30082 - Engineering Technician II 20.39
30083 - Engineering Technician III 22.81
30084 - Engineering Technician IV 28.26
30085 - Engineering Technician V 34.56
30086 - Engineering Technician VI 40.57
30090 - Environmental Technician 25.24
30095 - Evidence Control Specialist 23.99
30210 - Laboratory Technician 22.72
30221 - Latent Fingerprint Technician I 26.57
30222 - Latent Fingerprint Technician II 29.35
30240 - Mathematical Technician 26.13
30361 - Paralegal/Legal Assistant I 20.55
30362 - Paralegal/Legal Assistant II 25.43
30363 - Paralegal/Legal Assistant III 31.14
30364 - Paralegal/Legal Assistant IV 37.63
30375 - Petroleum Supply Specialist 29.35
30390 - Photo-Optics Technician 26.33
30395 - Radiation Control Technician 29.35
30461 - Technical Writer I 25.24
30462 - Technical Writer II 30.89
30463 - Technical Writer III 37.36
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.57
30502 - Weather Forecaster II 32.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.99
30621 - Weather Observer Senior (see 2) 25.24
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 17.27
31030 - Bus Driver 22.93

31043 - Driver Courier	19.14
31260 - Parking and Lot Attendant	12.37
31290 - Shuttle Bus Driver	17.30
31310 - Taxi Driver	14.01
31361 - Truckdriver Light	17.30
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.15
31364 - Truckdriver Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.22
99050 - Desk Clerk	11.94
99095 - Embalmer	30.13
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.18
99252 - Laboratory Animal Caretaker II	20.46
99260 - Marketing Analyst	24.82
99310 - Mortician	30.13
99410 - Pest Controller	19.25
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.35
99711 - Recycling Specialist	22.54
99730 - Refuse Collector	17.75
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	16.70
99830 - Survey Party Chief	27.24
99831 - Surveying Aide	16.61
99832 - Surveying Technician	21.45
99840 - Vending Machine Attendant	21.24
99841 - Vending Machine Repairer	25.86
99842 - Vending Machine Repairer Helper	21.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5049
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Fulton Hancock Knox Mason McDonough Schuyler

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.28
01013 - Accounting Clerk III		17.09
01020 - Administrative Assistant		23.91
01035 - Court Reporter		22.70
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.25
01043 - Customer Service Representative III		15.55
01051 - Data Entry Operator I		15.93
01052 - Data Entry Operator II		17.38
01060 - Dispatcher Motor Vehicle		18.13
01070 - Document Preparation Clerk		14.00
01090 - Duplicating Machine Operator		14.00
01111 - General Clerk I		11.92
01112 - General Clerk II		13.00

01113 - General Clerk III 14.60
01120 - Housing Referral Assistant 17.73
01141 - Messenger Courier 15.31
01191 - Order Clerk I 16.50
01192 - Order Clerk II 18.00
01261 - Personnel Assistant (Employment) I 15.40
01262 - Personnel Assistant (Employment) II 18.26
01263 - Personnel Assistant (Employment) III 20.35
01270 - Production Control Clerk 22.28
01290 - Rental Clerk 10.77
01300 - Scheduler Maintenance 14.21
01311 - Secretary I 14.21
01312 - Secretary II 15.90
01313 - Secretary III 17.73
01320 - Service Order Dispatcher 16.01
01410 - Supply Technician 23.91
01420 - Survey Worker 15.15
01460 - Switchboard Operator/Receptionist 12.28
01531 - Travel Clerk I 12.22
01532 - Travel Clerk II 13.16
01533 - Travel Clerk III 14.04
01611 - Word Processor I 13.00
01612 - Word Processor II 14.63
01613 - Word Processor III 16.37
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.91
05010 - Automotive Electrician 20.68
05040 - Automotive Glass Installer 20.00
05070 - Automotive Worker 20.00
05110 - Mobile Equipment Servicer 18.69
05130 - Motor Equipment Metal Mechanic 21.34
05160 - Motor Equipment Metal Worker 20.00
05190 - Motor Vehicle Mechanic 21.34
05220 - Motor Vehicle Mechanic Helper 18.04
05250 - Motor Vehicle Upholstery Worker 19.36
05280 - Motor Vehicle Wrecker 20.00
05310 - Painter Automotive 20.68
05340 - Radiator Repair Specialist 20.00
05370 - Tire Repairer 16.91
05400 - Transmission Repair Specialist 21.34
07000 - Food Preparation And Service Occupations
07010 - Baker 12.79
07041 - Cook I 11.63
07042 - Cook II 12.60
07070 - Dishwasher 10.24
07130 - Food Service Worker 10.54
07210 - Meat Cutter 14.32
07260 - Waiter/Waitress 10.42
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.30

09040 - Furniture Handler 15.38
09080 - Furniture Refinisher 22.30
09090 - Furniture Refinisher Helper 17.41
09110 - Furniture Repairer Minor 19.90
09130 - Upholsterer 22.30
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.88
11060 - Elevator Operator 12.81
11090 - Gardener 15.65
11122 - Housekeeping Aide 12.81
11150 - Janitor 12.81
11210 - Laborer Grounds Maintenance 12.75
11240 - Maid or Houseman 10.14
11260 - Pruner 11.72
11270 - Tractor Operator 14.60
11330 - Trail Maintenance Worker 12.75
11360 - Window Cleaner 13.97
12000 - Health Occupations
12010 - Ambulance Driver 17.03
12011 - Breath Alcohol Technician 19.30
12012 - Certified Occupational Therapist Assistant 24.25
12015 - Certified Physical Therapist Assistant 27.25
12020 - Dental Assistant 16.86
12025 - Dental Hygienist 31.98
12030 - EKG Technician 27.85
12035 - Electroneurodiagnostic Technologist 30.13
12040 - Emergency Medical Technician 17.03
12071 - Licensed Practical Nurse I 17.24
12072 - Licensed Practical Nurse II 19.30
12073 - Licensed Practical Nurse III 21.51
12100 - Medical Assistant 14.23
12130 - Medical Laboratory Technician 24.98
12160 - Medical Record Clerk 16.42
12190 - Medical Record Technician 19.63
12195 - Medical Transcriptionist 17.81
12210 - Nuclear Medicine Technologist 42.40
12221 - Nursing Assistant I 11.54
12222 - Nursing Assistant II 12.99
12223 - Nursing Assistant III 14.16
12224 - Nursing Assistant IV 15.90
12235 - Optical Dispenser 14.47
12236 - Optical Technician 17.24
12250 - Pharmacy Technician 15.50
12280 - Phlebotomist 16.02
12305 - Radiologic Technologist 26.06
12311 - Registered Nurse I 23.53
12312 - Registered Nurse II 28.79
12313 - Registered Nurse II Specialist 28.79
12314 - Registered Nurse III 34.83
12315 - Registered Nurse III Anesthetist 34.83

12316 - Registered Nurse IV		41.75
12317 - Scheduler (Drug and Alcohol Testing)		23.90
12320 - Substance Abuse Treatment Counselor		17.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.25
13012 - Exhibits Specialist II		19.20
13013 - Exhibits Specialist III		22.34
13041 - Illustrator I		16.28
13042 - Illustrator II		18.25
13043 - Illustrator III		22.34
13047 - Librarian		20.22
13050 - Library Aide/Clerk		11.58
13054 - Library Information Technology Systems Administrator		19.76
13058 - Library Technician		14.07
13061 - Media Specialist I		13.18
13062 - Media Specialist II		14.74
13063 - Media Specialist III		16.43
13071 - Photographer I		15.68
13072 - Photographer II		17.45
13073 - Photographer III		20.52
13074 - Photographer IV		23.20
13075 - Photographer V		26.29
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		13.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.87
14042 - Computer Operator II		17.17
14043 - Computer Operator III		19.13
14044 - Computer Operator IV		21.29
14045 - Computer Operator V		23.58
14071 - Computer Programmer I	(see 1)	21.32
14072 - Computer Programmer II	(see 1)	24.43
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.87
14160 - Personal Computer Support Technician		21.31
14170 - System Support Specialist		26.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.16
15020 - Aircrew Training Devices Instructor (Rated)		36.50
15030 - Air Crew Training Devices Instructor (Pilot)		43.75
15050 - Computer Based Training Specialist / Instructor		30.16
15060 - Educational Technologist		27.97
15070 - Flight Instructor (Pilot)		43.75
15080 - Graphic Artist		21.60
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.75

15086 - Maintenance Test Pilot Rotary Wing 43.75
15088 - Non-Maintenance Test/Co-Pilot 43.75
15090 - Technical Instructor 23.53
15095 - Technical Instructor/Course Developer 26.16
15110 - Test Proctor 17.27
15120 - Tutor 17.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.45
16030 - Counter Attendant 10.45
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.45
16090 - Presser Hand 10.45
16110 - Presser Machine Drycleaning 10.45
16130 - Presser Machine Shirts 10.45
16160 - Presser Machine Wearing Apparel Laundry 10.45
16190 - Sewing Machine Operator 13.18
16220 - Tailor 13.93
16250 - Washer Machine 11.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.57
19040 - Tool And Die Maker 25.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.93
21030 - Material Coordinator 22.28
21040 - Material Expediter 22.28
21050 - Material Handling Laborer 17.28
21071 - Order Filler 13.65
21080 - Production Line Worker (Food Processing) 17.93
21110 - Shipping Packer 16.65
21130 - Shipping/Receiving Clerk 16.65
21140 - Store Worker I 15.21
21150 - Stock Clerk 19.73
21210 - Tools And Parts Attendant 17.93
21410 - Warehouse Specialist 17.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.74
23019 - Aircraft Logs and Records Technician 23.36
23021 - Aircraft Mechanic I 27.51
23022 - Aircraft Mechanic II 28.74
23023 - Aircraft Mechanic III 29.96
23040 - Aircraft Mechanic Helper 20.41
23050 - Aircraft Painter 26.18
23060 - Aircraft Servicer 23.36
23070 - Aircraft Survival Flight Equipment Technician 26.18
23080 - Aircraft Worker 24.85
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.85
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.51
23110 - Appliance Mechanic 24.41

23120 - Bicycle Repairer	21.87
23125 - Cable Splicer	43.65
23130 - Carpenter Maintenance	24.93
23140 - Carpet Layer	24.85
23160 - Electrician Maintenance	28.90
23181 - Electronics Technician Maintenance I	24.85
23182 - Electronics Technician Maintenance II	26.18
23183 - Electronics Technician Maintenance III	27.51
23260 - Fabric Worker	23.36
23290 - Fire Alarm System Mechanic	27.51
23310 - Fire Extinguisher Repairer	21.87
23311 - Fuel Distribution System Mechanic	27.51
23312 - Fuel Distribution System Operator	21.87
23370 - General Maintenance Worker	18.91
23380 - Ground Support Equipment Mechanic	27.51
23381 - Ground Support Equipment Servicer	23.36
23382 - Ground Support Equipment Worker	24.85
23391 - Gunsmith I	21.87
23392 - Gunsmith II	24.85
23393 - Gunsmith III	27.51
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.20
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.30
23430 - Heavy Equipment Mechanic	24.99
23440 - Heavy Equipment Operator	30.16
23460 - Instrument Mechanic	27.51
23465 - Laboratory/Shelter Mechanic	26.18
23470 - Laborer	15.92
23510 - Locksmith	29.54
23530 - Machinery Maintenance Mechanic	27.54
23550 - Machinist Maintenance	19.64
23580 - Maintenance Trades Helper	20.41
23591 - Metrology Technician I	27.51
23592 - Metrology Technician II	28.74
23593 - Metrology Technician III	29.96
23640 - Millwright	33.98
23710 - Office Appliance Repairer	22.32
23760 - Painter Maintenance	26.72
23790 - Pipefitter Maintenance	41.45
23810 - Plumber Maintenance	34.96
23820 - Pneudraulic Systems Mechanic	27.51
23850 - Rigger	27.51
23870 - Scale Mechanic	24.85
23890 - Sheet-Metal Worker Maintenance	33.65
23910 - Small Engine Mechanic	22.54
23931 - Telecommunications Mechanic I	27.84
23932 - Telecommunications Mechanic II	28.73
23950 - Telephone Lineman	27.51
23960 - Welder Combination Maintenance	19.64

23965 - Well Driller	27.51
23970 - Woodcraft Worker	27.51
23980 - Woodworker	21.87
24000 - Personal Needs Occupations	
24550 - Case Manager	21.02
24570 - Child Care Attendant	9.79
24580 - Child Care Center Clerk	13.08
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	21.02
24630 - Homemaker	21.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	45.10
25040 - Sewage Plant Operator	21.84
25070 - Stationary Engineer	45.10
25190 - Ventilation Equipment Tender	30.47
25210 - Water Treatment Plant Operator	21.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.08
27007 - Baggage Inspector	16.40
27008 - Corrections Officer	23.87
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	18.35
27040 - Detention Officer	23.87
27070 - Firefighter	23.85
27101 - Guard I	16.40
27102 - Guard II	18.35
27131 - Police Officer I	23.72
27132 - Police Officer II	26.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.38
28043 - Carnival Worker	10.44
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.32
28515 - Recreation Specialist	17.51
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.85
29020 - Hatch Tender	24.85
29030 - Line Handler	24.85
29041 - Stevedore I	23.36
29042 - Stevedore II	26.18
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.31
30022 - Archeological Technician II		20.38
30023 - Archeological Technician III		25.24
30030 - Cartographic Technician		25.24
30040 - Civil Engineering Technician		28.88
30051 - Cryogenic Technician I		26.57
30052 - Cryogenic Technician II		29.35
30061 - Drafter/CAD Operator I		17.31
30062 - Drafter/CAD Operator II		20.38
30063 - Drafter/CAD Operator III		22.72
30064 - Drafter/CAD Operator IV		27.96
30081 - Engineering Technician I		15.25
30082 - Engineering Technician II		17.31
30083 - Engineering Technician III		19.80
30084 - Engineering Technician IV		23.99
30085 - Engineering Technician V		29.01
30086 - Engineering Technician VI		35.10
30090 - Environmental Technician		23.99
30095 - Evidence Control Specialist		23.99
30210 - Laboratory Technician		22.72
30221 - Latent Fingerprint Technician I		26.57
30222 - Latent Fingerprint Technician II		29.35
30240 - Mathematical Technician		25.24
30361 - Paralegal/Legal Assistant I		19.32
30362 - Paralegal/Legal Assistant II		23.93
30363 - Paralegal/Legal Assistant III		29.27
30364 - Paralegal/Legal Assistant IV		35.41
30375 - Petroleum Supply Specialist		29.35
30390 - Photo-Optics Technician		25.24
30395 - Radiation Control Technician		29.35
30461 - Technical Writer I		25.24
30462 - Technical Writer II		30.89
30463 - Technical Writer III		36.83
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.57
30502 - Weather Forecaster II		32.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.72
30621 - Weather Observer Senior	(see 2)	25.24
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.76
31030 - Bus Driver		19.53
31043 - Driver Courier		14.05
31260 - Parking and Lot Attendant		12.37
31290 - Shuttle Bus Driver		15.03

31310 - Taxi Driver	13.16
31361 - Truckdriver Light	15.03
31362 - Truckdriver Medium	16.03
31363 - Truckdriver Heavy	19.16
31364 - Truckdriver Tractor-Trailer	19.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.22
99050 - Desk Clerk	10.62
99095 - Embalmer	35.40
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.68
99252 - Laboratory Animal Caretaker II	15.81
99260 - Marketing Analyst	24.82
99310 - Mortician	35.40
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.34
99711 - Recycling Specialist	22.54
99730 - Refuse Collector	17.74
99810 - Sales Clerk	11.32
99820 - School Crossing Guard	14.43
99830 - Survey Party Chief	23.22
99831 - Surveying Aide	15.43
99832 - Surveying Technician	21.12
99840 - Vending Machine Attendant	21.24
99841 - Vending Machine Repairer	25.86
99842 - Vending Machine Repairer Helper	21.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5050
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Fulton Hancock Knox Mason McDonough Schuyler

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.28
01013 - Accounting Clerk III		17.09
01020 - Administrative Assistant		23.91
01035 - Court Reporter		22.70
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.25
01043 - Customer Service Representative III		15.55
01051 - Data Entry Operator I		15.93
01052 - Data Entry Operator II		17.38
01060 - Dispatcher Motor Vehicle		18.13
01070 - Document Preparation Clerk		14.00

01090 - Duplicating Machine Operator	14.00
01111 - General Clerk I	11.92
01112 - General Clerk II	13.00
01113 - General Clerk III	14.60
01120 - Housing Referral Assistant	17.73
01141 - Messenger Courier	15.31
01191 - Order Clerk I	16.50
01192 - Order Clerk II	18.00
01261 - Personnel Assistant (Employment) I	15.40
01262 - Personnel Assistant (Employment) II	18.26
01263 - Personnel Assistant (Employment) III	20.35
01270 - Production Control Clerk	22.28
01290 - Rental Clerk	10.77
01300 - Scheduler Maintenance	14.21
01311 - Secretary I	14.21
01312 - Secretary II	15.90
01313 - Secretary III	17.73
01320 - Service Order Dispatcher	16.01
01410 - Supply Technician	23.91
01420 - Survey Worker	15.15
01460 - Switchboard Operator/Receptionist	12.28
01531 - Travel Clerk I	12.22
01532 - Travel Clerk II	13.16
01533 - Travel Clerk III	14.04
01611 - Word Processor I	13.00
01612 - Word Processor II	14.63
01613 - Word Processor III	16.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.91
05010 - Automotive Electrician	20.68
05040 - Automotive Glass Installer	20.00
05070 - Automotive Worker	20.00
05110 - Mobile Equipment Servicer	18.69
05130 - Motor Equipment Metal Mechanic	21.34
05160 - Motor Equipment Metal Worker	20.00
05190 - Motor Vehicle Mechanic	21.34
05220 - Motor Vehicle Mechanic Helper	18.04
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	20.00
05310 - Painter Automotive	20.68
05340 - Radiator Repair Specialist	20.00
05370 - Tire Repairer	16.91
05400 - Transmission Repair Specialist	21.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.79
07041 - Cook I	11.63
07042 - Cook II	12.60
07070 - Dishwasher	10.24
07130 - Food Service Worker	10.54
07210 - Meat Cutter	14.32

07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.30
09040 - Furniture Handler	15.38
09080 - Furniture Refinisher	22.30
09090 - Furniture Refinisher Helper	17.41
09110 - Furniture Repairer Minor	19.90
09130 - Upholsterer	22.30
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.88
11060 - Elevator Operator	12.81
11090 - Gardener	15.65
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer Grounds Maintenance	12.75
11240 - Maid or Houseman	10.14
11260 - Pruner	11.72
11270 - Tractor Operator	14.60
11330 - Trail Maintenance Worker	12.75
11360 - Window Cleaner	13.97
12000 - Health Occupations	
12010 - Ambulance Driver	17.03
12011 - Breath Alcohol Technician	19.30
12012 - Certified Occupational Therapist Assistant	24.25
12015 - Certified Physical Therapist Assistant	27.25
12020 - Dental Assistant	16.86
12025 - Dental Hygienist	31.98
12030 - EKG Technician	27.85
12035 - Electroneurodiagnostic Technologist	30.13
12040 - Emergency Medical Technician	17.03
12071 - Licensed Practical Nurse I	17.24
12072 - Licensed Practical Nurse II	19.30
12073 - Licensed Practical Nurse III	21.51
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	24.98
12160 - Medical Record Clerk	16.42
12190 - Medical Record Technician	19.63
12195 - Medical Transcriptionist	17.81
12210 - Nuclear Medicine Technologist	42.40
12221 - Nursing Assistant I	11.54
12222 - Nursing Assistant II	12.99
12223 - Nursing Assistant III	14.16
12224 - Nursing Assistant IV	15.90
12235 - Optical Dispenser	14.47
12236 - Optical Technician	17.24
12250 - Pharmacy Technician	15.50
12280 - Phlebotomist	16.02
12305 - Radiologic Technologist	26.06
12311 - Registered Nurse I	23.53
12312 - Registered Nurse II	28.79

12313 - Registered Nurse II Specialist		28.79
12314 - Registered Nurse III		34.83
12315 - Registered Nurse III Anesthetist		34.83
12316 - Registered Nurse IV		41.75
12317 - Scheduler (Drug and Alcohol Testing)		23.90
12320 - Substance Abuse Treatment Counselor		17.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.25
13012 - Exhibits Specialist II		19.20
13013 - Exhibits Specialist III		22.34
13041 - Illustrator I		16.28
13042 - Illustrator II		18.25
13043 - Illustrator III		22.34
13047 - Librarian		20.22
13050 - Library Aide/Clerk		11.58
13054 - Library Information Technology Systems Administrator		19.76
13058 - Library Technician		14.07
13061 - Media Specialist I		13.18
13062 - Media Specialist II		14.74
13063 - Media Specialist III		16.43
13071 - Photographer I		15.68
13072 - Photographer II		17.45
13073 - Photographer III		20.52
13074 - Photographer IV		23.20
13075 - Photographer V		26.29
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		13.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.87
14042 - Computer Operator II		17.17
14043 - Computer Operator III		19.13
14044 - Computer Operator IV		21.29
14045 - Computer Operator V		23.58
14071 - Computer Programmer I	(see 1)	21.32
14072 - Computer Programmer II	(see 1)	24.43
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.87
14160 - Personal Computer Support Technician		21.31
14170 - System Support Specialist		26.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.16
15020 - Aircrew Training Devices Instructor (Rated)		36.50
15030 - Air Crew Training Devices Instructor (Pilot)		43.75
15050 - Computer Based Training Specialist / Instructor		30.16
15060 - Educational Technologist		27.97

15070 - Flight Instructor (Pilot) 43.75
15080 - Graphic Artist 21.60
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.75
15086 - Maintenance Test Pilot Rotary Wing 43.75
15088 - Non-Maintenance Test/Co-Pilot 43.75
15090 - Technical Instructor 23.53
15095 - Technical Instructor/Course Developer 26.16
15110 - Test Proctor 17.27
15120 - Tutor 17.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.45
16030 - Counter Attendant 10.45
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.45
16090 - Presser Hand 10.45
16110 - Presser Machine Drycleaning 10.45
16130 - Presser Machine Shirts 10.45
16160 - Presser Machine Wearing Apparel Laundry 10.45
16190 - Sewing Machine Operator 13.18
16220 - Tailor 13.93
16250 - Washer Machine 11.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.57
19040 - Tool And Die Maker 25.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.93
21030 - Material Coordinator 22.28
21040 - Material Expediter 22.28
21050 - Material Handling Laborer 17.28
21071 - Order Filler 13.65
21080 - Production Line Worker (Food Processing) 17.93
21110 - Shipping Packer 16.65
21130 - Shipping/Receiving Clerk 16.65
21140 - Store Worker I 15.21
21150 - Stock Clerk 19.73
21210 - Tools And Parts Attendant 17.93
21410 - Warehouse Specialist 17.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.74
23019 - Aircraft Logs and Records Technician 23.36
23021 - Aircraft Mechanic I 27.51
23022 - Aircraft Mechanic II 28.74
23023 - Aircraft Mechanic III 29.96
23040 - Aircraft Mechanic Helper 20.41
23050 - Aircraft Painter 26.18
23060 - Aircraft Servicer 23.36
23070 - Aircraft Survival Flight Equipment Technician 26.18
23080 - Aircraft Worker 24.85
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.85

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.51
23110 - Appliance Mechanic 24.41
23120 - Bicycle Repairer 21.87
23125 - Cable Splicer 43.65
23130 - Carpenter Maintenance 24.93
23140 - Carpet Layer 24.85
23160 - Electrician Maintenance 28.90
23181 - Electronics Technician Maintenance I 24.85
23182 - Electronics Technician Maintenance II 26.18
23183 - Electronics Technician Maintenance III 27.51
23260 - Fabric Worker 23.36
23290 - Fire Alarm System Mechanic 27.51
23310 - Fire Extinguisher Repairer 21.87
23311 - Fuel Distribution System Mechanic 27.51
23312 - Fuel Distribution System Operator 21.87
23370 - General Maintenance Worker 18.91
23380 - Ground Support Equipment Mechanic 27.51
23381 - Ground Support Equipment Servicer 23.36
23382 - Ground Support Equipment Worker 24.85
23391 - Gunsmith I 21.87
23392 - Gunsmith II 24.85
23393 - Gunsmith III 27.51
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.20
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.30
23430 - Heavy Equipment Mechanic 24.99
23440 - Heavy Equipment Operator 30.16
23460 - Instrument Mechanic 27.51
23465 - Laboratory/Shelter Mechanic 26.18
23470 - Laborer 15.92
23510 - Locksmith 29.54
23530 - Machinery Maintenance Mechanic 27.54
23550 - Machinist Maintenance 19.64
23580 - Maintenance Trades Helper 20.41
23591 - Metrology Technician I 27.51
23592 - Metrology Technician II 28.74
23593 - Metrology Technician III 29.96
23640 - Millwright 33.98
23710 - Office Appliance Repairer 22.32
23760 - Painter Maintenance 26.72
23790 - Pipefitter Maintenance 41.45
23810 - Plumber Maintenance 34.96
23820 - Pneudraulic Systems Mechanic 27.51
23850 - Rigger 27.51
23870 - Scale Mechanic 24.85
23890 - Sheet-Metal Worker Maintenance 33.65
23910 - Small Engine Mechanic 22.54
23931 - Telecommunications Mechanic I 27.84

23932 - Telecommunications Mechanic II 28.73
23950 - Telephone Lineman 27.51
23960 - Welder Combination Maintenance 19.64
23965 - Well Driller 27.51
23970 - Woodcraft Worker 27.51
23980 - Woodworker 21.87
24000 - Personal Needs Occupations
24550 - Case Manager 21.02
24570 - Child Care Attendant 9.79
24580 - Child Care Center Clerk 13.08
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 21.02
24630 - Homemaker 21.02
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 45.10
25040 - Sewage Plant Operator 21.84
25070 - Stationary Engineer 45.10
25190 - Ventilation Equipment Tender 30.47
25210 - Water Treatment Plant Operator 21.84
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.08
27007 - Baggage Inspector 16.40
27008 - Corrections Officer 23.87
27010 - Court Security Officer 21.18
27030 - Detection Dog Handler 18.35
27040 - Detention Officer 23.87
27070 - Firefighter 23.85
27101 - Guard I 16.40
27102 - Guard II 18.35
27131 - Police Officer I 23.72
27132 - Police Officer II 26.36
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.49
28042 - Carnival Equipment Repairer 13.38
28043 - Carnival Worker 10.44
28210 - Gate Attendant/Gate Tender 12.73
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 14.24
28510 - Recreation Aide/Health Facility Attendant 10.32
28515 - Recreation Specialist 17.51
28630 - Sports Official 11.34
28690 - Swimming Pool Operator 18.07
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.85
29020 - Hatch Tender 24.85
29030 - Line Handler 24.85
29041 - Stevedore I 23.36
29042 - Stevedore II 26.18
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.31
30022 - Archeological Technician II 20.38
30023 - Archeological Technician III 25.24
30030 - Cartographic Technician 25.24
30040 - Civil Engineering Technician 28.88
30051 - Cryogenic Technician I 26.57
30052 - Cryogenic Technician II 29.35
30061 - Drafter/CAD Operator I 17.31
30062 - Drafter/CAD Operator II 20.38
30063 - Drafter/CAD Operator III 22.72
30064 - Drafter/CAD Operator IV 27.96
30081 - Engineering Technician I 15.25
30082 - Engineering Technician II 17.31
30083 - Engineering Technician III 19.80
30084 - Engineering Technician IV 23.99
30085 - Engineering Technician V 29.01
30086 - Engineering Technician VI 35.10
30090 - Environmental Technician 23.99
30095 - Evidence Control Specialist 23.99
30210 - Laboratory Technician 22.72
30221 - Latent Fingerprint Technician I 26.57
30222 - Latent Fingerprint Technician II 29.35
30240 - Mathematical Technician 25.24
30361 - Paralegal/Legal Assistant I 19.32
30362 - Paralegal/Legal Assistant II 23.93
30363 - Paralegal/Legal Assistant III 29.27
30364 - Paralegal/Legal Assistant IV 35.41
30375 - Petroleum Supply Specialist 29.35
30390 - Photo-Optics Technician 25.24
30395 - Radiation Control Technician 29.35
30461 - Technical Writer I 25.24
30462 - Technical Writer II 30.89
30463 - Technical Writer III 36.83
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.57
30502 - Weather Forecaster II 32.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.72
30621 - Weather Observer Senior (see 2) 25.24
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.76
31030 - Bus Driver 19.53

31043 - Driver Courier	14.05
31260 - Parking and Lot Attendant	12.37
31290 - Shuttle Bus Driver	15.03
31310 - Taxi Driver	13.16
31361 - Truckdriver Light	15.03
31362 - Truckdriver Medium	16.03
31363 - Truckdriver Heavy	19.16
31364 - Truckdriver Tractor-Trailer	19.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.22
99050 - Desk Clerk	10.62
99095 - Embalmer	35.40
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.68
99252 - Laboratory Animal Caretaker II	15.81
99260 - Marketing Analyst	24.82
99310 - Mortician	35.40
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.34
99711 - Recycling Specialist	22.54
99730 - Refuse Collector	17.74
99810 - Sales Clerk	11.32
99820 - School Crossing Guard	14.43
99830 - Survey Party Chief	23.22
99831 - Surveying Aide	15.43
99832 - Surveying Technician	21.12
99840 - Vending Machine Attendant	21.24
99841 - Vending Machine Repairer	25.86
99842 - Vending Machine Repairer Helper	21.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5051
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Henderson Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.43
01012 - Accounting Clerk II		17.85
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		23.91
01035 - Court Reporter		28.00
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.25
01043 - Customer Service Representative III		15.55
01051 - Data Entry Operator I		15.93
01052 - Data Entry Operator II		17.38
01060 - Dispatcher Motor Vehicle		17.92
01070 - Document Preparation Clerk		12.85
01090 - Duplicating Machine Operator		12.85
01111 - General Clerk I		11.92
01112 - General Clerk II		13.00

01113 - General Clerk III 14.60
01120 - Housing Referral Assistant 17.73
01141 - Messenger Courier 15.31
01191 - Order Clerk I 16.50
01192 - Order Clerk II 18.00
01261 - Personnel Assistant (Employment) I 15.30
01262 - Personnel Assistant (Employment) II 17.12
01263 - Personnel Assistant (Employment) III 19.09
01270 - Production Control Clerk 22.28
01290 - Rental Clerk 10.68
01300 - Scheduler Maintenance 14.21
01311 - Secretary I 14.21
01312 - Secretary II 15.90
01313 - Secretary III 17.73
01320 - Service Order Dispatcher 16.01
01410 - Supply Technician 23.91
01420 - Survey Worker 15.84
01460 - Switchboard Operator/Receptionist 12.28
01531 - Travel Clerk I 12.64
01532 - Travel Clerk II 13.66
01533 - Travel Clerk III 14.78
01611 - Word Processor I 12.66
01612 - Word Processor II 14.21
01613 - Word Processor III 15.90
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.75
05010 - Automotive Electrician 18.27
05040 - Automotive Glass Installer 17.62
05070 - Automotive Worker 17.62
05110 - Mobile Equipment Servicer 16.17
05130 - Motor Equipment Metal Mechanic 18.91
05160 - Motor Equipment Metal Worker 17.62
05190 - Motor Vehicle Mechanic 18.83
05220 - Motor Vehicle Mechanic Helper 15.60
05250 - Motor Vehicle Upholstery Worker 16.98
05280 - Motor Vehicle Wrecker 17.62
05310 - Painter Automotive 17.90
05340 - Radiator Repair Specialist 17.62
05370 - Tire Repairer 16.91
05400 - Transmission Repair Specialist 18.48
07000 - Food Preparation And Service Occupations
07010 - Baker 12.79
07041 - Cook I 11.67
07042 - Cook II 12.60
07070 - Dishwasher 10.24
07130 - Food Service Worker 10.54
07210 - Meat Cutter 15.36
07260 - Waiter/Waitress 10.43
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.30

09040 - Furniture Handler 14.93
09080 - Furniture Refinisher 22.30
09090 - Furniture Refinisher Helper 17.41
09110 - Furniture Repairer Minor 19.90
09130 - Upholsterer 22.30
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.88
11060 - Elevator Operator 12.81
11090 - Gardener 15.55
11122 - Housekeeping Aide 12.81
11150 - Janitor 12.81
11210 - Laborer Grounds Maintenance 12.51
11240 - Maid or Houseman 10.14
11260 - Pruner 11.66
11270 - Tractor Operator 14.55
11330 - Trail Maintenance Worker 12.51
11360 - Window Cleaner 13.97
12000 - Health Occupations
12010 - Ambulance Driver 17.23
12011 - Breath Alcohol Technician 19.30
12012 - Certified Occupational Therapist Assistant 27.33
12015 - Certified Physical Therapist Assistant 27.25
12020 - Dental Assistant 16.86
12025 - Dental Hygienist 31.66
12030 - EKG Technician 25.75
12035 - Electroneurodiagnostic Technologist 25.75
12040 - Emergency Medical Technician 17.23
12071 - Licensed Practical Nurse I 17.24
12072 - Licensed Practical Nurse II 19.30
12073 - Licensed Practical Nurse III 21.51
12100 - Medical Assistant 14.23
12130 - Medical Laboratory Technician 24.98
12160 - Medical Record Clerk 16.42
12190 - Medical Record Technician 19.30
12195 - Medical Transcriptionist 17.81
12210 - Nuclear Medicine Technologist 42.40
12221 - Nursing Assistant I 11.54
12222 - Nursing Assistant II 12.99
12223 - Nursing Assistant III 14.16
12224 - Nursing Assistant IV 15.90
12235 - Optical Dispenser 14.47
12236 - Optical Technician 17.24
12250 - Pharmacy Technician 15.50
12280 - Phlebotomist 16.02
12305 - Radiologic Technologist 25.71
12311 - Registered Nurse I 23.53
12312 - Registered Nurse II 28.79
12313 - Registered Nurse II Specialist 27.74
12314 - Registered Nurse III 34.83
12315 - Registered Nurse III Anesthetist 33.60

12316 - Registered Nurse IV		41.75
12317 - Scheduler (Drug and Alcohol Testing)		23.90
12320 - Substance Abuse Treatment Counselor		17.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.48
13012 - Exhibits Specialist II		23.58
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		18.21
13042 - Illustrator II		22.91
13043 - Illustrator III		27.60
13047 - Librarian		24.98
13050 - Library Aide/Clerk		11.58
13054 - Library Information Technology Systems Administrator		22.56
13058 - Library Technician		14.62
13061 - Media Specialist I		16.28
13062 - Media Specialist II		18.21
13063 - Media Specialist III		20.31
13071 - Photographer I		14.67
13072 - Photographer II		17.10
13073 - Photographer III		21.83
13074 - Photographer IV		26.69
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		13.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.43
14043 - Computer Operator III		21.18
14044 - Computer Operator IV		24.24
14045 - Computer Operator V		26.85
14071 - Computer Programmer I	(see 1)	20.59
14072 - Computer Programmer II	(see 1)	26.66
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.48
14160 - Personal Computer Support Technician		24.24
14170 - System Support Specialist		26.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.59
15020 - Aircrew Training Devices Instructor (Rated)		36.50
15030 - Air Crew Training Devices Instructor (Pilot)		41.45
15050 - Computer Based Training Specialist / Instructor		28.59
15060 - Educational Technologist		26.08
15070 - Flight Instructor (Pilot)		41.45
15080 - Graphic Artist		20.42
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.75

15086 - Maintenance Test Pilot Rotary Wing 43.75
15088 - Non-Maintenance Test/Co-Pilot 43.75
15090 - Technical Instructor 19.81
15095 - Technical Instructor/Course Developer 24.24
15110 - Test Proctor 16.00
15120 - Tutor 16.00
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.45
16030 - Counter Attendant 10.45
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.45
16090 - Presser Hand 10.45
16110 - Presser Machine Drycleaning 10.45
16130 - Presser Machine Shirts 10.45
16160 - Presser Machine Wearing Apparel Laundry 10.45
16190 - Sewing Machine Operator 13.18
16220 - Tailor 13.93
16250 - Washer Machine 11.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.48
19040 - Tool And Die Maker 25.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.93
21030 - Material Coordinator 22.28
21040 - Material Expediter 22.28
21050 - Material Handling Laborer 15.92
21071 - Order Filler 12.86
21080 - Production Line Worker (Food Processing) 17.93
21110 - Shipping Packer 16.65
21130 - Shipping/Receiving Clerk 16.65
21140 - Store Worker I 16.96
21150 - Stock Clerk 19.73
21210 - Tools And Parts Attendant 17.93
21410 - Warehouse Specialist 17.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.78
23019 - Aircraft Logs and Records Technician 23.36
23021 - Aircraft Mechanic I 26.63
23022 - Aircraft Mechanic II 27.78
23023 - Aircraft Mechanic III 28.93
23040 - Aircraft Mechanic Helper 20.41
23050 - Aircraft Painter 26.18
23060 - Aircraft Servicer 23.36
23070 - Aircraft Survival Flight Equipment Technician 26.18
23080 - Aircraft Worker 24.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.63
23110 - Appliance Mechanic 24.41

23120 - Bicycle Repairer	21.87
23125 - Cable Splicer	43.65
23130 - Carpenter Maintenance	21.59
23140 - Carpet Layer	24.85
23160 - Electrician Maintenance	28.90
23181 - Electronics Technician Maintenance I	24.85
23182 - Electronics Technician Maintenance II	26.18
23183 - Electronics Technician Maintenance III	27.51
23260 - Fabric Worker	23.36
23290 - Fire Alarm System Mechanic	27.51
23310 - Fire Extinguisher Repairer	21.87
23311 - Fuel Distribution System Mechanic	27.51
23312 - Fuel Distribution System Operator	21.87
23370 - General Maintenance Worker	18.91
23380 - Ground Support Equipment Mechanic	26.63
23381 - Ground Support Equipment Servicer	23.36
23382 - Ground Support Equipment Worker	24.82
23391 - Gunsmith I	21.87
23392 - Gunsmith II	24.85
23393 - Gunsmith III	27.51
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.41
23430 - Heavy Equipment Mechanic	22.98
23440 - Heavy Equipment Operator	30.99
23460 - Instrument Mechanic	27.51
23465 - Laboratory/Shelter Mechanic	26.18
23470 - Laborer	15.92
23510 - Locksmith	29.54
23530 - Machinery Maintenance Mechanic	23.89
23550 - Machinist Maintenance	18.72
23580 - Maintenance Trades Helper	19.79
23591 - Metrology Technician I	27.51
23592 - Metrology Technician II	28.74
23593 - Metrology Technician III	29.96
23640 - Millwright	33.98
23710 - Office Appliance Repairer	21.58
23760 - Painter Maintenance	20.29
23790 - Pipefitter Maintenance	36.10
23810 - Plumber Maintenance	33.41
23820 - Pneudraulic Systems Mechanic	27.51
23850 - Rigger	27.51
23870 - Scale Mechanic	24.85
23890 - Sheet-Metal Worker Maintenance	30.70
23910 - Small Engine Mechanic	21.97
23931 - Telecommunications Mechanic I	26.32
23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	27.64
23960 - Welder Combination Maintenance	18.91

23965 - Well Driller	27.51
23970 - Woodcraft Worker	27.51
23980 - Woodworker	21.87
24000 - Personal Needs Occupations	
24550 - Case Manager	19.03
24570 - Child Care Attendant	9.79
24580 - Child Care Center Clerk	13.55
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	19.03
24630 - Homemaker	19.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	40.46
25040 - Sewage Plant Operator	20.30
25070 - Stationary Engineer	40.46
25190 - Ventilation Equipment Tender	30.59
25210 - Water Treatment Plant Operator	20.30
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.39
27007 - Baggage Inspector	15.84
27008 - Corrections Officer	28.16
27010 - Court Security Officer	21.16
27030 - Detection Dog Handler	18.35
27040 - Detention Officer	28.16
27070 - Firefighter	19.70
27101 - Guard I	15.84
27102 - Guard II	18.35
27131 - Police Officer I	22.23
27132 - Police Officer II	24.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.38
28043 - Carnival Worker	9.82
28210 - Gate Attendant/Gate Tender	13.69
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.32
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	17.51
28630 - Sports Official	12.20
28690 - Swimming Pool Operator	15.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.85
29020 - Hatch Tender	24.85
29030 - Line Handler	24.85
29041 - Stevedore I	23.36
29042 - Stevedore II	26.18
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	30.29

30021 - Archeological Technician I 18.88
30022 - Archeological Technician II 21.11
30023 - Archeological Technician III 26.16
30030 - Cartographic Technician 25.49
30040 - Civil Engineering Technician 28.88
30051 - Cryogenic Technician I 26.57
30052 - Cryogenic Technician II 29.35
30061 - Drafter/CAD Operator I 18.22
30062 - Drafter/CAD Operator II 20.58
30063 - Drafter/CAD Operator III 22.95
30064 - Drafter/CAD Operator IV 28.25
30081 - Engineering Technician I 18.52
30082 - Engineering Technician II 20.79
30083 - Engineering Technician III 23.25
30084 - Engineering Technician IV 28.85
30085 - Engineering Technician V 35.57
30086 - Engineering Technician VI 42.64
30090 - Environmental Technician 25.24
30095 - Evidence Control Specialist 23.99
30210 - Laboratory Technician 22.72
30221 - Latent Fingerprint Technician I 26.57
30222 - Latent Fingerprint Technician II 29.35
30240 - Mathematical Technician 25.49
30361 - Paralegal/Legal Assistant I 19.32
30362 - Paralegal/Legal Assistant II 23.93
30363 - Paralegal/Legal Assistant III 28.92
30364 - Paralegal/Legal Assistant IV 34.98
30375 - Petroleum Supply Specialist 29.35
30390 - Photo-Optics Technician 25.49
30395 - Radiation Control Technician 29.35
30461 - Technical Writer I 24.78
30462 - Technical Writer II 30.32
30463 - Technical Writer III 36.68
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.57
30502 - Weather Forecaster II 32.33
30620 - Weather Observer Combined Upper Air Or Surface Programs 22.95
30621 - Weather Observer Senior 25.49
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.87
31030 - Bus Driver 18.44
31043 - Driver Courier 14.05
31260 - Parking and Lot Attendant 12.37
31290 - Shuttle Bus Driver 15.03

31310 - Taxi Driver	11.77
31361 - Truckdriver Light	15.03
31362 - Truckdriver Medium	16.03
31363 - Truckdriver Heavy	19.16
31364 - Truckdriver Tractor-Trailer	19.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.22
99050 - Desk Clerk	10.36
99095 - Embalmer	31.54
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.22
99252 - Laboratory Animal Caretaker II	12.72
99260 - Marketing Analyst	24.82
99310 - Mortician	31.54
99410 - Pest Controller	16.42
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.34
99711 - Recycling Specialist	21.69
99730 - Refuse Collector	17.74
99810 - Sales Clerk	11.36
99820 - School Crossing Guard	14.43
99830 - Survey Party Chief	31.36
99831 - Surveying Aide	16.25
99832 - Surveying Technician	22.53
99840 - Vending Machine Attendant	20.78
99841 - Vending Machine Repairer	23.54
99842 - Vending Machine Repairer Helper	20.93

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5052
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Henderson Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.43
01012 - Accounting Clerk II		17.85
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		23.91
01035 - Court Reporter		28.00
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.25
01043 - Customer Service Representative III		15.55
01051 - Data Entry Operator I		15.93
01052 - Data Entry Operator II		17.38
01060 - Dispatcher Motor Vehicle		17.92
01070 - Document Preparation Clerk		12.85

01090 - Duplicating Machine Operator 12.85
01111 - General Clerk I 11.92
01112 - General Clerk II 13.00
01113 - General Clerk III 14.60
01120 - Housing Referral Assistant 17.73
01141 - Messenger Courier 15.31
01191 - Order Clerk I 16.50
01192 - Order Clerk II 18.00
01261 - Personnel Assistant (Employment) I 15.30
01262 - Personnel Assistant (Employment) II 17.12
01263 - Personnel Assistant (Employment) III 19.09
01270 - Production Control Clerk 22.28
01290 - Rental Clerk 10.68
01300 - Scheduler Maintenance 14.21
01311 - Secretary I 14.21
01312 - Secretary II 15.90
01313 - Secretary III 17.73
01320 - Service Order Dispatcher 16.01
01410 - Supply Technician 23.91
01420 - Survey Worker 15.84
01460 - Switchboard Operator/Receptionist 12.28
01531 - Travel Clerk I 12.64
01532 - Travel Clerk II 13.66
01533 - Travel Clerk III 14.78
01611 - Word Processor I 12.66
01612 - Word Processor II 14.21
01613 - Word Processor III 15.90
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.75
05010 - Automotive Electrician 18.27
05040 - Automotive Glass Installer 17.62
05070 - Automotive Worker 17.62
05110 - Mobile Equipment Servicer 16.17
05130 - Motor Equipment Metal Mechanic 18.91
05160 - Motor Equipment Metal Worker 17.62
05190 - Motor Vehicle Mechanic 18.83
05220 - Motor Vehicle Mechanic Helper 15.60
05250 - Motor Vehicle Upholstery Worker 16.98
05280 - Motor Vehicle Wrecker 17.62
05310 - Painter Automotive 17.90
05340 - Radiator Repair Specialist 17.62
05370 - Tire Repairer 16.91
05400 - Transmission Repair Specialist 18.48
07000 - Food Preparation And Service Occupations
07010 - Baker 12.79
07041 - Cook I 11.67
07042 - Cook II 12.60
07070 - Dishwasher 10.24
07130 - Food Service Worker 10.54
07210 - Meat Cutter 15.36

07260 - Waiter/Waitress	10.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.30
09040 - Furniture Handler	14.93
09080 - Furniture Refinisher	22.30
09090 - Furniture Refinisher Helper	17.41
09110 - Furniture Repairer Minor	19.90
09130 - Upholsterer	22.30
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.88
11060 - Elevator Operator	12.81
11090 - Gardener	15.55
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer Grounds Maintenance	12.51
11240 - Maid or Houseman	10.14
11260 - Pruner	11.66
11270 - Tractor Operator	14.55
11330 - Trail Maintenance Worker	12.51
11360 - Window Cleaner	13.97
12000 - Health Occupations	
12010 - Ambulance Driver	17.23
12011 - Breath Alcohol Technician	19.30
12012 - Certified Occupational Therapist Assistant	27.33
12015 - Certified Physical Therapist Assistant	27.25
12020 - Dental Assistant	16.86
12025 - Dental Hygienist	31.66
12030 - EKG Technician	25.75
12035 - Electroneurodiagnostic Technologist	25.75
12040 - Emergency Medical Technician	17.23
12071 - Licensed Practical Nurse I	17.24
12072 - Licensed Practical Nurse II	19.30
12073 - Licensed Practical Nurse III	21.51
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	24.98
12160 - Medical Record Clerk	16.42
12190 - Medical Record Technician	19.30
12195 - Medical Transcriptionist	17.81
12210 - Nuclear Medicine Technologist	42.40
12221 - Nursing Assistant I	11.54
12222 - Nursing Assistant II	12.99
12223 - Nursing Assistant III	14.16
12224 - Nursing Assistant IV	15.90
12235 - Optical Dispenser	14.47
12236 - Optical Technician	17.24
12250 - Pharmacy Technician	15.50
12280 - Phlebotomist	16.02
12305 - Radiologic Technologist	25.71
12311 - Registered Nurse I	23.53
12312 - Registered Nurse II	28.79

12313 - Registered Nurse II Specialist		27.74
12314 - Registered Nurse III		34.83
12315 - Registered Nurse III Anesthetist		33.60
12316 - Registered Nurse IV		41.75
12317 - Scheduler (Drug and Alcohol Testing)		23.90
12320 - Substance Abuse Treatment Counselor		17.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.48
13012 - Exhibits Specialist II		23.58
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		18.21
13042 - Illustrator II		22.91
13043 - Illustrator III		27.60
13047 - Librarian		24.98
13050 - Library Aide/Clerk		11.58
13054 - Library Information Technology Systems Administrator		22.56
13058 - Library Technician		14.62
13061 - Media Specialist I		16.28
13062 - Media Specialist II		18.21
13063 - Media Specialist III		20.31
13071 - Photographer I		14.67
13072 - Photographer II		17.10
13073 - Photographer III		21.83
13074 - Photographer IV		26.69
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		13.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.43
14043 - Computer Operator III		21.18
14044 - Computer Operator IV		24.24
14045 - Computer Operator V		26.85
14071 - Computer Programmer I	(see 1)	20.59
14072 - Computer Programmer II	(see 1)	26.66
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.48
14160 - Personal Computer Support Technician		24.24
14170 - System Support Specialist		26.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.59
15020 - Aircrew Training Devices Instructor (Rated)		36.50
15030 - Air Crew Training Devices Instructor (Pilot)		41.45
15050 - Computer Based Training Specialist / Instructor		28.59
15060 - Educational Technologist		26.08

15070 - Flight Instructor (Pilot) 41.45
15080 - Graphic Artist 20.42
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.75
15086 - Maintenance Test Pilot Rotary Wing 43.75
15088 - Non-Maintenance Test/Co-Pilot 43.75
15090 - Technical Instructor 19.81
15095 - Technical Instructor/Course Developer 24.24
15110 - Test Proctor 16.00
15120 - Tutor 16.00
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.45
16030 - Counter Attendant 10.45
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.45
16090 - Presser Hand 10.45
16110 - Presser Machine Drycleaning 10.45
16130 - Presser Machine Shirts 10.45
16160 - Presser Machine Wearing Apparel Laundry 10.45
16190 - Sewing Machine Operator 13.18
16220 - Tailor 13.93
16250 - Washer Machine 11.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.48
19040 - Tool And Die Maker 25.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.93
21030 - Material Coordinator 22.28
21040 - Material Expediter 22.28
21050 - Material Handling Laborer 15.92
21071 - Order Filler 12.86
21080 - Production Line Worker (Food Processing) 17.93
21110 - Shipping Packer 16.65
21130 - Shipping/Receiving Clerk 16.65
21140 - Store Worker I 16.96
21150 - Stock Clerk 19.73
21210 - Tools And Parts Attendant 17.93
21410 - Warehouse Specialist 17.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.78
23019 - Aircraft Logs and Records Technician 23.36
23021 - Aircraft Mechanic I 26.63
23022 - Aircraft Mechanic II 27.78
23023 - Aircraft Mechanic III 28.93
23040 - Aircraft Mechanic Helper 20.41
23050 - Aircraft Painter 26.18
23060 - Aircraft Servicer 23.36
23070 - Aircraft Survival Flight Equipment Technician 26.18
23080 - Aircraft Worker 24.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.82

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.63
23110 - Appliance Mechanic 24.41
23120 - Bicycle Repairer 21.87
23125 - Cable Splicer 43.65
23130 - Carpenter Maintenance 21.59
23140 - Carpet Layer 24.85
23160 - Electrician Maintenance 28.90
23181 - Electronics Technician Maintenance I 24.85
23182 - Electronics Technician Maintenance II 26.18
23183 - Electronics Technician Maintenance III 27.51
23260 - Fabric Worker 23.36
23290 - Fire Alarm System Mechanic 27.51
23310 - Fire Extinguisher Repairer 21.87
23311 - Fuel Distribution System Mechanic 27.51
23312 - Fuel Distribution System Operator 21.87
23370 - General Maintenance Worker 18.91
23380 - Ground Support Equipment Mechanic 26.63
23381 - Ground Support Equipment Servicer 23.36
23382 - Ground Support Equipment Worker 24.82
23391 - Gunsmith I 21.87
23392 - Gunsmith II 24.85
23393 - Gunsmith III 27.51
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.41
23430 - Heavy Equipment Mechanic 22.98
23440 - Heavy Equipment Operator 30.99
23460 - Instrument Mechanic 27.51
23465 - Laboratory/Shelter Mechanic 26.18
23470 - Laborer 15.92
23510 - Locksmith 29.54
23530 - Machinery Maintenance Mechanic 23.89
23550 - Machinist Maintenance 18.72
23580 - Maintenance Trades Helper 19.79
23591 - Metrology Technician I 27.51
23592 - Metrology Technician II 28.74
23593 - Metrology Technician III 29.96
23640 - Millwright 33.98
23710 - Office Appliance Repairer 21.58
23760 - Painter Maintenance 20.29
23790 - Pipefitter Maintenance 36.10
23810 - Plumber Maintenance 33.41
23820 - Pneudraulic Systems Mechanic 27.51
23850 - Rigger 27.51
23870 - Scale Mechanic 24.85
23890 - Sheet-Metal Worker Maintenance 30.70
23910 - Small Engine Mechanic 21.97
23931 - Telecommunications Mechanic I 26.32

23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	27.64
23960 - Welder Combination Maintenance	18.91
23965 - Well Driller	27.51
23970 - Woodcraft Worker	27.51
23980 - Woodworker	21.87
24000 - Personal Needs Occupations	
24550 - Case Manager	19.03
24570 - Child Care Attendant	9.79
24580 - Child Care Center Clerk	13.55
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	19.03
24630 - Homemaker	19.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	40.46
25040 - Sewage Plant Operator	20.30
25070 - Stationary Engineer	40.46
25190 - Ventilation Equipment Tender	30.59
25210 - Water Treatment Plant Operator	20.30
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.39
27007 - Baggage Inspector	15.84
27008 - Corrections Officer	28.16
27010 - Court Security Officer	21.16
27030 - Detection Dog Handler	18.35
27040 - Detention Officer	28.16
27070 - Firefighter	19.70
27101 - Guard I	15.84
27102 - Guard II	18.35
27131 - Police Officer I	22.23
27132 - Police Officer II	24.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.38
28043 - Carnival Worker	9.82
28210 - Gate Attendant/Gate Tender	13.69
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.32
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	17.51
28630 - Sports Official	12.20
28690 - Swimming Pool Operator	15.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.85
29020 - Hatch Tender	24.85
29030 - Line Handler	24.85
29041 - Stevedore I	23.36
29042 - Stevedore II	26.18
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.88
30022 - Archeological Technician II 21.11
30023 - Archeological Technician III 26.16
30030 - Cartographic Technician 25.49
30040 - Civil Engineering Technician 28.88
30051 - Cryogenic Technician I 26.57
30052 - Cryogenic Technician II 29.35
30061 - Drafter/CAD Operator I 18.22
30062 - Drafter/CAD Operator II 20.58
30063 - Drafter/CAD Operator III 22.95
30064 - Drafter/CAD Operator IV 28.25
30081 - Engineering Technician I 18.52
30082 - Engineering Technician II 20.79
30083 - Engineering Technician III 23.25
30084 - Engineering Technician IV 28.85
30085 - Engineering Technician V 35.57
30086 - Engineering Technician VI 42.64
30090 - Environmental Technician 25.24
30095 - Evidence Control Specialist 23.99
30210 - Laboratory Technician 22.72
30221 - Latent Fingerprint Technician I 26.57
30222 - Latent Fingerprint Technician II 29.35
30240 - Mathematical Technician 25.49
30361 - Paralegal/Legal Assistant I 19.32
30362 - Paralegal/Legal Assistant II 23.93
30363 - Paralegal/Legal Assistant III 28.92
30364 - Paralegal/Legal Assistant IV 34.98
30375 - Petroleum Supply Specialist 29.35
30390 - Photo-Optics Technician 25.49
30395 - Radiation Control Technician 29.35
30461 - Technical Writer I 24.78
30462 - Technical Writer II 30.32
30463 - Technical Writer III 36.68
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.57
30502 - Weather Forecaster II 32.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.95
30621 - Weather Observer Senior (see 2) 25.49
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.87
31030 - Bus Driver 18.44

31043 - Driver Courier	14.05
31260 - Parking and Lot Attendant	12.37
31290 - Shuttle Bus Driver	15.03
31310 - Taxi Driver	11.77
31361 - Truckdriver Light	15.03
31362 - Truckdriver Medium	16.03
31363 - Truckdriver Heavy	19.16
31364 - Truckdriver Tractor-Trailer	19.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.22
99050 - Desk Clerk	10.36
99095 - Embalmer	31.54
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.22
99252 - Laboratory Animal Caretaker II	12.72
99260 - Marketing Analyst	24.82
99310 - Mortician	31.54
99410 - Pest Controller	16.42
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.34
99711 - Recycling Specialist	21.69
99730 - Refuse Collector	17.74
99810 - Sales Clerk	11.36
99820 - School Crossing Guard	14.43
99830 - Survey Party Chief	31.36
99831 - Surveying Aide	16.25
99832 - Surveying Technician	22.53
99840 - Vending Machine Attendant	20.78
99841 - Vending Machine Repairer	23.54
99842 - Vending Machine Repairer Helper	20.93

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reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5053
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Adams Brown Cass Greene Logan Montgomery Morgan Pike Scott

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.11
01012 - Accounting Clerk II		15.19
01013 - Accounting Clerk III		17.00
01020 - Administrative Assistant		23.91
01035 - Court Reporter		26.26
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		14.25
01043 - Customer Service Representative III		15.55
01051 - Data Entry Operator I		15.93
01052 - Data Entry Operator II		17.38
01060 - Dispatcher Motor Vehicle		17.92
01070 - Document Preparation Clerk		13.48
01090 - Duplicating Machine Operator		13.48
01111 - General Clerk I		12.40

01112 - General Clerk II	13.59
01113 - General Clerk III	15.25
01120 - Housing Referral Assistant	20.00
01141 - Messenger Courier	15.31
01191 - Order Clerk I	16.50
01192 - Order Clerk II	18.00
01261 - Personnel Assistant (Employment) I	16.32
01262 - Personnel Assistant (Employment) II	18.26
01263 - Personnel Assistant (Employment) III	20.35
01270 - Production Control Clerk	23.12
01290 - Rental Clerk	12.38
01300 - Scheduler Maintenance	16.04
01311 - Secretary I	16.04
01312 - Secretary II	17.94
01313 - Secretary III	20.00
01320 - Service Order Dispatcher	16.01
01410 - Supply Technician	23.91
01420 - Survey Worker	15.98
01460 - Switchboard Operator/Receptionist	12.28
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.27
01533 - Travel Clerk III	15.44
01611 - Word Processor I	14.28
01612 - Word Processor II	16.01
01613 - Word Processor III	17.92
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.91
05010 - Automotive Electrician	18.39
05040 - Automotive Glass Installer	17.20
05070 - Automotive Worker	17.79
05110 - Mobile Equipment Servicer	15.75
05130 - Motor Equipment Metal Mechanic	19.09
05160 - Motor Equipment Metal Worker	17.79
05190 - Motor Vehicle Mechanic	18.46
05220 - Motor Vehicle Mechanic Helper	15.23
05250 - Motor Vehicle Upholstery Worker	17.79
05280 - Motor Vehicle Wrecker	17.79
05310 - Painter Automotive	18.37
05340 - Radiator Repair Specialist	17.79
05370 - Tire Repairer	16.91
05400 - Transmission Repair Specialist	19.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.79
07041 - Cook I	11.09
07042 - Cook II	12.60
07070 - Dishwasher	10.24
07130 - Food Service Worker	10.46
07210 - Meat Cutter	14.11
07260 - Waiter/Waitress	9.66
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 22.30
09040 - Furniture Handler 15.74
09080 - Furniture Refinisher 22.30
09090 - Furniture Refinisher Helper 17.41
09110 - Furniture Repairer Minor 19.90
09130 - Upholsterer 22.30
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.75
11060 - Elevator Operator 12.81
11090 - Gardener 15.65
11122 - Housekeeping Aide 12.81
11150 - Janitor 12.81
11210 - Laborer Grounds Maintenance 13.51
11240 - Maid or Houseman 10.14
11260 - Pruner 12.93
11270 - Tractor Operator 14.80
11330 - Trail Maintenance Worker 13.51
11360 - Window Cleaner 13.97
12000 - Health Occupations
12010 - Ambulance Driver 16.21
12011 - Breath Alcohol Technician 19.30
12012 - Certified Occupational Therapist Assistant 27.33
12015 - Certified Physical Therapist Assistant 27.25
12020 - Dental Assistant 16.86
12025 - Dental Hygienist 30.35
12030 - EKG Technician 26.27
12035 - Electroneurodiagnostic Technologist 26.27
12040 - Emergency Medical Technician 16.21
12071 - Licensed Practical Nurse I 17.24
12072 - Licensed Practical Nurse II 19.30
12073 - Licensed Practical Nurse III 21.51
12100 - Medical Assistant 14.56
12130 - Medical Laboratory Technician 24.98
12160 - Medical Record Clerk 16.53
12190 - Medical Record Technician 19.30
12195 - Medical Transcriptionist 17.81
12210 - Nuclear Medicine Technologist 42.40
12221 - Nursing Assistant I 11.54
12222 - Nursing Assistant II 12.99
12223 - Nursing Assistant III 14.16
12224 - Nursing Assistant IV 15.90
12235 - Optical Dispenser 16.78
12236 - Optical Technician 17.24
12250 - Pharmacy Technician 15.50
12280 - Phlebotomist 16.02
12305 - Radiologic Technologist 26.06
12311 - Registered Nurse I 23.67
12312 - Registered Nurse II 28.95
12313 - Registered Nurse II Specialist 28.95
12314 - Registered Nurse III 35.02

12315 - Registered Nurse III Anesthetist		35.02
12316 - Registered Nurse IV		41.97
12317 - Scheduler (Drug and Alcohol Testing)		23.90
12320 - Substance Abuse Treatment Counselor		17.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.16
13012 - Exhibits Specialist II		21.26
13013 - Exhibits Specialist III		25.07
13041 - Illustrator I		17.16
13042 - Illustrator II		21.26
13043 - Illustrator III		25.07
13047 - Librarian		23.55
13050 - Library Aide/Clerk		13.29
13054 - Library Information Technology Systems Administrator		21.78
13058 - Library Technician		15.03
13061 - Media Specialist I		14.42
13062 - Media Specialist II		16.13
13063 - Media Specialist III		17.99
13071 - Photographer I		15.67
13072 - Photographer II		17.53
13073 - Photographer III		21.72
13074 - Photographer IV		26.22
13075 - Photographer V		30.87
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.87
14042 - Computer Operator II		16.81
14043 - Computer Operator III		18.74
14044 - Computer Operator IV		20.81
14045 - Computer Operator V		23.07
14071 - Computer Programmer I	(see 1)	22.94
14072 - Computer Programmer II	(see 1)	25.86
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.87
14160 - Personal Computer Support Technician		22.10
14170 - System Support Specialist		26.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.79
15020 - Aircrew Training Devices Instructor (Rated)		34.83
15030 - Air Crew Training Devices Instructor (Pilot)		41.73
15050 - Computer Based Training Specialist / Instructor		28.79
15060 - Educational Technologist		24.95
15070 - Flight Instructor (Pilot)		41.73
15080 - Graphic Artist		20.82

15085 - Maintenance Test Pilot Fixed Jet/Prop 43.75
15086 - Maintenance Test Pilot Rotary Wing 43.75
15088 - Non-Maintenance Test/Co-Pilot 43.75
15090 - Technical Instructor 19.81
15095 - Technical Instructor/Course Developer 24.24
15110 - Test Proctor 16.00
15120 - Tutor 16.00
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.45
16030 - Counter Attendant 10.45
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.45
16090 - Presser Hand 10.45
16110 - Presser Machine Drycleaning 10.45
16130 - Presser Machine Shirts 10.45
16160 - Presser Machine Wearing Apparel Laundry 10.45
16190 - Sewing Machine Operator 13.18
16220 - Tailor 14.02
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.77
19040 - Tool And Die Maker 25.73
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.93
21030 - Material Coordinator 23.12
21040 - Material Expediter 23.12
21050 - Material Handling Laborer 15.92
21071 - Order Filler 13.57
21080 - Production Line Worker (Food Processing) 17.93
21110 - Shipping Packer 16.34
21130 - Shipping/Receiving Clerk 16.34
21140 - Store Worker I 17.14
21150 - Stock Clerk 19.73
21210 - Tools And Parts Attendant 17.93
21410 - Warehouse Specialist 17.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.74
23019 - Aircraft Logs and Records Technician 23.71
23021 - Aircraft Mechanic I 27.51
23022 - Aircraft Mechanic II 28.74
23023 - Aircraft Mechanic III 29.96
23040 - Aircraft Mechanic Helper 21.74
23050 - Aircraft Painter 26.18
23060 - Aircraft Servicer 23.71
23070 - Aircraft Survival Flight Equipment Technician 26.18
23080 - Aircraft Worker 24.85
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.85
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.51

23110 - Appliance Mechanic 24.41
23120 - Bicycle Repairer 20.24
23125 - Cable Splicer 43.65
23130 - Carpenter Maintenance 20.93
23140 - Carpet Layer 24.85
23160 - Electrician Maintenance 30.48
23181 - Electronics Technician Maintenance I 27.98
23182 - Electronics Technician Maintenance II 28.92
23183 - Electronics Technician Maintenance III 30.01
23260 - Fabric Worker 23.36
23290 - Fire Alarm System Mechanic 27.51
23310 - Fire Extinguisher Repairer 21.87
23311 - Fuel Distribution System Mechanic 27.51
23312 - Fuel Distribution System Operator 21.87
23370 - General Maintenance Worker 18.91
23380 - Ground Support Equipment Mechanic 27.51
23381 - Ground Support Equipment Servicer 23.71
23382 - Ground Support Equipment Worker 24.85
23391 - Gunsmith I 21.87
23392 - Gunsmith II 24.85
23393 - Gunsmith III 27.51
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.20
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.30
23430 - Heavy Equipment Mechanic 24.93
23440 - Heavy Equipment Operator 31.74
23460 - Instrument Mechanic 27.51
23465 - Laboratory/Shelter Mechanic 26.18
23470 - Laborer 15.92
23510 - Locksmith 29.54
23530 - Machinery Maintenance Mechanic 26.42
23550 - Machinist Maintenance 24.02
23580 - Maintenance Trades Helper 17.31
23591 - Metrology Technician I 27.51
23592 - Metrology Technician II 28.74
23593 - Metrology Technician III 29.96
23640 - Millwright 33.98
23710 - Office Appliance Repairer 23.33
23760 - Painter Maintenance 23.34
23790 - Pipefitter Maintenance 41.45
23810 - Plumber Maintenance 39.36
23820 - Pneudraulic Systems Mechanic 27.51
23850 - Rigger 27.51
23870 - Scale Mechanic 24.85
23890 - Sheet-Metal Worker Maintenance 30.32
23910 - Small Engine Mechanic 23.13
23931 - Telecommunications Mechanic I 30.73
23932 - Telecommunications Mechanic II 31.90
23950 - Telephone Lineman 27.51

23960 - Welder Combination Maintenance		20.29
23965 - Well Driller		27.51
23970 - Woodcraft Worker		27.51
23980 - Woodworker		21.87
24000 - Personal Needs Occupations		
24550 - Case Manager		21.30
24570 - Child Care Attendant		11.57
24580 - Child Care Center Clerk		15.08
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services Coordinator		21.30
24630 - Homemaker		21.30
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		45.14
25040 - Sewage Plant Operator		23.19
25070 - Stationary Engineer		45.14
25190 - Ventilation Equipment Tender		33.55
25210 - Water Treatment Plant Operator		23.19
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.69
27007 - Baggage Inspector		16.40
27008 - Corrections Officer		23.85
27010 - Court Security Officer		20.82
27030 - Detection Dog Handler		18.35
27040 - Detention Officer		23.85
27070 - Firefighter		19.21
27101 - Guard I		16.40
27102 - Guard II		18.35
27131 - Police Officer I		22.90
27132 - Police Officer II		25.44
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.67
28042 - Carnival Equipment Repairer		13.82
28043 - Carnival Worker		10.97
28210 - Gate Attendant/Gate Tender		13.43
28310 - Lifeguard		11.97
28350 - Park Attendant (Aide)		15.03
28510 - Recreation Aide/Health Facility Attendant		10.97
28515 - Recreation Specialist		17.51
28630 - Sports Official		11.97
28690 - Swimming Pool Operator		16.13
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.85
29020 - Hatch Tender		24.85
29030 - Line Handler		24.85
29041 - Stevedore I		23.36
29042 - Stevedore II		26.18
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.22
30022 - Archeological Technician II 20.38
30023 - Archeological Technician III 25.24
30030 - Cartographic Technician 25.24
30040 - Civil Engineering Technician 28.88
30051 - Cryogenic Technician I 26.57
30052 - Cryogenic Technician II 29.35
30061 - Drafter/CAD Operator I 18.22
30062 - Drafter/CAD Operator II 20.38
30063 - Drafter/CAD Operator III 22.72
30064 - Drafter/CAD Operator IV 27.96
30081 - Engineering Technician I 15.08
30082 - Engineering Technician II 18.66
30083 - Engineering Technician III 21.49
30084 - Engineering Technician IV 26.30
30085 - Engineering Technician V 29.59
30086 - Engineering Technician VI 34.74
30090 - Environmental Technician 23.99
30095 - Evidence Control Specialist 23.99
30210 - Laboratory Technician 22.72
30221 - Latent Fingerprint Technician I 26.57
30222 - Latent Fingerprint Technician II 29.35
30240 - Mathematical Technician 25.24
30361 - Paralegal/Legal Assistant I 19.32
30362 - Paralegal/Legal Assistant II 23.76
30363 - Paralegal/Legal Assistant III 29.06
30364 - Paralegal/Legal Assistant IV 35.17
30375 - Petroleum Supply Specialist 29.35
30390 - Photo-Optics Technician 25.24
30395 - Radiation Control Technician 29.35
30461 - Technical Writer I 25.24
30462 - Technical Writer II 30.89
30463 - Technical Writer III 37.36
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.57
30502 - Weather Forecaster II 32.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.72
30621 - Weather Observer Senior (see 2) 25.24
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.37
31030 - Bus Driver 18.44
31043 - Driver Courier 15.40
31260 - Parking and Lot Attendant 12.48

31290 - Shuttle Bus Driver	16.26
31310 - Taxi Driver	15.63
31361 - Truckdriver Light	16.26
31362 - Truckdriver Medium	17.08
31363 - Truckdriver Heavy	19.58
31364 - Truckdriver Tractor-Trailer	19.58
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.22
99050 - Desk Clerk	10.36
99095 - Embalmer	22.74
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.65
99252 - Laboratory Animal Caretaker II	13.53
99260 - Marketing Analyst	24.82
99310 - Mortician	22.74
99410 - Pest Controller	16.42
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.67
99711 - Recycling Specialist	20.74
99730 - Refuse Collector	17.16
99810 - Sales Clerk	11.45
99820 - School Crossing Guard	14.43
99830 - Survey Party Chief	22.65
99831 - Surveying Aide	14.14
99832 - Surveying Technician	20.50
99840 - Vending Machine Attendant	21.24
99841 - Vending Machine Repairer	25.86
99842 - Vending Machine Repairer Helper	21.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5055
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Douglas Edgar

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.88
01012 - Accounting Clerk II		15.57
01013 - Accounting Clerk III		17.43
01020 - Administrative Assistant		22.23
01035 - Court Reporter		17.07
01041 - Customer Service Representative I		12.09
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.83
01051 - Data Entry Operator I		14.51
01052 - Data Entry Operator II		15.84
01060 - Dispatcher Motor Vehicle		17.37
01070 - Document Preparation Clerk		13.59
01090 - Duplicating Machine Operator		13.59
01111 - General Clerk I		13.57
01112 - General Clerk II		14.81

01113 - General Clerk III 16.62
01120 - Housing Referral Assistant 19.02
01141 - Messenger Courier 12.00
01191 - Order Clerk I 13.39
01192 - Order Clerk II 15.02
01261 - Personnel Assistant (Employment) I 15.53
01262 - Personnel Assistant (Employment) II 17.37
01263 - Personnel Assistant (Employment) III 19.36
01270 - Production Control Clerk 21.23
01290 - Rental Clerk 12.86
01300 - Scheduler Maintenance 15.25
01311 - Secretary I 15.25
01312 - Secretary II 17.07
01313 - Secretary III 19.02
01320 - Service Order Dispatcher 15.52
01410 - Supply Technician 22.23
01420 - Survey Worker 15.45
01460 - Switchboard Operator/Receptionist 12.63
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 13.61
01612 - Word Processor II 15.25
01613 - Word Processor III 17.07
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.36
05010 - Automotive Electrician 18.64
05040 - Automotive Glass Installer 17.41
05070 - Automotive Worker 17.41
05110 - Mobile Equipment Servicer 15.99
05130 - Motor Equipment Metal Mechanic 18.77
05160 - Motor Equipment Metal Worker 17.41
05190 - Motor Vehicle Mechanic 18.77
05220 - Motor Vehicle Mechanic Helper 15.40
05250 - Motor Vehicle Upholstery Worker 17.41
05280 - Motor Vehicle Wrecker 17.41
05310 - Painter Automotive 17.97
05340 - Radiator Repair Specialist 17.41
05370 - Tire Repairer 14.83
05400 - Transmission Repair Specialist 18.77
07000 - Food Preparation And Service Occupations
07010 - Baker 11.98
07041 - Cook I 12.36
07042 - Cook II 14.16
07070 - Dishwasher 9.64
07130 - Food Service Worker 11.51
07210 - Meat Cutter 13.41
07260 - Waiter/Waitress 9.38
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.29

09040 - Furniture Handler 12.54
09080 - Furniture Refinisher 16.83
09090 - Furniture Refinisher Helper 13.79
09110 - Furniture Repairer Minor 14.93
09130 - Upholsterer 16.83
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.96
11060 - Elevator Operator 12.90
11090 - Gardener 17.76
11122 - Housekeeping Aide 13.66
11150 - Janitor 13.66
11210 - Laborer Grounds Maintenance 13.83
11240 - Maid or Houseman 10.19
11260 - Pruner 12.53
11270 - Tractor Operator 16.46
11330 - Trail Maintenance Worker 13.83
11360 - Window Cleaner 14.63
12000 - Health Occupations
12010 - Ambulance Driver 17.40
12011 - Breath Alcohol Technician 17.33
12012 - Certified Occupational Therapist Assistant 23.56
12015 - Certified Physical Therapist Assistant 25.34
12020 - Dental Assistant 17.99
12025 - Dental Hygienist 29.16
12030 - EKG Technician 25.03
12035 - Electroneurodiagnostic Technologist 25.03
12040 - Emergency Medical Technician 17.40
12071 - Licensed Practical Nurse I 15.49
12072 - Licensed Practical Nurse II 17.33
12073 - Licensed Practical Nurse III 19.33
12100 - Medical Assistant 16.28
12130 - Medical Laboratory Technician 23.78
12160 - Medical Record Clerk 15.17
12190 - Medical Record Technician 17.18
12195 - Medical Transcriptionist 17.59
12210 - Nuclear Medicine Technologist 38.09
12221 - Nursing Assistant I 11.35
12222 - Nursing Assistant II 12.76
12223 - Nursing Assistant III 13.93
12224 - Nursing Assistant IV 15.63
12235 - Optical Dispenser 16.79
12236 - Optical Technician 15.49
12250 - Pharmacy Technician 15.29
12280 - Phlebotomist 15.02
12305 - Radiologic Technologist 25.87
12311 - Registered Nurse I 22.79
12312 - Registered Nurse II 27.87
12313 - Registered Nurse II Specialist 27.87
12314 - Registered Nurse III 33.72
12315 - Registered Nurse III Anesthetist 33.72

12316 - Registered Nurse IV		40.42
12317 - Scheduler (Drug and Alcohol Testing)		21.46
12320 - Substance Abuse Treatment Counselor		15.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.23
13012 - Exhibits Specialist II		20.22
13013 - Exhibits Specialist III		24.66
13041 - Illustrator I		16.23
13042 - Illustrator II		20.22
13043 - Illustrator III		24.66
13047 - Librarian		22.22
13050 - Library Aide/Clerk		12.84
13054 - Library Information Technology Systems Administrator		20.22
13058 - Library Technician		14.42
13061 - Media Specialist I		14.98
13062 - Media Specialist II		16.76
13063 - Media Specialist III		18.69
13071 - Photographer I		14.25
13072 - Photographer II		15.93
13073 - Photographer III		19.73
13074 - Photographer IV		24.15
13075 - Photographer V		29.21
13090 - Technical Order Library Clerk		15.11
13110 - Video Teleconference Technician		13.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		17.31
14043 - Computer Operator III		19.31
14044 - Computer Operator IV		21.45
14045 - Computer Operator V		23.76
14071 - Computer Programmer I	(see 1)	19.91
14072 - Computer Programmer II	(see 1)	24.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		21.45
14170 - System Support Specialist		28.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.36
15020 - Aircrew Training Devices Instructor (Rated)		33.11
15030 - Air Crew Training Devices Instructor (Pilot)		39.69
15050 - Computer Based Training Specialist / Instructor		27.36
15060 - Educational Technologist		31.33
15070 - Flight Instructor (Pilot)		39.69
15080 - Graphic Artist		19.81
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.69

15086 - Maintenance Test Pilot Rotary Wing 39.69
15088 - Non-Maintenance Test/Co-Pilot 39.69
15090 - Technical Instructor 23.51
15095 - Technical Instructor/Course Developer 30.42
15110 - Test Proctor 17.45
15120 - Tutor 17.45
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.49
19040 - Tool And Die Maker 28.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.60
21030 - Material Coordinator 21.23
21040 - Material Expediter 21.23
21050 - Material Handling Laborer 14.72
21071 - Order Filler 14.92
21080 - Production Line Worker (Food Processing) 19.60
21110 - Shipping Packer 15.50
21130 - Shipping/Receiving Clerk 15.50
21140 - Store Worker I 14.03
21150 - Stock Clerk 18.95
21210 - Tools And Parts Attendant 19.60
21410 - Warehouse Specialist 19.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.91
23019 - Aircraft Logs and Records Technician 20.82
23021 - Aircraft Mechanic I 24.64
23022 - Aircraft Mechanic II 25.91
23023 - Aircraft Mechanic III 27.18
23040 - Aircraft Mechanic Helper 18.29
23050 - Aircraft Painter 23.36
23060 - Aircraft Servicer 20.82
23070 - Aircraft Survival Flight Equipment Technician 23.36
23080 - Aircraft Worker 22.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.64
23110 - Appliance Mechanic 23.36

23120 - Bicycle Repairer	18.91
23125 - Cable Splicer	39.79
23130 - Carpenter Maintenance	24.42
23140 - Carpet Layer	24.77
23160 - Electrician Maintenance	28.77
23181 - Electronics Technician Maintenance I	24.31
23182 - Electronics Technician Maintenance II	25.70
23183 - Electronics Technician Maintenance III	27.10
23260 - Fabric Worker	20.82
23290 - Fire Alarm System Mechanic	24.64
23310 - Fire Extinguisher Repairer	19.57
23311 - Fuel Distribution System Mechanic	24.64
23312 - Fuel Distribution System Operator	19.57
23370 - General Maintenance Worker	17.43
23380 - Ground Support Equipment Mechanic	24.64
23381 - Ground Support Equipment Servicer	20.82
23382 - Ground Support Equipment Worker	22.10
23391 - Gunsmith I	19.57
23392 - Gunsmith II	22.10
23393 - Gunsmith III	24.64
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.93
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.17
23430 - Heavy Equipment Mechanic	27.10
23440 - Heavy Equipment Operator	29.38
23460 - Instrument Mechanic	24.64
23465 - Laboratory/Shelter Mechanic	23.36
23470 - Laborer	14.72
23510 - Locksmith	22.90
23530 - Machinery Maintenance Mechanic	23.06
23550 - Machinist Maintenance	19.79
23580 - Maintenance Trades Helper	15.36
23591 - Metrology Technician I	24.64
23592 - Metrology Technician II	25.91
23593 - Metrology Technician III	27.18
23640 - Millwright	24.64
23710 - Office Appliance Repairer	22.90
23760 - Painter Maintenance	23.03
23790 - Pipefitter Maintenance	34.33
23810 - Plumber Maintenance	32.62
23820 - Pneudraulic Systems Mechanic	24.64
23850 - Rigger	24.64
23870 - Scale Mechanic	22.10
23890 - Sheet-Metal Worker Maintenance	29.10
23910 - Small Engine Mechanic	22.10
23931 - Telecommunications Mechanic I	27.60
23932 - Telecommunications Mechanic II	28.62
23950 - Telephone Lineman	25.27
23960 - Welder Combination Maintenance	18.69

23965 - Well Driller	24.64
23970 - Woodcraft Worker	24.64
23980 - Woodworker	19.57
24000 - Personal Needs Occupations	
24550 - Case Manager	14.09
24570 - Child Care Attendant	10.26
24580 - Child Care Center Clerk	12.79
24610 - Chore Aide	12.50
24620 - Family Readiness And Support Services Coordinator	14.09
24630 - Homemaker	14.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.66
25040 - Sewage Plant Operator	21.86
25070 - Stationary Engineer	32.66
25190 - Ventilation Equipment Tender	22.86
25210 - Water Treatment Plant Operator	21.86
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.32
27007 - Baggage Inspector	14.36
27008 - Corrections Officer	29.88
27010 - Court Security Officer	21.66
27030 - Detection Dog Handler	16.41
27040 - Detention Officer	29.88
27070 - Firefighter	23.24
27101 - Guard I	14.36
27102 - Guard II	16.41
27131 - Police Officer I	25.26
27132 - Police Officer II	28.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.38
28042 - Carnival Equipment Repairer	13.30
28043 - Carnival Worker	10.24
28210 - Gate Attendant/Gate Tender	14.52
28310 - Lifeguard	12.94
28350 - Park Attendant (Aide)	16.25
28510 - Recreation Aide/Health Facility Attendant	11.86
28515 - Recreation Specialist	20.13
28630 - Sports Official	12.94
28690 - Swimming Pool Operator	25.45
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.82
29020 - Hatch Tender	25.82
29030 - Line Handler	25.82
29041 - Stevedore I	24.18
29042 - Stevedore II	27.30
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.73

30021 - Archeological Technician I		16.31
30022 - Archeological Technician II		18.26
30023 - Archeological Technician III		22.61
30030 - Cartographic Technician		22.61
30040 - Civil Engineering Technician		24.46
30051 - Cryogenic Technician I		25.04
30052 - Cryogenic Technician II		27.65
30061 - Drafter/CAD Operator I		16.31
30062 - Drafter/CAD Operator II		18.26
30063 - Drafter/CAD Operator III		20.34
30064 - Drafter/CAD Operator IV		25.04
30081 - Engineering Technician I		15.19
30082 - Engineering Technician II		17.41
30083 - Engineering Technician III		19.48
30084 - Engineering Technician IV		24.12
30085 - Engineering Technician V		29.52
30086 - Engineering Technician VI		33.46
30090 - Environmental Technician		22.61
30095 - Evidence Control Specialist		22.61
30210 - Laboratory Technician		28.57
30221 - Latent Fingerprint Technician I		25.04
30222 - Latent Fingerprint Technician II		27.65
30240 - Mathematical Technician		22.61
30361 - Paralegal/Legal Assistant I		19.83
30362 - Paralegal/Legal Assistant II		24.56
30363 - Paralegal/Legal Assistant III		30.04
30364 - Paralegal/Legal Assistant IV		36.34
30375 - Petroleum Supply Specialist		27.65
30390 - Photo-Optics Technician		20.03
30395 - Radiation Control Technician		27.65
30461 - Technical Writer I		22.61
30462 - Technical Writer II		27.65
30463 - Technical Writer III		33.46
30491 - Unexploded Ordnance (UXO) Technician I		25.72
30492 - Unexploded Ordnance (UXO) Technician II		31.12
30493 - Unexploded Ordnance (UXO) Technician III		37.30
30494 - Unexploded (UXO) Safety Escort		25.72
30495 - Unexploded (UXO) Sweep Personnel		25.72
30501 - Weather Forecaster I		25.04
30502 - Weather Forecaster II		30.45
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.34
30621 - Weather Observer Senior	(see 2)	22.61
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.12
31020 - Bus Aide		13.98
31030 - Bus Driver		19.04
31043 - Driver Courier		16.45
31260 - Parking and Lot Attendant		12.52
31290 - Shuttle Bus Driver		17.75

31310 - Taxi Driver	13.75
31361 - Truckdriver Light	17.75
31362 - Truckdriver Medium	19.04
31363 - Truckdriver Heavy	20.20
31364 - Truckdriver Tractor-Trailer	20.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	9.85
99050 - Desk Clerk	9.66
99095 - Embalmer	23.49
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	14.25
99252 - Laboratory Animal Caretaker II	15.36
99260 - Marketing Analyst	22.75
99310 - Mortician	23.49
99410 - Pest Controller	19.71
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	17.43
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	15.79
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	14.83
99830 - Survey Party Chief	21.14
99831 - Surveying Aide	13.84
99832 - Surveying Technician	18.95
99840 - Vending Machine Attendant	19.25
99841 - Vending Machine Repairer	23.72
99842 - Vending Machine Repairer Helper	19.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5056
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Douglas Edgar

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.88
01012 - Accounting Clerk II		15.57
01013 - Accounting Clerk III		17.43
01020 - Administrative Assistant		22.23
01035 - Court Reporter		17.07
01041 - Customer Service Representative I		12.09
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.83
01051 - Data Entry Operator I		14.51
01052 - Data Entry Operator II		15.84
01060 - Dispatcher Motor Vehicle		17.37
01070 - Document Preparation Clerk		13.59

01090 - Duplicating Machine Operator 13.59
01111 - General Clerk I 13.57
01112 - General Clerk II 14.81
01113 - General Clerk III 16.62
01120 - Housing Referral Assistant 19.02
01141 - Messenger Courier 12.00
01191 - Order Clerk I 13.39
01192 - Order Clerk II 15.02
01261 - Personnel Assistant (Employment) I 15.53
01262 - Personnel Assistant (Employment) II 17.37
01263 - Personnel Assistant (Employment) III 19.36
01270 - Production Control Clerk 21.23
01290 - Rental Clerk 12.86
01300 - Scheduler Maintenance 15.25
01311 - Secretary I 15.25
01312 - Secretary II 17.07
01313 - Secretary III 19.02
01320 - Service Order Dispatcher 15.52
01410 - Supply Technician 22.23
01420 - Survey Worker 15.45
01460 - Switchboard Operator/Receptionist 12.63
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 13.61
01612 - Word Processor II 15.25
01613 - Word Processor III 17.07
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.36
05010 - Automotive Electrician 18.64
05040 - Automotive Glass Installer 17.41
05070 - Automotive Worker 17.41
05110 - Mobile Equipment Servicer 15.99
05130 - Motor Equipment Metal Mechanic 18.77
05160 - Motor Equipment Metal Worker 17.41
05190 - Motor Vehicle Mechanic 18.77
05220 - Motor Vehicle Mechanic Helper 15.40
05250 - Motor Vehicle Upholstery Worker 17.41
05280 - Motor Vehicle Wrecker 17.41
05310 - Painter Automotive 17.97
05340 - Radiator Repair Specialist 17.41
05370 - Tire Repairer 14.83
05400 - Transmission Repair Specialist 18.77
07000 - Food Preparation And Service Occupations
07010 - Baker 11.98
07041 - Cook I 12.36
07042 - Cook II 14.16
07070 - Dishwasher 9.64
07130 - Food Service Worker 11.51
07210 - Meat Cutter 13.41

07260 - Waiter/Waitress	9.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.29
09040 - Furniture Handler	12.54
09080 - Furniture Refinisher	16.83
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer Minor	14.93
09130 - Upholsterer	16.83
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.96
11060 - Elevator Operator	12.90
11090 - Gardener	17.76
11122 - Housekeeping Aide	13.66
11150 - Janitor	13.66
11210 - Laborer Grounds Maintenance	13.83
11240 - Maid or Houseman	10.19
11260 - Pruner	12.53
11270 - Tractor Operator	16.46
11330 - Trail Maintenance Worker	13.83
11360 - Window Cleaner	14.63
12000 - Health Occupations	
12010 - Ambulance Driver	17.40
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	23.56
12015 - Certified Physical Therapist Assistant	25.34
12020 - Dental Assistant	17.99
12025 - Dental Hygienist	29.16
12030 - EKG Technician	25.03
12035 - Electroneurodiagnostic Technologist	25.03
12040 - Emergency Medical Technician	17.40
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.33
12100 - Medical Assistant	16.28
12130 - Medical Laboratory Technician	23.78
12160 - Medical Record Clerk	15.17
12190 - Medical Record Technician	17.18
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine Technologist	38.09
12221 - Nursing Assistant I	11.35
12222 - Nursing Assistant II	12.76
12223 - Nursing Assistant III	13.93
12224 - Nursing Assistant IV	15.63
12235 - Optical Dispenser	16.79
12236 - Optical Technician	15.49
12250 - Pharmacy Technician	15.29
12280 - Phlebotomist	15.02
12305 - Radiologic Technologist	25.87
12311 - Registered Nurse I	22.79
12312 - Registered Nurse II	27.87

12313 - Registered Nurse II Specialist		27.87
12314 - Registered Nurse III		33.72
12315 - Registered Nurse III Anesthetist		33.72
12316 - Registered Nurse IV		40.42
12317 - Scheduler (Drug and Alcohol Testing)		21.46
12320 - Substance Abuse Treatment Counselor		15.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.23
13012 - Exhibits Specialist II		20.22
13013 - Exhibits Specialist III		24.66
13041 - Illustrator I		16.23
13042 - Illustrator II		20.22
13043 - Illustrator III		24.66
13047 - Librarian		22.22
13050 - Library Aide/Clerk		12.84
13054 - Library Information Technology Systems Administrator		20.22
13058 - Library Technician		14.42
13061 - Media Specialist I		14.98
13062 - Media Specialist II		16.76
13063 - Media Specialist III		18.69
13071 - Photographer I		14.25
13072 - Photographer II		15.93
13073 - Photographer III		19.73
13074 - Photographer IV		24.15
13075 - Photographer V		29.21
13090 - Technical Order Library Clerk		15.11
13110 - Video Teleconference Technician		13.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		17.31
14043 - Computer Operator III		19.31
14044 - Computer Operator IV		21.45
14045 - Computer Operator V		23.76
14071 - Computer Programmer I	(see 1)	19.91
14072 - Computer Programmer II	(see 1)	24.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		21.45
14170 - System Support Specialist		28.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.36
15020 - Aircrew Training Devices Instructor (Rated)		33.11
15030 - Air Crew Training Devices Instructor (Pilot)		39.69
15050 - Computer Based Training Specialist / Instructor		27.36
15060 - Educational Technologist		31.33

15070 - Flight Instructor (Pilot) 39.69
15080 - Graphic Artist 19.81
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.69
15086 - Maintenance Test Pilot Rotary Wing 39.69
15088 - Non-Maintenance Test/Co-Pilot 39.69
15090 - Technical Instructor 23.51
15095 - Technical Instructor/Course Developer 30.42
15110 - Test Proctor 17.45
15120 - Tutor 17.45
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.49
19040 - Tool And Die Maker 28.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.60
21030 - Material Coordinator 21.23
21040 - Material Expediter 21.23
21050 - Material Handling Laborer 14.72
21071 - Order Filler 14.92
21080 - Production Line Worker (Food Processing) 19.60
21110 - Shipping Packer 15.50
21130 - Shipping/Receiving Clerk 15.50
21140 - Store Worker I 14.03
21150 - Stock Clerk 18.95
21210 - Tools And Parts Attendant 19.60
21410 - Warehouse Specialist 19.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.91
23019 - Aircraft Logs and Records Technician 20.82
23021 - Aircraft Mechanic I 24.64
23022 - Aircraft Mechanic II 25.91
23023 - Aircraft Mechanic III 27.18
23040 - Aircraft Mechanic Helper 18.29
23050 - Aircraft Painter 23.36
23060 - Aircraft Servicer 20.82
23070 - Aircraft Survival Flight Equipment Technician 23.36
23080 - Aircraft Worker 22.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.10

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.64
23110 - Appliance Mechanic 23.36
23120 - Bicycle Repairer 18.91
23125 - Cable Splicer 39.79
23130 - Carpenter Maintenance 24.42
23140 - Carpet Layer 24.77
23160 - Electrician Maintenance 28.77
23181 - Electronics Technician Maintenance I 24.31
23182 - Electronics Technician Maintenance II 25.70
23183 - Electronics Technician Maintenance III 27.10
23260 - Fabric Worker 20.82
23290 - Fire Alarm System Mechanic 24.64
23310 - Fire Extinguisher Repairer 19.57
23311 - Fuel Distribution System Mechanic 24.64
23312 - Fuel Distribution System Operator 19.57
23370 - General Maintenance Worker 17.43
23380 - Ground Support Equipment Mechanic 24.64
23381 - Ground Support Equipment Servicer 20.82
23382 - Ground Support Equipment Worker 22.10
23391 - Gunsmith I 19.57
23392 - Gunsmith II 22.10
23393 - Gunsmith III 24.64
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.93
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.17
23430 - Heavy Equipment Mechanic 27.10
23440 - Heavy Equipment Operator 29.38
23460 - Instrument Mechanic 24.64
23465 - Laboratory/Shelter Mechanic 23.36
23470 - Laborer 14.72
23510 - Locksmith 22.90
23530 - Machinery Maintenance Mechanic 23.06
23550 - Machinist Maintenance 19.79
23580 - Maintenance Trades Helper 15.36
23591 - Metrology Technician I 24.64
23592 - Metrology Technician II 25.91
23593 - Metrology Technician III 27.18
23640 - Millwright 24.64
23710 - Office Appliance Repairer 22.90
23760 - Painter Maintenance 23.03
23790 - Pipefitter Maintenance 34.33
23810 - Plumber Maintenance 32.62
23820 - Pneudraulic Systems Mechanic 24.64
23850 - Rigger 24.64
23870 - Scale Mechanic 22.10
23890 - Sheet-Metal Worker Maintenance 29.10
23910 - Small Engine Mechanic 22.10
23931 - Telecommunications Mechanic I 27.60

23932 - Telecommunications Mechanic II 28.62
23950 - Telephone Lineman 25.27
23960 - Welder Combination Maintenance 18.69
23965 - Well Driller 24.64
23970 - Woodcraft Worker 24.64
23980 - Woodworker 19.57
24000 - Personal Needs Occupations
24550 - Case Manager 14.09
24570 - Child Care Attendant 10.26
24580 - Child Care Center Clerk 12.79
24610 - Chore Aide 12.50
24620 - Family Readiness And Support Services Coordinator 14.09
24630 - Homemaker 14.09
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 32.66
25040 - Sewage Plant Operator 21.86
25070 - Stationary Engineer 32.66
25190 - Ventilation Equipment Tender 22.86
25210 - Water Treatment Plant Operator 21.86
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.32
27007 - Baggage Inspector 14.36
27008 - Corrections Officer 29.88
27010 - Court Security Officer 21.66
27030 - Detection Dog Handler 16.41
27040 - Detention Officer 29.88
27070 - Firefighter 23.24
27101 - Guard I 14.36
27102 - Guard II 16.41
27131 - Police Officer I 25.26
27132 - Police Officer II 28.09
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.38
28042 - Carnival Equipment Repairer 13.30
28043 - Carnival Worker 10.24
28210 - Gate Attendant/Gate Tender 14.52
28310 - Lifeguard 12.94
28350 - Park Attendant (Aide) 16.25
28510 - Recreation Aide/Health Facility Attendant 11.86
28515 - Recreation Specialist 20.13
28630 - Sports Official 12.94
28690 - Swimming Pool Operator 25.45
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.82
29020 - Hatch Tender 25.82
29030 - Line Handler 25.82
29041 - Stevedore I 24.18
29042 - Stevedore II 27.30
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) 40.47
30011 - Air Traffic Control Specialist Station (HFO) 27.91
30012 - Air Traffic Control Specialist Terminal (HFO) 30.73
30021 - Archeological Technician I 16.31
30022 - Archeological Technician II 18.26
30023 - Archeological Technician III 22.61
30030 - Cartographic Technician 22.61
30040 - Civil Engineering Technician 24.46
30051 - Cryogenic Technician I 25.04
30052 - Cryogenic Technician II 27.65
30061 - Drafter/CAD Operator I 16.31
30062 - Drafter/CAD Operator II 18.26
30063 - Drafter/CAD Operator III 20.34
30064 - Drafter/CAD Operator IV 25.04
30081 - Engineering Technician I 15.19
30082 - Engineering Technician II 17.41
30083 - Engineering Technician III 19.48
30084 - Engineering Technician IV 24.12
30085 - Engineering Technician V 29.52
30086 - Engineering Technician VI 33.46
30090 - Environmental Technician 22.61
30095 - Evidence Control Specialist 22.61
30210 - Laboratory Technician 28.57
30221 - Latent Fingerprint Technician I 25.04
30222 - Latent Fingerprint Technician II 27.65
30240 - Mathematical Technician 22.61
30361 - Paralegal/Legal Assistant I 19.83
30362 - Paralegal/Legal Assistant II 24.56
30363 - Paralegal/Legal Assistant III 30.04
30364 - Paralegal/Legal Assistant IV 36.34
30375 - Petroleum Supply Specialist 27.65
30390 - Photo-Optics Technician 20.03
30395 - Radiation Control Technician 27.65
30461 - Technical Writer I 22.61
30462 - Technical Writer II 27.65
30463 - Technical Writer III 33.46
30491 - Unexploded Ordnance (UXO) Technician I 25.72
30492 - Unexploded Ordnance (UXO) Technician II 31.12
30493 - Unexploded Ordnance (UXO) Technician III 37.30
30494 - Unexploded (UXO) Safety Escort 25.72
30495 - Unexploded (UXO) Sweep Personnel 25.72
30501 - Weather Forecaster I 25.04
30502 - Weather Forecaster II 30.45
30620 - Weather Observer Combined Upper Air Or 20.34
Surface Programs
30621 - Weather Observer Senior 22.61
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.12
31020 - Bus Aide 13.98
31030 - Bus Driver 19.04

31043 - Driver Courier	16.45
31260 - Parking and Lot Attendant	12.52
31290 - Shuttle Bus Driver	17.75
31310 - Taxi Driver	13.75
31361 - Truckdriver Light	17.75
31362 - Truckdriver Medium	19.04
31363 - Truckdriver Heavy	20.20
31364 - Truckdriver Tractor-Trailer	20.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	9.85
99050 - Desk Clerk	9.66
99095 - Embalmer	23.49
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	14.25
99252 - Laboratory Animal Caretaker II	15.36
99260 - Marketing Analyst	22.75
99310 - Mortician	23.49
99410 - Pest Controller	19.71
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	17.43
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	15.79
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	14.83
99830 - Survey Party Chief	21.14
99831 - Surveying Aide	13.84
99832 - Surveying Technician	18.95
99840 - Vending Machine Attendant	19.25
99841 - Vending Machine Repairer	23.72
99842 - Vending Machine Repairer Helper	19.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5057
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Clark Coles Crawford Cumberland Jasper

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.98
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		19.48
01020 - Administrative Assistant		22.23
01035 - Court Reporter		17.07
01041 - Customer Service Representative I		12.09
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.83
01051 - Data Entry Operator I		14.42
01052 - Data Entry Operator II		15.73
01060 - Dispatcher Motor Vehicle		17.37
01070 - Document Preparation Clerk		13.59
01090 - Duplicating Machine Operator		13.59
01111 - General Clerk I		13.40
01112 - General Clerk II		14.61

01113 - General Clerk III 16.62
01120 - Housing Referral Assistant 19.02
01141 - Messenger Courier 11.42
01191 - Order Clerk I 13.77
01192 - Order Clerk II 15.02
01261 - Personnel Assistant (Employment) I 18.47
01262 - Personnel Assistant (Employment) II 20.66
01263 - Personnel Assistant (Employment) III 23.03
01270 - Production Control Clerk 21.23
01290 - Rental Clerk 13.19
01300 - Scheduler Maintenance 15.25
01311 - Secretary I 15.25
01312 - Secretary II 17.07
01313 - Secretary III 19.02
01320 - Service Order Dispatcher 15.52
01410 - Supply Technician 22.23
01420 - Survey Worker 14.37
01460 - Switchboard Operator/Receptionist 12.63
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 13.59
01612 - Word Processor II 15.25
01613 - Word Processor III 17.07
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.05
05010 - Automotive Electrician 19.76
05040 - Automotive Glass Installer 18.48
05070 - Automotive Worker 18.48
05110 - Mobile Equipment Servicer 16.31
05130 - Motor Equipment Metal Mechanic 19.76
05160 - Motor Equipment Metal Worker 18.48
05190 - Motor Vehicle Mechanic 19.53
05220 - Motor Vehicle Mechanic Helper 15.42
05250 - Motor Vehicle Upholstery Worker 18.48
05280 - Motor Vehicle Wrecker 18.48
05310 - Painter Automotive 18.02
05340 - Radiator Repair Specialist 18.48
05370 - Tire Repairer 15.99
05400 - Transmission Repair Specialist 18.77
07000 - Food Preparation And Service Occupations
07010 - Baker 13.38
07041 - Cook I 12.36
07042 - Cook II 14.16
07070 - Dishwasher 9.64
07130 - Food Service Worker 11.51
07210 - Meat Cutter 14.55
07260 - Waiter/Waitress 9.85
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.38

09040 - Furniture Handler 14.31
09080 - Furniture Refinisher 19.26
09090 - Furniture Refinisher Helper 15.09
09110 - Furniture Repairer Minor 17.17
09130 - Upholsterer 19.26
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.01
11060 - Elevator Operator 12.32
11090 - Gardener 17.76
11122 - Housekeeping Aide 12.32
11150 - Janitor 12.32
11210 - Laborer Grounds Maintenance 13.83
11240 - Maid or Houseman 10.19
11260 - Pruner 12.53
11270 - Tractor Operator 16.46
11330 - Trail Maintenance Worker 13.83
11360 - Window Cleaner 13.60
12000 - Health Occupations
12010 - Ambulance Driver 18.26
12011 - Breath Alcohol Technician 18.26
12012 - Certified Occupational Therapist Assistant 25.30
12015 - Certified Physical Therapist Assistant 25.38
12020 - Dental Assistant 17.57
12025 - Dental Hygienist 36.85
12030 - EKG Technician 27.67
12035 - Electroneurodiagnostic Technologist 27.67
12040 - Emergency Medical Technician 18.26
12071 - Licensed Practical Nurse I 16.33
12072 - Licensed Practical Nurse II 18.26
12073 - Licensed Practical Nurse III 19.46
12100 - Medical Assistant 16.28
12130 - Medical Laboratory Technician 23.78
12160 - Medical Record Clerk 15.17
12190 - Medical Record Technician 17.18
12195 - Medical Transcriptionist 17.59
12210 - Nuclear Medicine Technologist 37.73
12221 - Nursing Assistant I 11.35
12222 - Nursing Assistant II 12.76
12223 - Nursing Assistant III 13.93
12224 - Nursing Assistant IV 15.63
12235 - Optical Dispenser 16.79
12236 - Optical Technician 16.33
12250 - Pharmacy Technician 15.29
12280 - Phlebotomist 15.02
12305 - Radiologic Technologist 25.87
12311 - Registered Nurse I 22.79
12312 - Registered Nurse II 27.87
12313 - Registered Nurse II Specialist 27.87
12314 - Registered Nurse III 33.72
12315 - Registered Nurse III Anesthetist 33.72

12316 - Registered Nurse IV		40.42
12317 - Scheduler (Drug and Alcohol Testing)		22.63
12320 - Substance Abuse Treatment Counselor		15.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.46
13012 - Exhibits Specialist II		20.15
13013 - Exhibits Specialist III		21.12
13041 - Illustrator I		18.38
13042 - Illustrator II		22.49
13043 - Illustrator III		23.56
13047 - Librarian		22.21
13050 - Library Aide/Clerk		12.90
13054 - Library Information Technology Systems Administrator		21.45
13058 - Library Technician		15.64
13061 - Media Specialist I		13.98
13062 - Media Specialist II		15.64
13063 - Media Specialist III		17.43
13071 - Photographer I		15.26
13072 - Photographer II		16.98
13073 - Photographer III		21.03
13074 - Photographer IV		23.11
13075 - Photographer V		23.80
13090 - Technical Order Library Clerk		15.11
13110 - Video Teleconference Technician		14.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		17.17
14043 - Computer Operator III		20.90
14044 - Computer Operator IV		22.51
14045 - Computer Operator V		24.92
14071 - Computer Programmer I	(see 1)	23.84
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		22.51
14170 - System Support Specialist		28.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.28
15020 - Aircrew Training Devices Instructor (Rated)		40.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.26
15050 - Computer Based Training Specialist / Instructor		33.28
15060 - Educational Technologist		32.26
15070 - Flight Instructor (Pilot)		44.26
15080 - Graphic Artist		21.69
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.69

15086 - Maintenance Test Pilot Rotary Wing 39.69
15088 - Non-Maintenance Test/Co-Pilot 39.69
15090 - Technical Instructor 18.18
15095 - Technical Instructor/Course Developer 23.42
15110 - Test Proctor 14.69
15120 - Tutor 14.69
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.09
19040 - Tool And Die Maker 28.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.60
21030 - Material Coordinator 21.23
21040 - Material Expediter 21.23
21050 - Material Handling Laborer 14.72
21071 - Order Filler 16.09
21080 - Production Line Worker (Food Processing) 19.60
21110 - Shipping Packer 15.50
21130 - Shipping/Receiving Clerk 15.50
21140 - Store Worker I 14.03
21150 - Stock Clerk 18.95
21210 - Tools And Parts Attendant 19.60
21410 - Warehouse Specialist 19.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.29
23019 - Aircraft Logs and Records Technician 20.76
23021 - Aircraft Mechanic I 24.15
23022 - Aircraft Mechanic II 25.29
23023 - Aircraft Mechanic III 26.42
23040 - Aircraft Mechanic Helper 18.94
23050 - Aircraft Painter 22.90
23060 - Aircraft Servicer 20.76
23070 - Aircraft Survival Flight Equipment Technician 22.90
23080 - Aircraft Worker 21.66
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.66
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.15
23110 - Appliance Mechanic 22.90

23120 - Bicycle Repairer 18.91
23125 - Cable Splicer 36.91
23130 - Carpenter Maintenance 21.97
23140 - Carpet Layer 21.66
23160 - Electrician Maintenance 29.27
23181 - Electronics Technician Maintenance I 22.40
23182 - Electronics Technician Maintenance II 23.64
23183 - Electronics Technician Maintenance III 24.90
23260 - Fabric Worker 20.28
23290 - Fire Alarm System Mechanic 22.92
23310 - Fire Extinguisher Repairer 18.91
23311 - Fuel Distribution System Mechanic 24.15
23312 - Fuel Distribution System Operator 18.91
23370 - General Maintenance Worker 17.43
23380 - Ground Support Equipment Mechanic 24.15
23381 - Ground Support Equipment Servicer 20.76
23382 - Ground Support Equipment Worker 21.66
23391 - Gunsmith I 18.91
23392 - Gunsmith II 21.66
23393 - Gunsmith III 24.15
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.49
23430 - Heavy Equipment Mechanic 25.21
23440 - Heavy Equipment Operator 30.38
23460 - Instrument Mechanic 24.15
23465 - Laboratory/Shelter Mechanic 22.90
23470 - Laborer 14.72
23510 - Locksmith 22.90
23530 - Machinery Maintenance Mechanic 23.06
23550 - Machinist Maintenance 19.79
23580 - Maintenance Trades Helper 16.96
23591 - Metrology Technician I 24.15
23592 - Metrology Technician II 25.29
23593 - Metrology Technician III 26.42
23640 - Millwright 26.84
23710 - Office Appliance Repairer 22.90
23760 - Painter Maintenance 22.05
23790 - Pipefitter Maintenance 31.72
23810 - Plumber Maintenance 29.06
23820 - Pneudraulic Systems Mechanic 24.15
23850 - Rigger 24.15
23870 - Scale Mechanic 21.66
23890 - Sheet-Metal Worker Maintenance 23.35
23910 - Small Engine Mechanic 20.56
23931 - Telecommunications Mechanic I 27.33
23932 - Telecommunications Mechanic II 28.62
23950 - Telephone Lineman 24.15
23960 - Welder Combination Maintenance 18.69

23965 - Well Driller	24.15
23970 - Woodcraft Worker	24.15
23980 - Woodworker	18.91
24000 - Personal Needs Occupations	
24550 - Case Manager	14.96
24570 - Child Care Attendant	10.26
24580 - Child Care Center Clerk	14.13
24610 - Chore Aide	11.86
24620 - Family Readiness And Support Services Coordinator	14.96
24630 - Homemaker	16.86
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.66
25040 - Sewage Plant Operator	21.86
25070 - Stationary Engineer	32.66
25190 - Ventilation Equipment Tender	23.76
25210 - Water Treatment Plant Operator	21.86
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.11
27007 - Baggage Inspector	14.36
27008 - Corrections Officer	29.88
27010 - Court Security Officer	22.21
27030 - Detection Dog Handler	16.07
27040 - Detention Officer	29.88
27070 - Firefighter	22.06
27101 - Guard I	14.36
27102 - Guard II	16.07
27131 - Police Officer I	26.11
27132 - Police Officer II	29.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.38
28042 - Carnival Equipment Repairer	13.35
28043 - Carnival Worker	10.12
28210 - Gate Attendant/Gate Tender	14.57
28310 - Lifeguard	12.97
28350 - Park Attendant (Aide)	16.29
28510 - Recreation Aide/Health Facility Attendant	11.89
28515 - Recreation Specialist	19.62
28630 - Sports Official	12.97
28690 - Swimming Pool Operator	25.45
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.88
29020 - Hatch Tender	24.88
29030 - Line Handler	24.88
29041 - Stevedore I	23.44
29042 - Stevedore II	26.29
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.73

30021 - Archeological Technician I		16.74
30022 - Archeological Technician II		19.23
30023 - Archeological Technician III		23.82
30030 - Cartographic Technician		25.49
30040 - Civil Engineering Technician		29.32
30051 - Cryogenic Technician I		25.04
30052 - Cryogenic Technician II		27.65
30061 - Drafter/CAD Operator I		16.31
30062 - Drafter/CAD Operator II		19.23
30063 - Drafter/CAD Operator III		21.44
30064 - Drafter/CAD Operator IV		26.38
30081 - Engineering Technician I		14.54
30082 - Engineering Technician II		19.88
30083 - Engineering Technician III		22.26
30084 - Engineering Technician IV		27.58
30085 - Engineering Technician V		29.70
30086 - Engineering Technician VI		33.46
30090 - Environmental Technician		25.49
30095 - Evidence Control Specialist		22.61
30210 - Laboratory Technician		31.95
30221 - Latent Fingerprint Technician I		25.04
30222 - Latent Fingerprint Technician II		27.65
30240 - Mathematical Technician		25.49
30361 - Paralegal/Legal Assistant I		19.83
30362 - Paralegal/Legal Assistant II		24.56
30363 - Paralegal/Legal Assistant III		30.04
30364 - Paralegal/Legal Assistant IV		36.34
30375 - Petroleum Supply Specialist		27.65
30390 - Photo-Optics Technician		25.49
30395 - Radiation Control Technician		27.65
30461 - Technical Writer I		23.60
30462 - Technical Writer II		28.06
30463 - Technical Writer III		33.92
30491 - Unexploded Ordnance (UXO) Technician I		25.72
30492 - Unexploded Ordnance (UXO) Technician II		31.12
30493 - Unexploded Ordnance (UXO) Technician III		37.30
30494 - Unexploded (UXO) Safety Escort		25.72
30495 - Unexploded (UXO) Sweep Personnel		25.72
30501 - Weather Forecaster I		25.04
30502 - Weather Forecaster II		30.45
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.44
30621 - Weather Observer Senior	(see 2)	23.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.12
31020 - Bus Aide		14.12
31030 - Bus Driver		19.04
31043 - Driver Courier		16.45
31260 - Parking and Lot Attendant		12.98
31290 - Shuttle Bus Driver		17.75

31310 - Taxi Driver	16.45
31361 - Truckdriver Light	17.75
31362 - Truckdriver Medium	19.04
31363 - Truckdriver Heavy	20.20
31364 - Truckdriver Tractor-Trailer	20.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	9.85
99050 - Desk Clerk	9.98
99095 - Embalmer	24.42
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	14.92
99252 - Laboratory Animal Caretaker II	16.08
99260 - Marketing Analyst	22.75
99310 - Mortician	24.42
99410 - Pest Controller	19.34
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	17.43
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	15.79
99810 - Sales Clerk	11.46
99820 - School Crossing Guard	14.83
99830 - Survey Party Chief	21.30
99831 - Surveying Aide	13.30
99832 - Surveying Technician	19.31
99840 - Vending Machine Attendant	19.25
99841 - Vending Machine Repairer	23.72
99842 - Vending Machine Repairer Helper	19.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5058
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Clark Coles Crawford Cumberland Jasper

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.98
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		19.48
01020 - Administrative Assistant		22.23
01035 - Court Reporter		17.07
01041 - Customer Service Representative I		12.09
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.83
01051 - Data Entry Operator I		14.42
01052 - Data Entry Operator II		15.73
01060 - Dispatcher Motor Vehicle		17.37
01070 - Document Preparation Clerk		13.59

01090 - Duplicating Machine Operator 13.59
01111 - General Clerk I 13.40
01112 - General Clerk II 14.61
01113 - General Clerk III 16.62
01120 - Housing Referral Assistant 19.02
01141 - Messenger Courier 11.42
01191 - Order Clerk I 13.77
01192 - Order Clerk II 15.02
01261 - Personnel Assistant (Employment) I 18.47
01262 - Personnel Assistant (Employment) II 20.66
01263 - Personnel Assistant (Employment) III 23.03
01270 - Production Control Clerk 21.23
01290 - Rental Clerk 13.19
01300 - Scheduler Maintenance 15.25
01311 - Secretary I 15.25
01312 - Secretary II 17.07
01313 - Secretary III 19.02
01320 - Service Order Dispatcher 15.52
01410 - Supply Technician 22.23
01420 - Survey Worker 14.37
01460 - Switchboard Operator/Receptionist 12.63
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 13.59
01612 - Word Processor II 15.25
01613 - Word Processor III 17.07
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.05
05010 - Automotive Electrician 19.76
05040 - Automotive Glass Installer 18.48
05070 - Automotive Worker 18.48
05110 - Mobile Equipment Servicer 16.31
05130 - Motor Equipment Metal Mechanic 19.76
05160 - Motor Equipment Metal Worker 18.48
05190 - Motor Vehicle Mechanic 19.53
05220 - Motor Vehicle Mechanic Helper 15.42
05250 - Motor Vehicle Upholstery Worker 18.48
05280 - Motor Vehicle Wrecker 18.48
05310 - Painter Automotive 18.02
05340 - Radiator Repair Specialist 18.48
05370 - Tire Repairer 15.99
05400 - Transmission Repair Specialist 18.77
07000 - Food Preparation And Service Occupations
07010 - Baker 13.38
07041 - Cook I 12.36
07042 - Cook II 14.16
07070 - Dishwasher 9.64
07130 - Food Service Worker 11.51
07210 - Meat Cutter 14.55

07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.38
09040 - Furniture Handler	14.31
09080 - Furniture Refinisher	19.26
09090 - Furniture Refinisher Helper	15.09
09110 - Furniture Repairer Minor	17.17
09130 - Upholsterer	19.26
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.01
11060 - Elevator Operator	12.32
11090 - Gardener	17.76
11122 - Housekeeping Aide	12.32
11150 - Janitor	12.32
11210 - Laborer Grounds Maintenance	13.83
11240 - Maid or Houseman	10.19
11260 - Pruner	12.53
11270 - Tractor Operator	16.46
11330 - Trail Maintenance Worker	13.83
11360 - Window Cleaner	13.60
12000 - Health Occupations	
12010 - Ambulance Driver	18.26
12011 - Breath Alcohol Technician	18.26
12012 - Certified Occupational Therapist Assistant	25.30
12015 - Certified Physical Therapist Assistant	25.38
12020 - Dental Assistant	17.57
12025 - Dental Hygienist	36.85
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technologist	27.67
12040 - Emergency Medical Technician	18.26
12071 - Licensed Practical Nurse I	16.33
12072 - Licensed Practical Nurse II	18.26
12073 - Licensed Practical Nurse III	19.46
12100 - Medical Assistant	16.28
12130 - Medical Laboratory Technician	23.78
12160 - Medical Record Clerk	15.17
12190 - Medical Record Technician	17.18
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine Technologist	37.73
12221 - Nursing Assistant I	11.35
12222 - Nursing Assistant II	12.76
12223 - Nursing Assistant III	13.93
12224 - Nursing Assistant IV	15.63
12235 - Optical Dispenser	16.79
12236 - Optical Technician	16.33
12250 - Pharmacy Technician	15.29
12280 - Phlebotomist	15.02
12305 - Radiologic Technologist	25.87
12311 - Registered Nurse I	22.79
12312 - Registered Nurse II	27.87

12313 - Registered Nurse II Specialist		27.87
12314 - Registered Nurse III		33.72
12315 - Registered Nurse III Anesthetist		33.72
12316 - Registered Nurse IV		40.42
12317 - Scheduler (Drug and Alcohol Testing)		22.63
12320 - Substance Abuse Treatment Counselor		15.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.46
13012 - Exhibits Specialist II		20.15
13013 - Exhibits Specialist III		21.12
13041 - Illustrator I		18.38
13042 - Illustrator II		22.49
13043 - Illustrator III		23.56
13047 - Librarian		22.21
13050 - Library Aide/Clerk		12.90
13054 - Library Information Technology Systems Administrator		21.45
13058 - Library Technician		15.64
13061 - Media Specialist I		13.98
13062 - Media Specialist II		15.64
13063 - Media Specialist III		17.43
13071 - Photographer I		15.26
13072 - Photographer II		16.98
13073 - Photographer III		21.03
13074 - Photographer IV		23.11
13075 - Photographer V		23.80
13090 - Technical Order Library Clerk		15.11
13110 - Video Teleconference Technician		14.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		17.17
14043 - Computer Operator III		20.90
14044 - Computer Operator IV		22.51
14045 - Computer Operator V		24.92
14071 - Computer Programmer I	(see 1)	23.84
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		22.51
14170 - System Support Specialist		28.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.28
15020 - Aircrew Training Devices Instructor (Rated)		40.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.26
15050 - Computer Based Training Specialist / Instructor		33.28
15060 - Educational Technologist		32.26

15070 - Flight Instructor (Pilot) 44.26
15080 - Graphic Artist 21.69
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.69
15086 - Maintenance Test Pilot Rotary Wing 39.69
15088 - Non-Maintenance Test/Co-Pilot 39.69
15090 - Technical Instructor 18.18
15095 - Technical Instructor/Course Developer 23.42
15110 - Test Proctor 14.69
15120 - Tutor 14.69
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.09
19040 - Tool And Die Maker 28.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.60
21030 - Material Coordinator 21.23
21040 - Material Expediter 21.23
21050 - Material Handling Laborer 14.72
21071 - Order Filler 16.09
21080 - Production Line Worker (Food Processing) 19.60
21110 - Shipping Packer 15.50
21130 - Shipping/Receiving Clerk 15.50
21140 - Store Worker I 14.03
21150 - Stock Clerk 18.95
21210 - Tools And Parts Attendant 19.60
21410 - Warehouse Specialist 19.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.29
23019 - Aircraft Logs and Records Technician 20.76
23021 - Aircraft Mechanic I 24.15
23022 - Aircraft Mechanic II 25.29
23023 - Aircraft Mechanic III 26.42
23040 - Aircraft Mechanic Helper 18.94
23050 - Aircraft Painter 22.90
23060 - Aircraft Servicer 20.76
23070 - Aircraft Survival Flight Equipment Technician 22.90
23080 - Aircraft Worker 21.66
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.66

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.15
23110 - Appliance Mechanic 22.90
23120 - Bicycle Repairer 18.91
23125 - Cable Splicer 36.91
23130 - Carpenter Maintenance 21.97
23140 - Carpet Layer 21.66
23160 - Electrician Maintenance 29.27
23181 - Electronics Technician Maintenance I 22.40
23182 - Electronics Technician Maintenance II 23.64
23183 - Electronics Technician Maintenance III 24.90
23260 - Fabric Worker 20.28
23290 - Fire Alarm System Mechanic 22.92
23310 - Fire Extinguisher Repairer 18.91
23311 - Fuel Distribution System Mechanic 24.15
23312 - Fuel Distribution System Operator 18.91
23370 - General Maintenance Worker 17.43
23380 - Ground Support Equipment Mechanic 24.15
23381 - Ground Support Equipment Servicer 20.76
23382 - Ground Support Equipment Worker 21.66
23391 - Gunsmith I 18.91
23392 - Gunsmith II 21.66
23393 - Gunsmith III 24.15
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.49
23430 - Heavy Equipment Mechanic 25.21
23440 - Heavy Equipment Operator 30.38
23460 - Instrument Mechanic 24.15
23465 - Laboratory/Shelter Mechanic 22.90
23470 - Laborer 14.72
23510 - Locksmith 22.90
23530 - Machinery Maintenance Mechanic 23.06
23550 - Machinist Maintenance 19.79
23580 - Maintenance Trades Helper 16.96
23591 - Metrology Technician I 24.15
23592 - Metrology Technician II 25.29
23593 - Metrology Technician III 26.42
23640 - Millwright 26.84
23710 - Office Appliance Repairer 22.90
23760 - Painter Maintenance 22.05
23790 - Pipefitter Maintenance 31.72
23810 - Plumber Maintenance 29.06
23820 - Pneudraulic Systems Mechanic 24.15
23850 - Rigger 24.15
23870 - Scale Mechanic 21.66
23890 - Sheet-Metal Worker Maintenance 23.35
23910 - Small Engine Mechanic 20.56
23931 - Telecommunications Mechanic I 27.33

23932 - Telecommunications Mechanic II 28.62
23950 - Telephone Lineman 24.15
23960 - Welder Combination Maintenance 18.69
23965 - Well Driller 24.15
23970 - Woodcraft Worker 24.15
23980 - Woodworker 18.91
24000 - Personal Needs Occupations
24550 - Case Manager 14.96
24570 - Child Care Attendant 10.26
24580 - Child Care Center Clerk 14.13
24610 - Chore Aide 11.86
24620 - Family Readiness And Support Services Coordinator 14.96
24630 - Homemaker 16.86
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 32.66
25040 - Sewage Plant Operator 21.86
25070 - Stationary Engineer 32.66
25190 - Ventilation Equipment Tender 23.76
25210 - Water Treatment Plant Operator 21.86
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.11
27007 - Baggage Inspector 14.36
27008 - Corrections Officer 29.88
27010 - Court Security Officer 22.21
27030 - Detection Dog Handler 16.07
27040 - Detention Officer 29.88
27070 - Firefighter 22.06
27101 - Guard I 14.36
27102 - Guard II 16.07
27131 - Police Officer I 26.11
27132 - Police Officer II 29.02
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.38
28042 - Carnival Equipment Repairer 13.35
28043 - Carnival Worker 10.12
28210 - Gate Attendant/Gate Tender 14.57
28310 - Lifeguard 12.97
28350 - Park Attendant (Aide) 16.29
28510 - Recreation Aide/Health Facility Attendant 11.89
28515 - Recreation Specialist 19.62
28630 - Sports Official 12.97
28690 - Swimming Pool Operator 25.45
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.88
29020 - Hatch Tender 24.88
29030 - Line Handler 24.88
29041 - Stevedore I 23.44
29042 - Stevedore II 26.29
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.73
30021 - Archeological Technician I 16.74
30022 - Archeological Technician II 19.23
30023 - Archeological Technician III 23.82
30030 - Cartographic Technician 25.49
30040 - Civil Engineering Technician 29.32
30051 - Cryogenic Technician I 25.04
30052 - Cryogenic Technician II 27.65
30061 - Drafter/CAD Operator I 16.31
30062 - Drafter/CAD Operator II 19.23
30063 - Drafter/CAD Operator III 21.44
30064 - Drafter/CAD Operator IV 26.38
30081 - Engineering Technician I 14.54
30082 - Engineering Technician II 19.88
30083 - Engineering Technician III 22.26
30084 - Engineering Technician IV 27.58
30085 - Engineering Technician V 29.70
30086 - Engineering Technician VI 33.46
30090 - Environmental Technician 25.49
30095 - Evidence Control Specialist 22.61
30210 - Laboratory Technician 31.95
30221 - Latent Fingerprint Technician I 25.04
30222 - Latent Fingerprint Technician II 27.65
30240 - Mathematical Technician 25.49
30361 - Paralegal/Legal Assistant I 19.83
30362 - Paralegal/Legal Assistant II 24.56
30363 - Paralegal/Legal Assistant III 30.04
30364 - Paralegal/Legal Assistant IV 36.34
30375 - Petroleum Supply Specialist 27.65
30390 - Photo-Optics Technician 25.49
30395 - Radiation Control Technician 27.65
30461 - Technical Writer I 23.60
30462 - Technical Writer II 28.06
30463 - Technical Writer III 33.92
30491 - Unexploded Ordnance (UXO) Technician I 25.72
30492 - Unexploded Ordnance (UXO) Technician II 31.12
30493 - Unexploded Ordnance (UXO) Technician III 37.30
30494 - Unexploded (UXO) Safety Escort 25.72
30495 - Unexploded (UXO) Sweep Personnel 25.72
30501 - Weather Forecaster I 25.04
30502 - Weather Forecaster II 30.45
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.44
30621 - Weather Observer Senior (see 2) 23.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.12
31020 - Bus Aide 14.12
31030 - Bus Driver 19.04

31043 - Driver Courier	16.45
31260 - Parking and Lot Attendant	12.98
31290 - Shuttle Bus Driver	17.75
31310 - Taxi Driver	16.45
31361 - Truckdriver Light	17.75
31362 - Truckdriver Medium	19.04
31363 - Truckdriver Heavy	20.20
31364 - Truckdriver Tractor-Trailer	20.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	9.85
99050 - Desk Clerk	9.98
99095 - Embalmer	24.42
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	14.92
99252 - Laboratory Animal Caretaker II	16.08
99260 - Marketing Analyst	22.75
99310 - Mortician	24.42
99410 - Pest Controller	19.34
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	17.43
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	15.79
99810 - Sales Clerk	11.46
99820 - School Crossing Guard	14.83
99830 - Survey Party Chief	21.30
99831 - Surveying Aide	13.30
99832 - Surveying Technician	19.31
99840 - Vending Machine Attendant	19.25
99841 - Vending Machine Repairer	23.72
99842 - Vending Machine Repairer Helper	19.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5059
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Iroquois

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		20.25
01041 - Customer Service Representative I		12.09
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.83
01051 - Data Entry Operator I		16.18
01052 - Data Entry Operator II		17.66
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		13.70
01112 - General Clerk II		14.95

01113 - General Clerk III 16.77
01120 - Housing Referral Assistant 22.12
01141 - Messenger Courier 12.00
01191 - Order Clerk I 15.99
01192 - Order Clerk II 17.58
01261 - Personnel Assistant (Employment) I 17.84
01262 - Personnel Assistant (Employment) II 19.95
01263 - Personnel Assistant (Employment) III 22.24
01270 - Production Control Clerk 21.43
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.36
01311 - Secretary I 18.36
01312 - Secretary II 19.84
01313 - Secretary III 22.12
01320 - Service Order Dispatcher 21.04
01410 - Supply Technician 28.01
01420 - Survey Worker 19.19
01460 - Switchboard Operator/Receptionist 13.53
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 15.50
01612 - Word Processor II 17.41
01613 - Word Processor III 19.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.34
05010 - Automotive Electrician 24.51
05040 - Automotive Glass Installer 23.47
05070 - Automotive Worker 23.47
05110 - Mobile Equipment Servicer 21.37
05130 - Motor Equipment Metal Mechanic 28.12
05160 - Motor Equipment Metal Worker 23.47
05190 - Motor Vehicle Mechanic 28.63
05220 - Motor Vehicle Mechanic Helper 20.28
05250 - Motor Vehicle Upholstery Worker 22.45
05280 - Motor Vehicle Wrecker 23.47
05310 - Painter Automotive 23.47
05340 - Radiator Repair Specialist 23.47
05370 - Tire Repairer 16.41
05400 - Transmission Repair Specialist 28.12
07000 - Food Preparation And Service Occupations
07010 - Baker 15.77
07041 - Cook I 14.43
07042 - Cook II 15.77
07070 - Dishwasher 11.17
07130 - Food Service Worker 11.58
07210 - Meat Cutter 15.77
07260 - Waiter/Waitress 12.02
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.79

09040 - Furniture Handler 15.81
09080 - Furniture Refinisher 21.77
09090 - Furniture Refinisher Helper 18.02
09110 - Furniture Repairer Minor 19.94
09130 - Upholsterer 21.77
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.29
11060 - Elevator Operator 12.75
11090 - Gardener 17.76
11122 - Housekeeping Aide 12.75
11150 - Janitor 12.75
11210 - Laborer Grounds Maintenance 13.83
11240 - Maid or Houseman 12.11
11260 - Pruner 12.53
11270 - Tractor Operator 16.46
11330 - Trail Maintenance Worker 13.83
11360 - Window Cleaner 13.95
12000 - Health Occupations
12010 - Ambulance Driver 18.40
12011 - Breath Alcohol Technician 18.40
12012 - Certified Occupational Therapist Assistant 25.32
12015 - Certified Physical Therapist Assistant 25.34
12020 - Dental Assistant 17.57
12025 - Dental Hygienist 31.96
12030 - EKG Technician 26.94
12035 - Electroneurodiagnostic Technologist 26.94
12040 - Emergency Medical Technician 18.40
12071 - Licensed Practical Nurse I 18.53
12072 - Licensed Practical Nurse II 20.72
12073 - Licensed Practical Nurse III 23.10
12100 - Medical Assistant 16.28
12130 - Medical Laboratory Technician 23.78
12160 - Medical Record Clerk 16.98
12190 - Medical Record Technician 18.38
12195 - Medical Transcriptionist 17.59
12210 - Nuclear Medicine Technologist 37.73
12221 - Nursing Assistant I 11.40
12222 - Nursing Assistant II 12.82
12223 - Nursing Assistant III 13.99
12224 - Nursing Assistant IV 15.71
12235 - Optical Dispenser 17.70
12236 - Optical Technician 17.48
12250 - Pharmacy Technician 15.58
12280 - Phlebotomist 15.71
12305 - Radiologic Technologist 31.10
12311 - Registered Nurse I 29.17
12312 - Registered Nurse II 32.57
12313 - Registered Nurse II Specialist 32.57
12314 - Registered Nurse III 38.43
12315 - Registered Nurse III Anesthetist 38.43

12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		23.53
12320 - Substance Abuse Treatment Counselor		15.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.65
13013 - Exhibits Specialist III		32.46
13041 - Illustrator I		22.03
13042 - Illustrator II		27.53
13043 - Illustrator III		32.62
13047 - Librarian		33.74
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.74
13058 - Library Technician		17.76
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		19.24
13072 - Photographer II		21.51
13073 - Photographer III		26.65
13074 - Photographer IV		32.46
13075 - Photographer V		35.76
13090 - Technical Order Library Clerk		15.11
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		28.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		32.26
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.69

15086 - Maintenance Test Pilot Rotary Wing 39.69
15088 - Non-Maintenance Test/Co-Pilot 39.69
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 28.07
15110 - Test Proctor 18.53
15120 - Tutor 18.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.09
19040 - Tool And Die Maker 28.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.60
21030 - Material Coordinator 21.74
21040 - Material Expediter 21.74
21050 - Material Handling Laborer 17.45
21071 - Order Filler 16.28
21080 - Production Line Worker (Food Processing) 19.60
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 14.03
21150 - Stock Clerk 18.95
21210 - Tools And Parts Attendant 19.60
21410 - Warehouse Specialist 19.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.96
23019 - Aircraft Logs and Records Technician 23.85
23021 - Aircraft Mechanic I 28.13
23022 - Aircraft Mechanic II 29.96
23023 - Aircraft Mechanic III 31.40
23040 - Aircraft Mechanic Helper 20.38
23050 - Aircraft Painter 24.99
23060 - Aircraft Servicer 23.85
23070 - Aircraft Survival Flight Equipment Technician 24.99
23080 - Aircraft Worker 25.02
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.02
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.13
23110 - Appliance Mechanic 22.90

23120 - Bicycle Repairer	18.91
23125 - Cable Splicer	43.11
23130 - Carpenter Maintenance	31.86
23140 - Carpet Layer	25.28
23160 - Electrician Maintenance	34.00
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	27.75
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	22.20
23290 - Fire Alarm System Mechanic	26.18
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System Mechanic	27.14
23312 - Fuel Distribution System Operator	21.66
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	28.13
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.02
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.69
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.95
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	35.02
23460 - Instrument Mechanic	26.18
23465 - Laboratory/Shelter Mechanic	24.84
23470 - Laborer	14.72
23510 - Locksmith	24.84
23530 - Machinery Maintenance Mechanic	23.74
23550 - Machinist Maintenance	27.64
23580 - Maintenance Trades Helper	19.22
23591 - Metrology Technician I	26.18
23592 - Metrology Technician II	27.46
23593 - Metrology Technician III	28.56
23640 - Millwright	28.64
23710 - Office Appliance Repairer	24.84
23760 - Painter Maintenance	24.38
23790 - Pipefitter Maintenance	31.00
23810 - Plumber Maintenance	29.42
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	28.80
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker Maintenance	29.73
23910 - Small Engine Mechanic	23.54
23931 - Telecommunications Mechanic I	27.33
23932 - Telecommunications Mechanic II	28.62
23950 - Telephone Lineman	26.18
23960 - Welder Combination Maintenance	21.33

23965 - Well Driller	26.18
23970 - Woodcraft Worker	26.76
23980 - Woodworker	20.55
24000 - Personal Needs Occupations	
24550 - Case Manager	14.81
24570 - Child Care Attendant	10.86
24580 - Child Care Center Clerk	16.17
24610 - Chore Aide	14.01
24620 - Family Readiness And Support Services Coordinator	14.81
24630 - Homemaker	14.81
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.83
25040 - Sewage Plant Operator	26.93
25070 - Stationary Engineer	34.83
25190 - Ventilation Equipment Tender	25.34
25210 - Water Treatment Plant Operator	26.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.32
27007 - Baggage Inspector	14.36
27008 - Corrections Officer	31.56
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	16.07
27040 - Detention Officer	31.56
27070 - Firefighter	29.74
27101 - Guard I	14.36
27102 - Guard II	16.07
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.71
28042 - Carnival Equipment Repairer	14.43
28043 - Carnival Worker	11.17
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	11.86
28515 - Recreation Specialist	20.13
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	25.45
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.13
29020 - Hatch Tender	26.13
29030 - Line Handler	26.13
29041 - Stevedore I	24.64
29042 - Stevedore II	27.58
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.73

30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.76
30023 - Archeological Technician III		26.59
30030 - Cartographic Technician		26.33
30040 - Civil Engineering Technician		28.20
30051 - Cryogenic Technician I		25.04
30052 - Cryogenic Technician II		27.65
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.76
30063 - Drafter/CAD Operator III		21.99
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		17.38
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		40.57
30090 - Environmental Technician		24.28
30095 - Evidence Control Specialist		22.61
30210 - Laboratory Technician		31.95
30221 - Latent Fingerprint Technician I		25.04
30222 - Latent Fingerprint Technician II		27.65
30240 - Mathematical Technician		26.13
30361 - Paralegal/Legal Assistant I		20.55
30362 - Paralegal/Legal Assistant II		25.43
30363 - Paralegal/Legal Assistant III		31.14
30364 - Paralegal/Legal Assistant IV		37.63
30375 - Petroleum Supply Specialist		27.65
30390 - Photo-Optics Technician		26.33
30395 - Radiation Control Technician		27.65
30461 - Technical Writer I		25.16
30462 - Technical Writer II		30.77
30463 - Technical Writer III		37.23
30491 - Unexploded Ordnance (UXO) Technician I		25.72
30492 - Unexploded Ordnance (UXO) Technician II		31.12
30493 - Unexploded Ordnance (UXO) Technician III		37.30
30494 - Unexploded (UXO) Safety Escort		25.72
30495 - Unexploded (UXO) Sweep Personnel		25.72
30501 - Weather Forecaster I		25.04
30502 - Weather Forecaster II		30.45
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.12
31020 - Bus Aide		17.27
31030 - Bus Driver		22.93
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		12.52
31290 - Shuttle Bus Driver		17.75

31310 - Taxi Driver	14.16
31361 - Truckdriver Light	17.75
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.15
31364 - Truckdriver Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	9.94
99050 - Desk Clerk	11.94
99095 - Embalmer	30.13
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	19.18
99252 - Laboratory Animal Caretaker II	20.46
99260 - Marketing Analyst	22.75
99310 - Mortician	30.13
99410 - Pest Controller	19.25
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	17.79
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	16.48
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.24
99830 - Survey Party Chief	24.76
99831 - Surveying Aide	15.10
99832 - Surveying Technician	19.50
99840 - Vending Machine Attendant	19.25
99841 - Vending Machine Repairer	23.72
99842 - Vending Machine Repairer Helper	19.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5060
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Iroquois

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		20.25
01041 - Customer Service Representative I		12.09
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.83
01051 - Data Entry Operator I		16.18
01052 - Data Entry Operator II		17.66
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67

01090 - Duplicating Machine Operator	13.67
01111 - General Clerk I	13.70
01112 - General Clerk II	14.95
01113 - General Clerk III	16.77
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	12.00
01191 - Order Clerk I	15.99
01192 - Order Clerk II	17.58
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	21.43
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.04
01410 - Supply Technician	28.01
01420 - Survey Worker	19.19
01460 - Switchboard Operator/Receptionist	13.53
01531 - Travel Clerk I	13.94
01532 - Travel Clerk II	15.09
01533 - Travel Clerk III	16.33
01611 - Word Processor I	15.50
01612 - Word Processor II	17.41
01613 - Word Processor III	19.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.34
05010 - Automotive Electrician	24.51
05040 - Automotive Glass Installer	23.47
05070 - Automotive Worker	23.47
05110 - Mobile Equipment Servicer	21.37
05130 - Motor Equipment Metal Mechanic	28.12
05160 - Motor Equipment Metal Worker	23.47
05190 - Motor Vehicle Mechanic	28.63
05220 - Motor Vehicle Mechanic Helper	20.28
05250 - Motor Vehicle Upholstery Worker	22.45
05280 - Motor Vehicle Wrecker	23.47
05310 - Painter Automotive	23.47
05340 - Radiator Repair Specialist	23.47
05370 - Tire Repairer	16.41
05400 - Transmission Repair Specialist	28.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.77
07041 - Cook I	14.43
07042 - Cook II	15.77
07070 - Dishwasher	11.17
07130 - Food Service Worker	11.58
07210 - Meat Cutter	15.77

07260 - Waiter/Waitress	12.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.79
09040 - Furniture Handler	15.81
09080 - Furniture Refinisher	21.77
09090 - Furniture Refinisher Helper	18.02
09110 - Furniture Repairer Minor	19.94
09130 - Upholsterer	21.77
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.29
11060 - Elevator Operator	12.75
11090 - Gardener	17.76
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer Grounds Maintenance	13.83
11240 - Maid or Houseman	12.11
11260 - Pruner	12.53
11270 - Tractor Operator	16.46
11330 - Trail Maintenance Worker	13.83
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	18.40
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	25.32
12015 - Certified Physical Therapist Assistant	25.34
12020 - Dental Assistant	17.57
12025 - Dental Hygienist	31.96
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic Technologist	26.94
12040 - Emergency Medical Technician	18.40
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10
12100 - Medical Assistant	16.28
12130 - Medical Laboratory Technician	23.78
12160 - Medical Record Clerk	16.98
12190 - Medical Record Technician	18.38
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine Technologist	37.73
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	17.70
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	15.71
12305 - Radiologic Technologist	31.10
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57

12313 - Registered Nurse II Specialist		32.57
12314 - Registered Nurse III		38.43
12315 - Registered Nurse III Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		23.53
12320 - Substance Abuse Treatment Counselor		15.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.65
13013 - Exhibits Specialist III		32.46
13041 - Illustrator I		22.03
13042 - Illustrator II		27.53
13043 - Illustrator III		32.62
13047 - Librarian		33.74
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.74
13058 - Library Technician		17.76
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		19.24
13072 - Photographer II		21.51
13073 - Photographer III		26.65
13074 - Photographer IV		32.46
13075 - Photographer V		35.76
13090 - Technical Order Library Clerk		15.11
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		28.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		32.26

15070 - Flight Instructor (Pilot) 46.94
15080 - Graphic Artist 26.41
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.69
15086 - Maintenance Test Pilot Rotary Wing 39.69
15088 - Non-Maintenance Test/Co-Pilot 39.69
15090 - Technical Instructor 27.45
15095 - Technical Instructor/Course Developer 28.07
15110 - Test Proctor 18.53
15120 - Tutor 18.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.09
19040 - Tool And Die Maker 28.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.60
21030 - Material Coordinator 21.74
21040 - Material Expediter 21.74
21050 - Material Handling Laborer 17.45
21071 - Order Filler 16.28
21080 - Production Line Worker (Food Processing) 19.60
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 14.03
21150 - Stock Clerk 18.95
21210 - Tools And Parts Attendant 19.60
21410 - Warehouse Specialist 19.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.96
23019 - Aircraft Logs and Records Technician 23.85
23021 - Aircraft Mechanic I 28.13
23022 - Aircraft Mechanic II 29.96
23023 - Aircraft Mechanic III 31.40
23040 - Aircraft Mechanic Helper 20.38
23050 - Aircraft Painter 24.99
23060 - Aircraft Servicer 23.85
23070 - Aircraft Survival Flight Equipment Technician 24.99
23080 - Aircraft Worker 25.02
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.02

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.13
23110 - Appliance Mechanic 22.90
23120 - Bicycle Repairer 18.91
23125 - Cable Splicer 43.11
23130 - Carpenter Maintenance 31.86
23140 - Carpet Layer 25.28
23160 - Electrician Maintenance 34.00
23181 - Electronics Technician Maintenance I 26.30
23182 - Electronics Technician Maintenance II 27.75
23183 - Electronics Technician Maintenance III 29.24
23260 - Fabric Worker 22.20
23290 - Fire Alarm System Mechanic 26.18
23310 - Fire Extinguisher Repairer 21.36
23311 - Fuel Distribution System Mechanic 27.14
23312 - Fuel Distribution System Operator 21.66
23370 - General Maintenance Worker 23.74
23380 - Ground Support Equipment Mechanic 28.13
23381 - Ground Support Equipment Servicer 23.85
23382 - Ground Support Equipment Worker 25.02
23391 - Gunsmith I 21.36
23392 - Gunsmith II 24.07
23393 - Gunsmith III 26.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.69
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.95
23430 - Heavy Equipment Mechanic 28.00
23440 - Heavy Equipment Operator 35.02
23460 - Instrument Mechanic 26.18
23465 - Laboratory/Shelter Mechanic 24.84
23470 - Laborer 14.72
23510 - Locksmith 24.84
23530 - Machinery Maintenance Mechanic 23.74
23550 - Machinist Maintenance 27.64
23580 - Maintenance Trades Helper 19.22
23591 - Metrology Technician I 26.18
23592 - Metrology Technician II 27.46
23593 - Metrology Technician III 28.56
23640 - Millwright 28.64
23710 - Office Appliance Repairer 24.84
23760 - Painter Maintenance 24.38
23790 - Pipefitter Maintenance 31.00
23810 - Plumber Maintenance 29.42
23820 - Pneudraulic Systems Mechanic 26.76
23850 - Rigger 28.80
23870 - Scale Mechanic 24.07
23890 - Sheet-Metal Worker Maintenance 29.73
23910 - Small Engine Mechanic 23.54
23931 - Telecommunications Mechanic I 27.33

23932 - Telecommunications Mechanic II	28.62
23950 - Telephone Lineman	26.18
23960 - Welder Combination Maintenance	21.33
23965 - Well Driller	26.18
23970 - Woodcraft Worker	26.76
23980 - Woodworker	20.55
24000 - Personal Needs Occupations	
24550 - Case Manager	14.81
24570 - Child Care Attendant	10.86
24580 - Child Care Center Clerk	16.17
24610 - Chore Aide	14.01
24620 - Family Readiness And Support Services Coordinator	14.81
24630 - Homemaker	14.81
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.83
25040 - Sewage Plant Operator	26.93
25070 - Stationary Engineer	34.83
25190 - Ventilation Equipment Tender	25.34
25210 - Water Treatment Plant Operator	26.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.32
27007 - Baggage Inspector	14.36
27008 - Corrections Officer	31.56
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	16.07
27040 - Detention Officer	31.56
27070 - Firefighter	29.74
27101 - Guard I	14.36
27102 - Guard II	16.07
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.71
28042 - Carnival Equipment Repairer	14.43
28043 - Carnival Worker	11.17
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	11.86
28515 - Recreation Specialist	20.13
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	25.45
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.13
29020 - Hatch Tender	26.13
29030 - Line Handler	26.13
29041 - Stevedore I	24.64
29042 - Stevedore II	27.58
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.73
30021 - Archeological Technician I 17.64
30022 - Archeological Technician II 19.76
30023 - Archeological Technician III 26.59
30030 - Cartographic Technician 26.33
30040 - Civil Engineering Technician 28.20
30051 - Cryogenic Technician I 25.04
30052 - Cryogenic Technician II 27.65
30061 - Drafter/CAD Operator I 17.64
30062 - Drafter/CAD Operator II 19.76
30063 - Drafter/CAD Operator III 21.99
30064 - Drafter/CAD Operator IV 28.96
30081 - Engineering Technician I 17.38
30082 - Engineering Technician II 20.39
30083 - Engineering Technician III 22.81
30084 - Engineering Technician IV 28.26
30085 - Engineering Technician V 34.56
30086 - Engineering Technician VI 40.57
30090 - Environmental Technician 24.28
30095 - Evidence Control Specialist 22.61
30210 - Laboratory Technician 31.95
30221 - Latent Fingerprint Technician I 25.04
30222 - Latent Fingerprint Technician II 27.65
30240 - Mathematical Technician 26.13
30361 - Paralegal/Legal Assistant I 20.55
30362 - Paralegal/Legal Assistant II 25.43
30363 - Paralegal/Legal Assistant III 31.14
30364 - Paralegal/Legal Assistant IV 37.63
30375 - Petroleum Supply Specialist 27.65
30390 - Photo-Optics Technician 26.33
30395 - Radiation Control Technician 27.65
30461 - Technical Writer I 25.16
30462 - Technical Writer II 30.77
30463 - Technical Writer III 37.23
30491 - Unexploded Ordnance (UXO) Technician I 25.72
30492 - Unexploded Ordnance (UXO) Technician II 31.12
30493 - Unexploded Ordnance (UXO) Technician III 37.30
30494 - Unexploded (UXO) Safety Escort 25.72
30495 - Unexploded (UXO) Sweep Personnel 25.72
30501 - Weather Forecaster I 25.04
30502 - Weather Forecaster II 30.45
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.99
30621 - Weather Observer Senior (see 2) 24.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.12
31020 - Bus Aide 17.27
31030 - Bus Driver 22.93

31043 - Driver Courier	19.14
31260 - Parking and Lot Attendant	12.52
31290 - Shuttle Bus Driver	17.75
31310 - Taxi Driver	14.16
31361 - Truckdriver Light	17.75
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.15
31364 - Truckdriver Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	9.94
99050 - Desk Clerk	11.94
99095 - Embalmer	30.13
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	19.18
99252 - Laboratory Animal Caretaker II	20.46
99260 - Marketing Analyst	22.75
99310 - Mortician	30.13
99410 - Pest Controller	19.25
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	17.79
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	16.48
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.24
99830 - Survey Party Chief	24.76
99831 - Surveying Aide	15.10
99832 - Surveying Technician	19.50
99840 - Vending Machine Attendant	19.25
99841 - Vending Machine Repairer	23.72
99842 - Vending Machine Repairer Helper	19.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5062
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Lawrence Richland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.88
01012 - Accounting Clerk II		15.57
01013 - Accounting Clerk III		17.43
01020 - Administrative Assistant		22.23
01035 - Court Reporter		17.07
01041 - Customer Service Representative I		12.09
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.83
01051 - Data Entry Operator I		14.42
01052 - Data Entry Operator II		15.73
01060 - Dispatcher Motor Vehicle		17.37
01070 - Document Preparation Clerk		13.59

01090 - Duplicating Machine Operator 13.59
01111 - General Clerk I 13.57
01112 - General Clerk II 14.81
01113 - General Clerk III 16.62
01120 - Housing Referral Assistant 19.02
01141 - Messenger Courier 12.00
01191 - Order Clerk I 13.25
01192 - Order Clerk II 15.02
01261 - Personnel Assistant (Employment) I 15.25
01262 - Personnel Assistant (Employment) II 17.07
01263 - Personnel Assistant (Employment) III 19.36
01270 - Production Control Clerk 21.23
01290 - Rental Clerk 13.37
01300 - Scheduler Maintenance 15.25
01311 - Secretary I 15.25
01312 - Secretary II 17.07
01313 - Secretary III 19.02
01320 - Service Order Dispatcher 15.52
01410 - Supply Technician 22.23
01420 - Survey Worker 14.69
01460 - Switchboard Operator/Receptionist 12.63
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 13.59
01612 - Word Processor II 15.25
01613 - Word Processor III 17.07
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.21
05010 - Automotive Electrician 17.82
05040 - Automotive Glass Installer 16.85
05070 - Automotive Worker 16.85
05110 - Mobile Equipment Servicer 14.74
05130 - Motor Equipment Metal Mechanic 18.77
05160 - Motor Equipment Metal Worker 16.85
05190 - Motor Vehicle Mechanic 18.77
05220 - Motor Vehicle Mechanic Helper 13.82
05250 - Motor Vehicle Upholstery Worker 15.91
05280 - Motor Vehicle Wrecker 16.85
05310 - Painter Automotive 17.82
05340 - Radiator Repair Specialist 16.85
05370 - Tire Repairer 15.63
05400 - Transmission Repair Specialist 18.77
07000 - Food Preparation And Service Occupations
07010 - Baker 13.81
07041 - Cook I 12.36
07042 - Cook II 14.16
07070 - Dishwasher 9.64
07130 - Food Service Worker 11.51
07210 - Meat Cutter 14.66

07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.64
09040 - Furniture Handler	14.99
09080 - Furniture Refinisher	19.64
09090 - Furniture Refinisher Helper	17.91
09110 - Furniture Repairer Minor	18.81
09130 - Upholsterer	19.64
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.96
11060 - Elevator Operator	12.32
11090 - Gardener	17.76
11122 - Housekeeping Aide	12.32
11150 - Janitor	12.32
11210 - Laborer Grounds Maintenance	13.83
11240 - Maid or Houseman	10.19
11260 - Pruner	12.53
11270 - Tractor Operator	16.46
11330 - Trail Maintenance Worker	13.83
11360 - Window Cleaner	13.60
12000 - Health Occupations	
12010 - Ambulance Driver	16.29
12011 - Breath Alcohol Technician	17.18
12012 - Certified Occupational Therapist Assistant	23.56
12015 - Certified Physical Therapist Assistant	25.34
12020 - Dental Assistant	17.57
12025 - Dental Hygienist	33.44
12030 - EKG Technician	25.03
12035 - Electroneurodiagnostic Technologist	25.03
12040 - Emergency Medical Technician	16.29
12071 - Licensed Practical Nurse I	15.35
12072 - Licensed Practical Nurse II	17.18
12073 - Licensed Practical Nurse III	19.14
12100 - Medical Assistant	16.28
12130 - Medical Laboratory Technician	23.78
12160 - Medical Record Clerk	15.17
12190 - Medical Record Technician	17.18
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine Technologist	37.73
12221 - Nursing Assistant I	11.35
12222 - Nursing Assistant II	12.76
12223 - Nursing Assistant III	13.93
12224 - Nursing Assistant IV	15.63
12235 - Optical Dispenser	16.79
12236 - Optical Technician	15.35
12250 - Pharmacy Technician	15.29
12280 - Phlebotomist	15.02
12305 - Radiologic Technologist	25.87
12311 - Registered Nurse I	22.79
12312 - Registered Nurse II	27.87

12313 - Registered Nurse II Specialist		27.87
12314 - Registered Nurse III		33.72
12315 - Registered Nurse III Anesthetist		33.72
12316 - Registered Nurse IV		40.42
12317 - Scheduler (Drug and Alcohol Testing)		21.27
12320 - Substance Abuse Treatment Counselor		15.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.83
13012 - Exhibits Specialist II		20.32
13013 - Exhibits Specialist III		25.49
13041 - Illustrator I		16.79
13042 - Illustrator II		20.32
13043 - Illustrator III		25.49
13047 - Librarian		18.19
13050 - Library Aide/Clerk		13.09
13054 - Library Information Technology Systems Administrator		20.32
13058 - Library Technician		13.18
13061 - Media Specialist I		14.80
13062 - Media Specialist II		16.43
13063 - Media Specialist III		18.32
13071 - Photographer I		16.97
13072 - Photographer II		19.00
13073 - Photographer III		22.94
13074 - Photographer IV		28.77
13075 - Photographer V		34.82
13090 - Technical Order Library Clerk		15.11
13110 - Video Teleconference Technician		16.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.84
14042 - Computer Operator II		15.93
14043 - Computer Operator III		18.89
14044 - Computer Operator IV		20.68
14045 - Computer Operator V		22.92
14071 - Computer Programmer I		18.98
14072 - Computer Programmer II		23.52
14073 - Computer Programmer III		
14074 - Computer Programmer IV		
14101 - Computer Systems Analyst I	(see 1)	27.36
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.84
14160 - Personal Computer Support Technician		20.68
14170 - System Support Specialist		28.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.36
15020 - Aircrew Training Devices Instructor (Rated)		33.11
15030 - Air Crew Training Devices Instructor (Pilot)		38.59
15050 - Computer Based Training Specialist / Instructor		27.36
15060 - Educational Technologist		32.26

15070 - Flight Instructor (Pilot) 38.59
15080 - Graphic Artist 18.75
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.69
15086 - Maintenance Test Pilot Rotary Wing 39.69
15088 - Non-Maintenance Test/Co-Pilot 39.69
15090 - Technical Instructor 19.15
15095 - Technical Instructor/Course Developer 23.75
15110 - Test Proctor 15.70
15120 - Tutor 15.70
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.52
19040 - Tool And Die Maker 28.25
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.60
21030 - Material Coordinator 21.23
21040 - Material Expediter 21.23
21050 - Material Handling Laborer 14.72
21071 - Order Filler 15.21
21080 - Production Line Worker (Food Processing) 19.60
21110 - Shipping Packer 15.50
21130 - Shipping/Receiving Clerk 15.50
21140 - Store Worker I 14.03
21150 - Stock Clerk 18.95
21210 - Tools And Parts Attendant 19.60
21410 - Warehouse Specialist 19.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.29
23019 - Aircraft Logs and Records Technician 20.28
23021 - Aircraft Mechanic I 24.15
23022 - Aircraft Mechanic II 25.29
23023 - Aircraft Mechanic III 26.42
23040 - Aircraft Mechanic Helper 17.52
23050 - Aircraft Painter 22.90
23060 - Aircraft Servicer 20.28
23070 - Aircraft Survival Flight Equipment Technician 22.90
23080 - Aircraft Worker 21.66
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.66

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.15
23110 - Appliance Mechanic 22.90
23120 - Bicycle Repairer 18.91
23125 - Cable Splicer 35.10
23130 - Carpenter Maintenance 21.52
23140 - Carpet Layer 21.66
23160 - Electrician Maintenance 23.98
23181 - Electronics Technician Maintenance I 22.28
23182 - Electronics Technician Maintenance II 23.56
23183 - Electronics Technician Maintenance III 24.84
23260 - Fabric Worker 20.28
23290 - Fire Alarm System Mechanic 21.84
23310 - Fire Extinguisher Repairer 18.91
23311 - Fuel Distribution System Mechanic 24.15
23312 - Fuel Distribution System Operator 18.93
23370 - General Maintenance Worker 17.43
23380 - Ground Support Equipment Mechanic 24.15
23381 - Ground Support Equipment Servicer 20.28
23382 - Ground Support Equipment Worker 21.66
23391 - Gunsmith I 18.91
23392 - Gunsmith II 21.66
23393 - Gunsmith III 24.15
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.84
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.98
23430 - Heavy Equipment Mechanic 24.53
23440 - Heavy Equipment Operator 29.38
23460 - Instrument Mechanic 24.15
23465 - Laboratory/Shelter Mechanic 22.90
23470 - Laborer 14.72
23510 - Locksmith 22.90
23530 - Machinery Maintenance Mechanic 23.06
23550 - Machinist Maintenance 19.79
23580 - Maintenance Trades Helper 15.36
23591 - Metrology Technician I 24.15
23592 - Metrology Technician II 25.29
23593 - Metrology Technician III 26.42
23640 - Millwright 24.15
23710 - Office Appliance Repairer 22.90
23760 - Painter Maintenance 20.52
23790 - Pipefitter Maintenance 25.53
23810 - Plumber Maintenance 24.22
23820 - Pneudraulic Systems Mechanic 24.15
23850 - Rigger 24.15
23870 - Scale Mechanic 21.66
23890 - Sheet-Metal Worker Maintenance 23.35
23910 - Small Engine Mechanic 18.53
23931 - Telecommunications Mechanic I 27.33

23932 - Telecommunications Mechanic II 28.62
23950 - Telephone Lineman 24.15
23960 - Welder Combination Maintenance 20.76
23965 - Well Driller 24.15
23970 - Woodcraft Worker 24.15
23980 - Woodworker 18.91
24000 - Personal Needs Occupations
24550 - Case Manager 13.99
24570 - Child Care Attendant 10.26
24580 - Child Care Center Clerk 12.79
24610 - Chore Aide 11.89
24620 - Family Readiness And Support Services Coordinator 13.99
24630 - Homemaker 13.99
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.39
25040 - Sewage Plant Operator 21.86
25070 - Stationary Engineer 30.39
25190 - Ventilation Equipment Tender 22.25
25210 - Water Treatment Plant Operator 21.86
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.11
27007 - Baggage Inspector 14.25
27008 - Corrections Officer 24.31
27010 - Court Security Officer 20.13
27030 - Detection Dog Handler 16.07
27040 - Detention Officer 24.31
27070 - Firefighter 19.02
27101 - Guard I 14.25
27102 - Guard II 16.07
27131 - Police Officer I 22.95
27132 - Police Officer II 25.50
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.38
28042 - Carnival Equipment Repairer 13.35
28043 - Carnival Worker 9.93
28210 - Gate Attendant/Gate Tender 14.52
28310 - Lifeguard 12.94
28350 - Park Attendant (Aide) 16.25
28510 - Recreation Aide/Health Facility Attendant 11.99
28515 - Recreation Specialist 20.13
28630 - Sports Official 12.94
28690 - Swimming Pool Operator 25.45
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.22
29020 - Hatch Tender 24.22
29030 - Line Handler 24.22
29041 - Stevedore I 22.73
29042 - Stevedore II 25.62
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.73
30021 - Archeological Technician I 16.31
30022 - Archeological Technician II 18.26
30023 - Archeological Technician III 22.61
30030 - Cartographic Technician 22.61
30040 - Civil Engineering Technician 24.59
30051 - Cryogenic Technician I 25.04
30052 - Cryogenic Technician II 27.65
30061 - Drafter/CAD Operator I 16.31
30062 - Drafter/CAD Operator II 18.26
30063 - Drafter/CAD Operator III 20.34
30064 - Drafter/CAD Operator IV 25.04
30081 - Engineering Technician I 15.36
30082 - Engineering Technician II 16.43
30083 - Engineering Technician III 18.35
30084 - Engineering Technician IV 22.75
30085 - Engineering Technician V 27.82
30086 - Engineering Technician VI 33.66
30090 - Environmental Technician 22.61
30095 - Evidence Control Specialist 22.61
30210 - Laboratory Technician 27.63
30221 - Latent Fingerprint Technician I 25.04
30222 - Latent Fingerprint Technician II 27.65
30240 - Mathematical Technician 22.61
30361 - Paralegal/Legal Assistant I 19.55
30362 - Paralegal/Legal Assistant II 24.56
30363 - Paralegal/Legal Assistant III 29.61
30364 - Paralegal/Legal Assistant IV 36.34
30375 - Petroleum Supply Specialist 27.65
30390 - Photo-Optics Technician 20.03
30395 - Radiation Control Technician 27.65
30461 - Technical Writer I 22.61
30462 - Technical Writer II 27.65
30463 - Technical Writer III 33.46
30491 - Unexploded Ordnance (UXO) Technician I 25.72
30492 - Unexploded Ordnance (UXO) Technician II 31.12
30493 - Unexploded Ordnance (UXO) Technician III 37.30
30494 - Unexploded (UXO) Safety Escort 25.72
30495 - Unexploded (UXO) Sweep Personnel 25.72
30501 - Weather Forecaster I 25.04
30502 - Weather Forecaster II 30.45
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.34
30621 - Weather Observer Senior (see 2) 22.61
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.12
31020 - Bus Aide 13.82
31030 - Bus Driver 19.04

31043 - Driver Courier	16.45
31260 - Parking and Lot Attendant	12.52
31290 - Shuttle Bus Driver	17.75
31310 - Taxi Driver	14.16
31361 - Truckdriver Light	17.75
31362 - Truckdriver Medium	19.04
31363 - Truckdriver Heavy	20.20
31364 - Truckdriver Tractor-Trailer	20.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	9.85
99050 - Desk Clerk	9.66
99095 - Embalmer	23.49
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	14.25
99252 - Laboratory Animal Caretaker II	15.36
99260 - Marketing Analyst	22.75
99310 - Mortician	23.49
99410 - Pest Controller	19.04
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	17.43
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	15.79
99810 - Sales Clerk	11.45
99820 - School Crossing Guard	14.83
99830 - Survey Party Chief	21.04
99831 - Surveying Aide	12.69
99832 - Surveying Technician	17.27
99840 - Vending Machine Attendant	19.25
99841 - Vending Machine Repairer	23.72
99842 - Vending Machine Repairer Helper	19.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5063
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Clay Effingham Fayette Marion

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service Representative I		12.09
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.83
01051 - Data Entry Operator I		14.51
01052 - Data Entry Operator II		15.84
01060 - Dispatcher Motor Vehicle		19.05
01070 - Document Preparation Clerk		13.59
01090 - Duplicating Machine Operator		13.59
01111 - General Clerk I		13.57
01112 - General Clerk II		15.00

01113 - General Clerk III 17.07
01120 - Housing Referral Assistant 20.96
01141 - Messenger Courier 12.00
01191 - Order Clerk I 13.77
01192 - Order Clerk II 15.02
01261 - Personnel Assistant (Employment) I 16.33
01262 - Personnel Assistant (Employment) II 19.05
01263 - Personnel Assistant (Employment) III 20.73
01270 - Production Control Clerk 21.23
01290 - Rental Clerk 16.06
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.85
01313 - Secretary III 20.96
01320 - Service Order Dispatcher 18.12
01410 - Supply Technician 24.14
01420 - Survey Worker 19.05
01460 - Switchboard Operator/Receptionist 15.10
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 13.59
01612 - Word Processor II 16.06
01613 - Word Processor III 19.05
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.80
05010 - Automotive Electrician 20.59
05040 - Automotive Glass Installer 19.74
05070 - Automotive Worker 19.74
05110 - Mobile Equipment Servicer 18.01
05130 - Motor Equipment Metal Mechanic 21.46
05160 - Motor Equipment Metal Worker 19.74
05190 - Motor Vehicle Mechanic 20.40
05220 - Motor Vehicle Mechanic Helper 16.72
05250 - Motor Vehicle Upholstery Worker 18.88
05280 - Motor Vehicle Wrecker 19.74
05310 - Painter Automotive 20.59
05340 - Radiator Repair Specialist 19.74
05370 - Tire Repairer 15.99
05400 - Transmission Repair Specialist 21.46
07000 - Food Preparation And Service Occupations
07010 - Baker 12.77
07041 - Cook I 12.36
07042 - Cook II 14.16
07070 - Dishwasher 9.64
07130 - Food Service Worker 11.51
07210 - Meat Cutter 16.34
07260 - Waiter/Waitress 9.38
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.56

09040 - Furniture Handler 13.35
09080 - Furniture Refinisher 20.56
09090 - Furniture Refinisher Helper 16.55
09110 - Furniture Repairer Minor 18.84
09130 - Upholsterer 22.61
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.13
11060 - Elevator Operator 12.32
11090 - Gardener 17.76
11122 - Housekeeping Aide 12.32
11150 - Janitor 12.32
11210 - Laborer Grounds Maintenance 13.83
11240 - Maid or Houseman 10.19
11260 - Pruner 12.53
11270 - Tractor Operator 16.46
11330 - Trail Maintenance Worker 13.83
11360 - Window Cleaner 13.60
12000 - Health Occupations
12010 - Ambulance Driver 19.90
12011 - Breath Alcohol Technician 17.18
12012 - Certified Occupational Therapist Assistant 23.56
12015 - Certified Physical Therapist Assistant 25.34
12020 - Dental Assistant 17.57
12025 - Dental Hygienist 29.20
12030 - EKG Technician 25.03
12035 - Electroneurodiagnostic Technologist 25.03
12040 - Emergency Medical Technician 19.90
12071 - Licensed Practical Nurse I 15.35
12072 - Licensed Practical Nurse II 17.18
12073 - Licensed Practical Nurse III 19.14
12100 - Medical Assistant 16.28
12130 - Medical Laboratory Technician 23.78
12160 - Medical Record Clerk 15.17
12190 - Medical Record Technician 17.18
12195 - Medical Transcriptionist 17.59
12210 - Nuclear Medicine Technologist 37.73
12221 - Nursing Assistant I 11.35
12222 - Nursing Assistant II 12.76
12223 - Nursing Assistant III 13.93
12224 - Nursing Assistant IV 15.63
12235 - Optical Dispenser 16.79
12236 - Optical Technician 15.99
12250 - Pharmacy Technician 15.52
12280 - Phlebotomist 15.02
12305 - Radiologic Technologist 25.87
12311 - Registered Nurse I 26.36
12312 - Registered Nurse II 29.18
12313 - Registered Nurse II Specialist 29.18
12314 - Registered Nurse III 35.30
12315 - Registered Nurse III Anesthetist 35.30

12316 - Registered Nurse IV		42.33
12317 - Scheduler (Drug and Alcohol Testing)		21.27
12320 - Substance Abuse Treatment Counselor		15.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.31
13012 - Exhibits Specialist II		22.69
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		20.80
13042 - Illustrator II		25.56
13043 - Illustrator III		30.15
13047 - Librarian		26.36
13050 - Library Aide/Clerk		12.43
13054 - Library Information Technology Systems Administrator		23.81
13058 - Library Technician		14.61
13061 - Media Specialist I		17.18
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.43
13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library Clerk		15.11
13110 - Video Teleconference Technician		17.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	22.01
14072 - Computer Programmer II	(see 1)	26.17
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.31
14170 - System Support Specialist		28.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		34.92
15060 - Educational Technologist		32.26
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		21.87
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.69

15086 - Maintenance Test Pilot Rotary Wing 39.69
15088 - Non-Maintenance Test/Co-Pilot 39.69
15090 - Technical Instructor 20.66
15095 - Technical Instructor/Course Developer 25.27
15110 - Test Proctor 16.67
15120 - Tutor 16.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.09
19040 - Tool And Die Maker 28.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.60
21030 - Material Coordinator 21.23
21040 - Material Expediter 21.23
21050 - Material Handling Laborer 19.18
21071 - Order Filler 15.62
21080 - Production Line Worker (Food Processing) 19.60
21110 - Shipping Packer 15.50
21130 - Shipping/Receiving Clerk 15.50
21140 - Store Worker I 14.03
21150 - Stock Clerk 18.95
21210 - Tools And Parts Attendant 19.60
21410 - Warehouse Specialist 19.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.30
23019 - Aircraft Logs and Records Technician 21.72
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.30
23023 - Aircraft Mechanic III 27.31
23040 - Aircraft Mechanic Helper 19.24
23050 - Aircraft Painter 24.07
23060 - Aircraft Servicer 21.72
23070 - Aircraft Survival Flight Equipment Technician 24.07
23080 - Aircraft Worker 22.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.34
23110 - Appliance Mechanic 22.90

23120 - Bicycle Repairer	18.91
23125 - Cable Splicer	42.55
23130 - Carpenter Maintenance	26.52
23140 - Carpet Layer	22.39
23160 - Electrician Maintenance	30.81
23181 - Electronics Technician Maintenance I	24.99
23182 - Electronics Technician Maintenance II	26.42
23183 - Electronics Technician Maintenance III	27.83
23260 - Fabric Worker	20.28
23290 - Fire Alarm System Mechanic	23.21
23310 - Fire Extinguisher Repairer	18.91
23311 - Fuel Distribution System Mechanic	24.15
23312 - Fuel Distribution System Operator	18.91
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment Mechanic	25.34
23381 - Ground Support Equipment Servicer	21.72
23382 - Ground Support Equipment Worker	22.71
23391 - Gunsmith I	18.91
23392 - Gunsmith II	21.66
23393 - Gunsmith III	24.15
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.56
23430 - Heavy Equipment Mechanic	25.53
23440 - Heavy Equipment Operator	29.38
23460 - Instrument Mechanic	24.15
23465 - Laboratory/Shelter Mechanic	22.90
23470 - Laborer	17.17
23510 - Locksmith	22.90
23530 - Machinery Maintenance Mechanic	27.80
23550 - Machinist Maintenance	24.17
23580 - Maintenance Trades Helper	18.37
23591 - Metrology Technician I	24.15
23592 - Metrology Technician II	25.29
23593 - Metrology Technician III	26.42
23640 - Millwright	27.07
23710 - Office Appliance Repairer	22.90
23760 - Painter Maintenance	23.03
23790 - Pipefitter Maintenance	30.12
23810 - Plumber Maintenance	28.85
23820 - Pneudraulic Systems Mechanic	24.15
23850 - Rigger	24.15
23870 - Scale Mechanic	21.66
23890 - Sheet-Metal Worker Maintenance	26.55
23910 - Small Engine Mechanic	21.36
23931 - Telecommunications Mechanic I	27.33
23932 - Telecommunications Mechanic II	28.62
23950 - Telephone Lineman	24.15
23960 - Welder Combination Maintenance	23.21

23965 - Well Driller	24.15
23970 - Woodcraft Worker	24.15
23980 - Woodworker	18.91
24000 - Personal Needs Occupations	
24550 - Case Manager	14.09
24570 - Child Care Attendant	10.26
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	11.48
24620 - Family Readiness And Support Services Coordinator	14.09
24630 - Homemaker	14.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.66
25040 - Sewage Plant Operator	23.34
25070 - Stationary Engineer	32.66
25190 - Ventilation Equipment Tender	23.76
25210 - Water Treatment Plant Operator	23.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.32
27007 - Baggage Inspector	14.36
27008 - Corrections Officer	27.56
27010 - Court Security Officer	22.13
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	27.56
27070 - Firefighter	28.24
27101 - Guard I	14.36
27102 - Guard II	16.66
27131 - Police Officer I	22.95
27132 - Police Officer II	25.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.57
28042 - Carnival Equipment Repairer	13.41
28043 - Carnival Worker	9.45
28210 - Gate Attendant/Gate Tender	14.52
28310 - Lifeguard	12.94
28350 - Park Attendant (Aide)	16.25
28510 - Recreation Aide/Health Facility Attendant	11.86
28515 - Recreation Specialist	20.13
28630 - Sports Official	12.94
28690 - Swimming Pool Operator	24.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.09
29020 - Hatch Tender	26.09
29030 - Line Handler	26.09
29041 - Stevedore I	24.30
29042 - Stevedore II	27.39
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.73

30021 - Archeological Technician I		19.36
30022 - Archeological Technician II		21.56
30023 - Archeological Technician III		25.04
30030 - Cartographic Technician		27.52
30040 - Civil Engineering Technician		24.99
30051 - Cryogenic Technician I		25.04
30052 - Cryogenic Technician II		27.65
30061 - Drafter/CAD Operator I		19.36
30062 - Drafter/CAD Operator II		21.56
30063 - Drafter/CAD Operator III		24.15
30064 - Drafter/CAD Operator IV		29.71
30081 - Engineering Technician I		17.67
30082 - Engineering Technician II		19.83
30083 - Engineering Technician III		22.18
30084 - Engineering Technician IV		27.48
30085 - Engineering Technician V		33.62
30086 - Engineering Technician VI		40.68
30090 - Environmental Technician		22.61
30095 - Evidence Control Specialist		22.61
30210 - Laboratory Technician		30.10
30221 - Latent Fingerprint Technician I		25.04
30222 - Latent Fingerprint Technician II		27.65
30240 - Mathematical Technician		26.82
30361 - Paralegal/Legal Assistant I		20.04
30362 - Paralegal/Legal Assistant II		24.86
30363 - Paralegal/Legal Assistant III		30.37
30364 - Paralegal/Legal Assistant IV		36.75
30375 - Petroleum Supply Specialist		27.65
30390 - Photo-Optics Technician		26.82
30395 - Radiation Control Technician		27.65
30461 - Technical Writer I		23.51
30462 - Technical Writer II		28.76
30463 - Technical Writer III		34.79
30491 - Unexploded Ordnance (UXO) Technician I		25.72
30492 - Unexploded Ordnance (UXO) Technician II		31.12
30493 - Unexploded Ordnance (UXO) Technician III		37.30
30494 - Unexploded (UXO) Safety Escort		25.72
30495 - Unexploded (UXO) Sweep Personnel		25.72
30501 - Weather Forecaster I		25.04
30502 - Weather Forecaster II		30.45
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.15
30621 - Weather Observer Senior	(see 2)	26.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.12
31020 - Bus Aide		13.82
31030 - Bus Driver		19.04
31043 - Driver Courier		16.45
31260 - Parking and Lot Attendant		12.52
31290 - Shuttle Bus Driver		17.75

31310 - Taxi Driver	13.59
31361 - Truckdriver Light	17.75
31362 - Truckdriver Medium	19.04
31363 - Truckdriver Heavy	20.79
31364 - Truckdriver Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	9.85
99050 - Desk Clerk	9.86
99095 - Embalmer	30.54
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	14.25
99252 - Laboratory Animal Caretaker II	15.36
99260 - Marketing Analyst	22.75
99310 - Mortician	30.54
99410 - Pest Controller	17.61
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	18.45
99711 - Recycling Specialist	22.00
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	14.77
99830 - Survey Party Chief	22.43
99831 - Surveying Aide	14.88
99832 - Surveying Technician	20.39
99840 - Vending Machine Attendant	15.68
99841 - Vending Machine Repairer	18.46
99842 - Vending Machine Repairer Helper	15.68

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5064
Revision No.: 14
Date Of Last Revision: 05/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Clay Effingham Fayette Marion

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service Representative I		12.09
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.83
01051 - Data Entry Operator I		14.51
01052 - Data Entry Operator II		15.84
01060 - Dispatcher Motor Vehicle		19.05
01070 - Document Preparation Clerk		13.59

01090 - Duplicating Machine Operator 13.59
01111 - General Clerk I 13.57
01112 - General Clerk II 15.00
01113 - General Clerk III 17.07
01120 - Housing Referral Assistant 20.96
01141 - Messenger Courier 12.00
01191 - Order Clerk I 13.77
01192 - Order Clerk II 15.02
01261 - Personnel Assistant (Employment) I 16.33
01262 - Personnel Assistant (Employment) II 19.05
01263 - Personnel Assistant (Employment) III 20.73
01270 - Production Control Clerk 21.23
01290 - Rental Clerk 16.06
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.85
01313 - Secretary III 20.96
01320 - Service Order Dispatcher 18.12
01410 - Supply Technician 24.14
01420 - Survey Worker 19.05
01460 - Switchboard Operator/Receptionist 15.10
01531 - Travel Clerk I 13.94
01532 - Travel Clerk II 15.09
01533 - Travel Clerk III 16.33
01611 - Word Processor I 13.59
01612 - Word Processor II 16.06
01613 - Word Processor III 19.05
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.80
05010 - Automotive Electrician 20.59
05040 - Automotive Glass Installer 19.74
05070 - Automotive Worker 19.74
05110 - Mobile Equipment Servicer 18.01
05130 - Motor Equipment Metal Mechanic 21.46
05160 - Motor Equipment Metal Worker 19.74
05190 - Motor Vehicle Mechanic 20.40
05220 - Motor Vehicle Mechanic Helper 16.72
05250 - Motor Vehicle Upholstery Worker 18.88
05280 - Motor Vehicle Wrecker 19.74
05310 - Painter Automotive 20.59
05340 - Radiator Repair Specialist 19.74
05370 - Tire Repairer 15.99
05400 - Transmission Repair Specialist 21.46
07000 - Food Preparation And Service Occupations
07010 - Baker 12.77
07041 - Cook I 12.36
07042 - Cook II 14.16
07070 - Dishwasher 9.64
07130 - Food Service Worker 11.51
07210 - Meat Cutter 16.34

07260 - Waiter/Waitress	9.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.56
09040 - Furniture Handler	13.35
09080 - Furniture Refinisher	20.56
09090 - Furniture Refinisher Helper	16.55
09110 - Furniture Repairer Minor	18.84
09130 - Upholsterer	22.61
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.13
11060 - Elevator Operator	12.32
11090 - Gardener	17.76
11122 - Housekeeping Aide	12.32
11150 - Janitor	12.32
11210 - Laborer Grounds Maintenance	13.83
11240 - Maid or Houseman	10.19
11260 - Pruner	12.53
11270 - Tractor Operator	16.46
11330 - Trail Maintenance Worker	13.83
11360 - Window Cleaner	13.60
12000 - Health Occupations	
12010 - Ambulance Driver	19.90
12011 - Breath Alcohol Technician	17.18
12012 - Certified Occupational Therapist Assistant	23.56
12015 - Certified Physical Therapist Assistant	25.34
12020 - Dental Assistant	17.57
12025 - Dental Hygienist	29.20
12030 - EKG Technician	25.03
12035 - Electroneurodiagnostic Technologist	25.03
12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	15.35
12072 - Licensed Practical Nurse II	17.18
12073 - Licensed Practical Nurse III	19.14
12100 - Medical Assistant	16.28
12130 - Medical Laboratory Technician	23.78
12160 - Medical Record Clerk	15.17
12190 - Medical Record Technician	17.18
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine Technologist	37.73
12221 - Nursing Assistant I	11.35
12222 - Nursing Assistant II	12.76
12223 - Nursing Assistant III	13.93
12224 - Nursing Assistant IV	15.63
12235 - Optical Dispenser	16.79
12236 - Optical Technician	15.99
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	15.02
12305 - Radiologic Technologist	25.87
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	29.18

12313 - Registered Nurse II Specialist		29.18
12314 - Registered Nurse III		35.30
12315 - Registered Nurse III Anesthetist		35.30
12316 - Registered Nurse IV		42.33
12317 - Scheduler (Drug and Alcohol Testing)		21.27
12320 - Substance Abuse Treatment Counselor		15.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.31
13012 - Exhibits Specialist II		22.69
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		20.80
13042 - Illustrator II		25.56
13043 - Illustrator III		30.15
13047 - Librarian		26.36
13050 - Library Aide/Clerk		12.43
13054 - Library Information Technology Systems Administrator		23.81
13058 - Library Technician		14.61
13061 - Media Specialist I		17.18
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.43
13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library Clerk		15.11
13110 - Video Teleconference Technician		17.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	22.01
14072 - Computer Programmer II	(see 1)	26.17
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.31
14170 - System Support Specialist		28.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		34.92
15060 - Educational Technologist		32.26

15070 - Flight Instructor (Pilot) 50.64
15080 - Graphic Artist 21.87
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.69
15086 - Maintenance Test Pilot Rotary Wing 39.69
15088 - Non-Maintenance Test/Co-Pilot 39.69
15090 - Technical Instructor 20.66
15095 - Technical Instructor/Course Developer 25.27
15110 - Test Proctor 16.67
15120 - Tutor 16.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.09
19040 - Tool And Die Maker 28.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.60
21030 - Material Coordinator 21.23
21040 - Material Expediter 21.23
21050 - Material Handling Laborer 19.18
21071 - Order Filler 15.62
21080 - Production Line Worker (Food Processing) 19.60
21110 - Shipping Packer 15.50
21130 - Shipping/Receiving Clerk 15.50
21140 - Store Worker I 14.03
21150 - Stock Clerk 18.95
21210 - Tools And Parts Attendant 19.60
21410 - Warehouse Specialist 19.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.30
23019 - Aircraft Logs and Records Technician 21.72
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.30
23023 - Aircraft Mechanic III 27.31
23040 - Aircraft Mechanic Helper 19.24
23050 - Aircraft Painter 24.07
23060 - Aircraft Servicer 21.72
23070 - Aircraft Survival Flight Equipment Technician 24.07
23080 - Aircraft Worker 22.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.71

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.34
23110 - Appliance Mechanic 22.90
23120 - Bicycle Repairer 18.91
23125 - Cable Splicer 42.55
23130 - Carpenter Maintenance 26.52
23140 - Carpet Layer 22.39
23160 - Electrician Maintenance 30.81
23181 - Electronics Technician Maintenance I 24.99
23182 - Electronics Technician Maintenance II 26.42
23183 - Electronics Technician Maintenance III 27.83
23260 - Fabric Worker 20.28
23290 - Fire Alarm System Mechanic 23.21
23310 - Fire Extinguisher Repairer 18.91
23311 - Fuel Distribution System Mechanic 24.15
23312 - Fuel Distribution System Operator 18.91
23370 - General Maintenance Worker 20.67
23380 - Ground Support Equipment Mechanic 25.34
23381 - Ground Support Equipment Servicer 21.72
23382 - Ground Support Equipment Worker 22.71
23391 - Gunsmith I 18.91
23392 - Gunsmith II 21.66
23393 - Gunsmith III 24.15
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.56
23430 - Heavy Equipment Mechanic 25.53
23440 - Heavy Equipment Operator 29.38
23460 - Instrument Mechanic 24.15
23465 - Laboratory/Shelter Mechanic 22.90
23470 - Laborer 17.17
23510 - Locksmith 22.90
23530 - Machinery Maintenance Mechanic 27.80
23550 - Machinist Maintenance 24.17
23580 - Maintenance Trades Helper 18.37
23591 - Metrology Technician I 24.15
23592 - Metrology Technician II 25.29
23593 - Metrology Technician III 26.42
23640 - Millwright 27.07
23710 - Office Appliance Repairer 22.90
23760 - Painter Maintenance 23.03
23790 - Pipefitter Maintenance 30.12
23810 - Plumber Maintenance 28.85
23820 - Pneudraulic Systems Mechanic 24.15
23850 - Rigger 24.15
23870 - Scale Mechanic 21.66
23890 - Sheet-Metal Worker Maintenance 26.55
23910 - Small Engine Mechanic 21.36
23931 - Telecommunications Mechanic I 27.33

23932 - Telecommunications Mechanic II 28.62
23950 - Telephone Lineman 24.15
23960 - Welder Combination Maintenance 23.21
23965 - Well Driller 24.15
23970 - Woodcraft Worker 24.15
23980 - Woodworker 18.91
24000 - Personal Needs Occupations
24550 - Case Manager 14.09
24570 - Child Care Attendant 10.26
24580 - Child Care Center Clerk 13.39
24610 - Chore Aide 11.48
24620 - Family Readiness And Support Services Coordinator 14.09
24630 - Homemaker 14.09
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 32.66
25040 - Sewage Plant Operator 23.34
25070 - Stationary Engineer 32.66
25190 - Ventilation Equipment Tender 23.76
25210 - Water Treatment Plant Operator 23.34
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.32
27007 - Baggage Inspector 14.36
27008 - Corrections Officer 27.56
27010 - Court Security Officer 22.13
27030 - Detection Dog Handler 16.66
27040 - Detention Officer 27.56
27070 - Firefighter 28.24
27101 - Guard I 14.36
27102 - Guard II 16.66
27131 - Police Officer I 22.95
27132 - Police Officer II 25.50
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.57
28042 - Carnival Equipment Repairer 13.41
28043 - Carnival Worker 9.45
28210 - Gate Attendant/Gate Tender 14.52
28310 - Lifeguard 12.94
28350 - Park Attendant (Aide) 16.25
28510 - Recreation Aide/Health Facility Attendant 11.86
28515 - Recreation Specialist 20.13
28630 - Sports Official 12.94
28690 - Swimming Pool Operator 24.20
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.09
29020 - Hatch Tender 26.09
29030 - Line Handler 26.09
29041 - Stevedore I 24.30
29042 - Stevedore II 27.39
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.73
30021 - Archeological Technician I 19.36
30022 - Archeological Technician II 21.56
30023 - Archeological Technician III 25.04
30030 - Cartographic Technician 27.52
30040 - Civil Engineering Technician 24.99
30051 - Cryogenic Technician I 25.04
30052 - Cryogenic Technician II 27.65
30061 - Drafter/CAD Operator I 19.36
30062 - Drafter/CAD Operator II 21.56
30063 - Drafter/CAD Operator III 24.15
30064 - Drafter/CAD Operator IV 29.71
30081 - Engineering Technician I 17.67
30082 - Engineering Technician II 19.83
30083 - Engineering Technician III 22.18
30084 - Engineering Technician IV 27.48
30085 - Engineering Technician V 33.62
30086 - Engineering Technician VI 40.68
30090 - Environmental Technician 22.61
30095 - Evidence Control Specialist 22.61
30210 - Laboratory Technician 30.10
30221 - Latent Fingerprint Technician I 25.04
30222 - Latent Fingerprint Technician II 27.65
30240 - Mathematical Technician 26.82
30361 - Paralegal/Legal Assistant I 20.04
30362 - Paralegal/Legal Assistant II 24.86
30363 - Paralegal/Legal Assistant III 30.37
30364 - Paralegal/Legal Assistant IV 36.75
30375 - Petroleum Supply Specialist 27.65
30390 - Photo-Optics Technician 26.82
30395 - Radiation Control Technician 27.65
30461 - Technical Writer I 23.51
30462 - Technical Writer II 28.76
30463 - Technical Writer III 34.79
30491 - Unexploded Ordnance (UXO) Technician I 25.72
30492 - Unexploded Ordnance (UXO) Technician II 31.12
30493 - Unexploded Ordnance (UXO) Technician III 37.30
30494 - Unexploded (UXO) Safety Escort 25.72
30495 - Unexploded (UXO) Sweep Personnel 25.72
30501 - Weather Forecaster I 25.04
30502 - Weather Forecaster II 30.45
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.15
30621 - Weather Observer Senior (see 2) 26.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.12
31020 - Bus Aide 13.82
31030 - Bus Driver 19.04

31043 - Driver Courier	16.45
31260 - Parking and Lot Attendant	12.52
31290 - Shuttle Bus Driver	17.75
31310 - Taxi Driver	13.59
31361 - Truckdriver Light	17.75
31362 - Truckdriver Medium	19.04
31363 - Truckdriver Heavy	20.79
31364 - Truckdriver Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	9.85
99050 - Desk Clerk	9.86
99095 - Embalmer	30.54
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	14.25
99252 - Laboratory Animal Caretaker II	15.36
99260 - Marketing Analyst	22.75
99310 - Mortician	30.54
99410 - Pest Controller	17.61
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	18.45
99711 - Recycling Specialist	22.00
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	14.77
99830 - Survey Party Chief	22.43
99831 - Surveying Aide	14.88
99832 - Surveying Technician	20.39
99840 - Vending Machine Attendant	15.68
99841 - Vending Machine Repairer	18.46
99842 - Vending Machine Repairer Helper	15.68

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5065
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Edwards Gallatin Hardin Wabash White

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.87
01012 - Accounting Clerk II		14.45
01013 - Accounting Clerk III		16.76
01020 - Administrative Assistant		23.03
01035 - Court Reporter		15.41
01041 - Customer Service Representative I		11.95
01042 - Customer Service Representative II		13.43
01043 - Customer Service Representative III		14.66
01051 - Data Entry Operator I		15.33
01052 - Data Entry Operator II		17.17
01060 - Dispatcher Motor Vehicle		18.13
01070 - Document Preparation Clerk		13.36
01090 - Duplicating Machine Operator		13.36
01111 - General Clerk I		12.20
01112 - General Clerk II		13.32

01113 - General Clerk III 14.96
01120 - Housing Referral Assistant 17.17
01141 - Messenger Courier 11.29
01191 - Order Clerk I 14.87
01192 - Order Clerk II 16.23
01261 - Personnel Assistant (Employment) I 17.14
01262 - Personnel Assistant (Employment) II 19.18
01263 - Personnel Assistant (Employment) III 21.37
01270 - Production Control Clerk 23.93
01290 - Rental Clerk 13.37
01300 - Scheduler Maintenance 13.77
01311 - Secretary I 13.77
01312 - Secretary II 15.41
01313 - Secretary III 17.17
01320 - Service Order Dispatcher 16.20
01410 - Supply Technician 23.03
01420 - Survey Worker 14.72
01460 - Switchboard Operator/Receptionist 12.21
01531 - Travel Clerk I 12.60
01532 - Travel Clerk II 13.44
01533 - Travel Clerk III 14.25
01611 - Word Processor I 12.26
01612 - Word Processor II 13.77
01613 - Word Processor III 15.41
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.75
05010 - Automotive Electrician 18.16
05040 - Automotive Glass Installer 17.21
05070 - Automotive Worker 17.21
05110 - Mobile Equipment Servicer 14.99
05130 - Motor Equipment Metal Mechanic 19.07
05160 - Motor Equipment Metal Worker 17.21
05190 - Motor Vehicle Mechanic 19.07
05220 - Motor Vehicle Mechanic Helper 13.82
05250 - Motor Vehicle Upholstery Worker 16.10
05280 - Motor Vehicle Wrecker 17.21
05310 - Painter Automotive 18.16
05340 - Radiator Repair Specialist 17.21
05370 - Tire Repairer 13.31
05400 - Transmission Repair Specialist 19.07
07000 - Food Preparation And Service Occupations
07010 - Baker 13.81
07041 - Cook I 12.15
07042 - Cook II 13.81
07070 - Dishwasher 9.42
07130 - Food Service Worker 10.43
07210 - Meat Cutter 16.11
07260 - Waiter/Waitress 9.68
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.60

09040 - Furniture Handler 16.13
09080 - Furniture Refinisher 21.60
09090 - Furniture Refinisher Helper 19.47
09110 - Furniture Repairer Minor 20.69
09130 - Upholsterer 21.60
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.83
11060 - Elevator Operator 12.33
11090 - Gardener 18.12
11122 - Housekeeping Aide 12.33
11150 - Janitor 12.33
11210 - Laborer Grounds Maintenance 13.86
11240 - Maid or Houseman 10.73
11260 - Pruner 12.44
11270 - Tractor Operator 16.70
11330 - Trail Maintenance Worker 13.86
11360 - Window Cleaner 13.74
12000 - Health Occupations
12010 - Ambulance Driver 16.29
12011 - Breath Alcohol Technician 18.20
12012 - Certified Occupational Therapist Assistant 23.77
12015 - Certified Physical Therapist Assistant 27.07
12020 - Dental Assistant 17.13
12025 - Dental Hygienist 33.44
12030 - EKG Technician 27.58
12035 - Electroneurodiagnostic Technologist 27.58
12040 - Emergency Medical Technician 16.29
12071 - Licensed Practical Nurse I 16.26
12072 - Licensed Practical Nurse II 18.20
12073 - Licensed Practical Nurse III 20.29
12100 - Medical Assistant 15.61
12130 - Medical Laboratory Technician 20.12
12160 - Medical Record Clerk 15.46
12190 - Medical Record Technician 18.20
12195 - Medical Transcriptionist 16.26
12210 - Nuclear Medicine Technologist 39.99
12221 - Nursing Assistant I 11.02
12222 - Nursing Assistant II 12.39
12223 - Nursing Assistant III 13.52
12224 - Nursing Assistant IV 15.19
12235 - Optical Dispenser 17.34
12236 - Optical Technician 16.26
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 15.19
12305 - Radiologic Technologist 24.21
12311 - Registered Nurse I 23.04
12312 - Registered Nurse II 28.18
12313 - Registered Nurse II Specialist 28.18
12314 - Registered Nurse III 34.09
12315 - Registered Nurse III Anesthetist 34.09

12316 - Registered Nurse IV		40.86
12317 - Scheduler (Drug and Alcohol Testing)		22.54
12320 - Substance Abuse Treatment Counselor		20.68
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.83
13012 - Exhibits Specialist II		20.32
13013 - Exhibits Specialist III		25.49
13041 - Illustrator I		16.79
13042 - Illustrator II		20.32
13043 - Illustrator III		25.49
13047 - Librarian		18.19
13050 - Library Aide/Clerk		13.09
13054 - Library Information Technology Systems Administrator		20.32
13058 - Library Technician		14.36
13061 - Media Specialist I		14.80
13062 - Media Specialist II		16.43
13063 - Media Specialist III		18.32
13071 - Photographer I		16.97
13072 - Photographer II		19.00
13073 - Photographer III		22.94
13074 - Photographer IV		28.77
13075 - Photographer V		34.82
13090 - Technical Order Library Clerk		14.89
13110 - Video Teleconference Technician		16.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.22
14042 - Computer Operator II		17.37
14043 - Computer Operator III		19.36
14044 - Computer Operator IV		21.51
14045 - Computer Operator V		23.83
14071 - Computer Programmer I	(see 1)	21.11
14072 - Computer Programmer II	(see 1)	26.15
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.22
14160 - Personal Computer Support Technician		21.51
14170 - System Support Specialist		26.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.02
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		38.99
15050 - Computer Based Training Specialist / Instructor		28.02
15060 - Educational Technologist		26.88
15070 - Flight Instructor (Pilot)		38.99
15080 - Graphic Artist		18.75
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.99

15086 - Maintenance Test Pilot Rotary Wing 38.99
15088 - Non-Maintenance Test/Co-Pilot 38.99
15090 - Technical Instructor 22.50
15095 - Technical Instructor/Course Developer 27.53
15110 - Test Proctor 18.17
15120 - Tutor 18.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.45
16030 - Counter Attendant 10.45
16040 - Dry Cleaner 12.71
16070 - Finisher Flatwork Machine 10.45
16090 - Presser Hand 10.45
16110 - Presser Machine Drycleaning 10.45
16130 - Presser Machine Shirts 10.45
16160 - Presser Machine Wearing Apparel Laundry 10.45
16190 - Sewing Machine Operator 13.24
16220 - Tailor 13.93
16250 - Washer Machine 11.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.17
19040 - Tool And Die Maker 27.62
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.37
21030 - Material Coordinator 23.93
21040 - Material Expediter 23.93
21050 - Material Handling Laborer 16.62
21071 - Order Filler 13.83
21080 - Production Line Worker (Food Processing) 19.37
21110 - Shipping Packer 16.78
21130 - Shipping/Receiving Clerk 16.78
21140 - Store Worker I 13.58
21150 - Stock Clerk 18.96
21210 - Tools And Parts Attendant 19.37
21410 - Warehouse Specialist 19.37
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.04
23019 - Aircraft Logs and Records Technician 22.70
23021 - Aircraft Mechanic I 26.87
23022 - Aircraft Mechanic II 28.04
23023 - Aircraft Mechanic III 29.26
23040 - Aircraft Mechanic Helper 19.47
23050 - Aircraft Painter 25.60
23060 - Aircraft Servicer 22.70
23070 - Aircraft Survival Flight Equipment Technician 25.60
23080 - Aircraft Worker 24.26
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.26
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.87
23110 - Appliance Mechanic 25.54

23120 - Bicycle Repairer 21.08
23125 - Cable Splicer 38.61
23130 - Carpenter Maintenance 21.52
23140 - Carpet Layer 24.26
23160 - Electrician Maintenance 31.53
23181 - Electronics Technician Maintenance I 24.26
23182 - Electronics Technician Maintenance II 25.60
23183 - Electronics Technician Maintenance III 26.87
23260 - Fabric Worker 22.70
23290 - Fire Alarm System Mechanic 26.87
23310 - Fire Extinguisher Repairer 21.12
23311 - Fuel Distribution System Mechanic 26.87
23312 - Fuel Distribution System Operator 21.12
23370 - General Maintenance Worker 21.00
23380 - Ground Support Equipment Mechanic 26.87
23381 - Ground Support Equipment Servicer 22.70
23382 - Ground Support Equipment Worker 24.26
23391 - Gunsmith I 21.12
23392 - Gunsmith II 24.26
23393 - Gunsmith III 26.87
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.53
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.57
23430 - Heavy Equipment Mechanic 26.91
23440 - Heavy Equipment Operator 30.78
23460 - Instrument Mechanic 26.87
23465 - Laboratory/Shelter Mechanic 25.60
23470 - Laborer 16.62
23510 - Locksmith 25.60
23530 - Machinery Maintenance Mechanic 24.70
23550 - Machinist Maintenance 18.23
23580 - Maintenance Trades Helper 16.83
23591 - Metrology Technician I 26.87
23592 - Metrology Technician II 28.04
23593 - Metrology Technician III 29.26
23640 - Millwright 26.87
23710 - Office Appliance Repairer 24.26
23760 - Painter Maintenance 22.05
23790 - Pipefitter Maintenance 33.98
23810 - Plumber Maintenance 32.23
23820 - Pneudraulic Systems Mechanic 26.87
23850 - Rigger 25.12
23870 - Scale Mechanic 24.26
23890 - Sheet-Metal Worker Maintenance 26.87
23910 - Small Engine Mechanic 20.34
23931 - Telecommunications Mechanic I 27.17
23932 - Telecommunications Mechanic II 28.36
23950 - Telephone Lineman 26.87
23960 - Welder Combination Maintenance 20.76

23965 - Well Driller		26.87
23970 - Woodcraft Worker		26.87
23980 - Woodworker		21.12
24000 - Personal Needs Occupations		
24550 - Case Manager		13.67
24570 - Child Care Attendant		11.38
24580 - Child Care Center Clerk		12.96
24610 - Chore Aide		11.89
24620 - Family Readiness And Support Services Coordinator		13.67
24630 - Homemaker		13.67
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		36.77
25040 - Sewage Plant Operator		21.96
25070 - Stationary Engineer		36.77
25190 - Ventilation Equipment Tender		26.93
25210 - Water Treatment Plant Operator		21.96
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.29
27007 - Baggage Inspector		15.17
27008 - Corrections Officer		25.62
27010 - Court Security Officer		20.09
27030 - Detection Dog Handler		16.98
27040 - Detention Officer		25.62
27070 - Firefighter		17.29
27101 - Guard I		15.17
27102 - Guard II		16.98
27131 - Police Officer I		20.12
27132 - Police Officer II		22.35
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.76
28042 - Carnival Equipment Repairer		15.97
28043 - Carnival Worker		11.20
28210 - Gate Attendant/Gate Tender		16.08
28310 - Lifeguard		13.56
28350 - Park Attendant (Aide)		17.99
28510 - Recreation Aide/Health Facility Attendant		13.19
28515 - Recreation Specialist		22.27
28630 - Sports Official		14.32
28690 - Swimming Pool Operator		25.86
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.26
29020 - Hatch Tender		24.26
29030 - Line Handler		24.26
29041 - Stevedore I		22.70
29042 - Stevedore II		25.60
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		16.34
30022 - Archeological Technician II		18.29
30023 - Archeological Technician III		22.65
30030 - Cartographic Technician		22.65
30040 - Civil Engineering Technician		24.59
30051 - Cryogenic Technician I		25.09
30052 - Cryogenic Technician II		27.71
30061 - Drafter/CAD Operator I		16.34
30062 - Drafter/CAD Operator II		18.29
30063 - Drafter/CAD Operator III		20.39
30064 - Drafter/CAD Operator IV		25.09
30081 - Engineering Technician I		14.62
30082 - Engineering Technician II		16.13
30083 - Engineering Technician III		18.05
30084 - Engineering Technician IV		22.35
30085 - Engineering Technician V		27.34
30086 - Engineering Technician VI		33.08
30090 - Environmental Technician		22.65
30095 - Evidence Control Specialist		22.65
30210 - Laboratory Technician		20.39
30221 - Latent Fingerprint Technician I		25.09
30222 - Latent Fingerprint Technician II		27.71
30240 - Mathematical Technician		22.65
30361 - Paralegal/Legal Assistant I		16.06
30362 - Paralegal/Legal Assistant II		21.27
30363 - Paralegal/Legal Assistant III		23.85
30364 - Paralegal/Legal Assistant IV		31.57
30375 - Petroleum Supply Specialist		27.71
30390 - Photo-Optics Technician		22.65
30395 - Radiation Control Technician		27.71
30461 - Technical Writer I		22.65
30462 - Technical Writer II		27.71
30463 - Technical Writer III		33.53
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.09
30502 - Weather Forecaster II		30.52
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.39
30621 - Weather Observer Senior	(see 2)	22.65
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.52
31030 - Bus Driver		20.44
31043 - Driver Courier		12.75
31260 - Parking and Lot Attendant		13.04
31290 - Shuttle Bus Driver		13.83

31310 - Taxi Driver	13.27
31361 - Truckdriver Light	13.83
31362 - Truckdriver Medium	14.86
31363 - Truckdriver Heavy	21.85
31364 - Truckdriver Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.88
99050 - Desk Clerk	9.43
99095 - Embalmer	32.33
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.54
99252 - Laboratory Animal Caretaker II	14.69
99260 - Marketing Analyst	26.24
99310 - Mortician	32.33
99410 - Pest Controller	20.44
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.19
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	15.43
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	15.43
99830 - Survey Party Chief	23.14
99831 - Surveying Aide	13.96
99832 - Surveying Technician	19.00
99840 - Vending Machine Attendant	19.76
99841 - Vending Machine Repairer	24.63
99842 - Vending Machine Repairer Helper	19.76

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5066
Revision No.: 15
Date Of Last Revision: 05/14/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Edwards Gallatin Hardin Wabash White

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.87
01012 - Accounting Clerk II		14.45
01013 - Accounting Clerk III		16.76
01020 - Administrative Assistant		23.03
01035 - Court Reporter		15.41
01041 - Customer Service Representative I		11.95
01042 - Customer Service Representative II		13.43
01043 - Customer Service Representative III		14.66
01051 - Data Entry Operator I		15.33
01052 - Data Entry Operator II		17.17
01060 - Dispatcher Motor Vehicle		18.13
01070 - Document Preparation Clerk		13.36

01090 - Duplicating Machine Operator 13.36
01111 - General Clerk I 12.20
01112 - General Clerk II 13.32
01113 - General Clerk III 14.96
01120 - Housing Referral Assistant 17.17
01141 - Messenger Courier 11.29
01191 - Order Clerk I 14.87
01192 - Order Clerk II 16.23
01261 - Personnel Assistant (Employment) I 17.14
01262 - Personnel Assistant (Employment) II 19.18
01263 - Personnel Assistant (Employment) III 21.37
01270 - Production Control Clerk 23.93
01290 - Rental Clerk 13.37
01300 - Scheduler Maintenance 13.77
01311 - Secretary I 13.77
01312 - Secretary II 15.41
01313 - Secretary III 17.17
01320 - Service Order Dispatcher 16.20
01410 - Supply Technician 23.03
01420 - Survey Worker 14.72
01460 - Switchboard Operator/Receptionist 12.21
01531 - Travel Clerk I 12.60
01532 - Travel Clerk II 13.44
01533 - Travel Clerk III 14.25
01611 - Word Processor I 12.26
01612 - Word Processor II 13.77
01613 - Word Processor III 15.41
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.75
05010 - Automotive Electrician 18.16
05040 - Automotive Glass Installer 17.21
05070 - Automotive Worker 17.21
05110 - Mobile Equipment Servicer 14.99
05130 - Motor Equipment Metal Mechanic 19.07
05160 - Motor Equipment Metal Worker 17.21
05190 - Motor Vehicle Mechanic 19.07
05220 - Motor Vehicle Mechanic Helper 13.82
05250 - Motor Vehicle Upholstery Worker 16.10
05280 - Motor Vehicle Wrecker 17.21
05310 - Painter Automotive 18.16
05340 - Radiator Repair Specialist 17.21
05370 - Tire Repairer 13.31
05400 - Transmission Repair Specialist 19.07
07000 - Food Preparation And Service Occupations
07010 - Baker 13.81
07041 - Cook I 12.15
07042 - Cook II 13.81
07070 - Dishwasher 9.42
07130 - Food Service Worker 10.43
07210 - Meat Cutter 16.11

07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.60
09040 - Furniture Handler	16.13
09080 - Furniture Refinisher	21.60
09090 - Furniture Refinisher Helper	19.47
09110 - Furniture Repairer Minor	20.69
09130 - Upholsterer	21.60
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.83
11060 - Elevator Operator	12.33
11090 - Gardener	18.12
11122 - Housekeeping Aide	12.33
11150 - Janitor	12.33
11210 - Laborer Grounds Maintenance	13.86
11240 - Maid or Houseman	10.73
11260 - Pruner	12.44
11270 - Tractor Operator	16.70
11330 - Trail Maintenance Worker	13.86
11360 - Window Cleaner	13.74
12000 - Health Occupations	
12010 - Ambulance Driver	16.29
12011 - Breath Alcohol Technician	18.20
12012 - Certified Occupational Therapist Assistant	23.77
12015 - Certified Physical Therapist Assistant	27.07
12020 - Dental Assistant	17.13
12025 - Dental Hygienist	33.44
12030 - EKG Technician	27.58
12035 - Electroneurodiagnostic Technologist	27.58
12040 - Emergency Medical Technician	16.29
12071 - Licensed Practical Nurse I	16.26
12072 - Licensed Practical Nurse II	18.20
12073 - Licensed Practical Nurse III	20.29
12100 - Medical Assistant	15.61
12130 - Medical Laboratory Technician	20.12
12160 - Medical Record Clerk	15.46
12190 - Medical Record Technician	18.20
12195 - Medical Transcriptionist	16.26
12210 - Nuclear Medicine Technologist	39.99
12221 - Nursing Assistant I	11.02
12222 - Nursing Assistant II	12.39
12223 - Nursing Assistant III	13.52
12224 - Nursing Assistant IV	15.19
12235 - Optical Dispenser	17.34
12236 - Optical Technician	16.26
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	15.19
12305 - Radiologic Technologist	24.21
12311 - Registered Nurse I	23.04
12312 - Registered Nurse II	28.18

12313 - Registered Nurse II Specialist		28.18
12314 - Registered Nurse III		34.09
12315 - Registered Nurse III Anesthetist		34.09
12316 - Registered Nurse IV		40.86
12317 - Scheduler (Drug and Alcohol Testing)		22.54
12320 - Substance Abuse Treatment Counselor		20.68
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.83
13012 - Exhibits Specialist II		20.32
13013 - Exhibits Specialist III		25.49
13041 - Illustrator I		16.79
13042 - Illustrator II		20.32
13043 - Illustrator III		25.49
13047 - Librarian		18.19
13050 - Library Aide/Clerk		13.09
13054 - Library Information Technology Systems Administrator		20.32
13058 - Library Technician		14.36
13061 - Media Specialist I		14.80
13062 - Media Specialist II		16.43
13063 - Media Specialist III		18.32
13071 - Photographer I		16.97
13072 - Photographer II		19.00
13073 - Photographer III		22.94
13074 - Photographer IV		28.77
13075 - Photographer V		34.82
13090 - Technical Order Library Clerk		14.89
13110 - Video Teleconference Technician		16.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.22
14042 - Computer Operator II		17.37
14043 - Computer Operator III		19.36
14044 - Computer Operator IV		21.51
14045 - Computer Operator V		23.83
14071 - Computer Programmer I	(see 1)	21.11
14072 - Computer Programmer II	(see 1)	26.15
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.22
14160 - Personal Computer Support Technician		21.51
14170 - System Support Specialist		26.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.02
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		38.99
15050 - Computer Based Training Specialist / Instructor		28.02
15060 - Educational Technologist		26.88

15070 - Flight Instructor (Pilot) 38.99
15080 - Graphic Artist 18.75
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.99
15086 - Maintenance Test Pilot Rotary Wing 38.99
15088 - Non-Maintenance Test/Co-Pilot 38.99
15090 - Technical Instructor 22.50
15095 - Technical Instructor/Course Developer 27.53
15110 - Test Proctor 18.17
15120 - Tutor 18.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.45
16030 - Counter Attendant 10.45
16040 - Dry Cleaner 12.71
16070 - Finisher Flatwork Machine 10.45
16090 - Presser Hand 10.45
16110 - Presser Machine Drycleaning 10.45
16130 - Presser Machine Shirts 10.45
16160 - Presser Machine Wearing Apparel Laundry 10.45
16190 - Sewing Machine Operator 13.24
16220 - Tailor 13.93
16250 - Washer Machine 11.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.17
19040 - Tool And Die Maker 27.62
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.37
21030 - Material Coordinator 23.93
21040 - Material Expediter 23.93
21050 - Material Handling Laborer 16.62
21071 - Order Filler 13.83
21080 - Production Line Worker (Food Processing) 19.37
21110 - Shipping Packer 16.78
21130 - Shipping/Receiving Clerk 16.78
21140 - Store Worker I 13.58
21150 - Stock Clerk 18.96
21210 - Tools And Parts Attendant 19.37
21410 - Warehouse Specialist 19.37
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.04
23019 - Aircraft Logs and Records Technician 22.70
23021 - Aircraft Mechanic I 26.87
23022 - Aircraft Mechanic II 28.04
23023 - Aircraft Mechanic III 29.26
23040 - Aircraft Mechanic Helper 19.47
23050 - Aircraft Painter 25.60
23060 - Aircraft Servicer 22.70
23070 - Aircraft Survival Flight Equipment Technician 25.60
23080 - Aircraft Worker 24.26
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.26

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.87
23110 - Appliance Mechanic 25.54
23120 - Bicycle Repairer 21.08
23125 - Cable Splicer 38.61
23130 - Carpenter Maintenance 21.52
23140 - Carpet Layer 24.26
23160 - Electrician Maintenance 31.53
23181 - Electronics Technician Maintenance I 24.26
23182 - Electronics Technician Maintenance II 25.60
23183 - Electronics Technician Maintenance III 26.87
23260 - Fabric Worker 22.70
23290 - Fire Alarm System Mechanic 26.87
23310 - Fire Extinguisher Repairer 21.12
23311 - Fuel Distribution System Mechanic 26.87
23312 - Fuel Distribution System Operator 21.12
23370 - General Maintenance Worker 21.00
23380 - Ground Support Equipment Mechanic 26.87
23381 - Ground Support Equipment Servicer 22.70
23382 - Ground Support Equipment Worker 24.26
23391 - Gunsmith I 21.12
23392 - Gunsmith II 24.26
23393 - Gunsmith III 26.87
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.53
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.57
23430 - Heavy Equipment Mechanic 26.91
23440 - Heavy Equipment Operator 30.78
23460 - Instrument Mechanic 26.87
23465 - Laboratory/Shelter Mechanic 25.60
23470 - Laborer 16.62
23510 - Locksmith 25.60
23530 - Machinery Maintenance Mechanic 24.70
23550 - Machinist Maintenance 18.23
23580 - Maintenance Trades Helper 16.83
23591 - Metrology Technician I 26.87
23592 - Metrology Technician II 28.04
23593 - Metrology Technician III 29.26
23640 - Millwright 26.87
23710 - Office Appliance Repairer 24.26
23760 - Painter Maintenance 22.05
23790 - Pipefitter Maintenance 33.98
23810 - Plumber Maintenance 32.23
23820 - Pneudraulic Systems Mechanic 26.87
23850 - Rigger 25.12
23870 - Scale Mechanic 24.26
23890 - Sheet-Metal Worker Maintenance 26.87
23910 - Small Engine Mechanic 20.34
23931 - Telecommunications Mechanic I 27.17

23932 - Telecommunications Mechanic II 28.36
23950 - Telephone Lineman 26.87
23960 - Welder Combination Maintenance 20.76
23965 - Well Driller 26.87
23970 - Woodcraft Worker 26.87
23980 - Woodworker 21.12
24000 - Personal Needs Occupations
24550 - Case Manager 13.67
24570 - Child Care Attendant 11.38
24580 - Child Care Center Clerk 12.96
24610 - Chore Aide 11.89
24620 - Family Readiness And Support Services Coordinator 13.67
24630 - Homemaker 13.67
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 36.77
25040 - Sewage Plant Operator 21.96
25070 - Stationary Engineer 36.77
25190 - Ventilation Equipment Tender 26.93
25210 - Water Treatment Plant Operator 21.96
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.29
27007 - Baggage Inspector 15.17
27008 - Corrections Officer 25.62
27010 - Court Security Officer 20.09
27030 - Detection Dog Handler 16.98
27040 - Detention Officer 25.62
27070 - Firefighter 17.29
27101 - Guard I 15.17
27102 - Guard II 16.98
27131 - Police Officer I 20.12
27132 - Police Officer II 22.35
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.76
28042 - Carnival Equipment Repairer 15.97
28043 - Carnival Worker 11.20
28210 - Gate Attendant/Gate Tender 16.08
28310 - Lifeguard 13.56
28350 - Park Attendant (Aide) 17.99
28510 - Recreation Aide/Health Facility Attendant 13.19
28515 - Recreation Specialist 22.27
28630 - Sports Official 14.32
28690 - Swimming Pool Operator 25.86
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.26
29020 - Hatch Tender 24.26
29030 - Line Handler 24.26
29041 - Stevedore I 22.70
29042 - Stevedore II 25.60
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.34
30022 - Archeological Technician II 18.29
30023 - Archeological Technician III 22.65
30030 - Cartographic Technician 22.65
30040 - Civil Engineering Technician 24.59
30051 - Cryogenic Technician I 25.09
30052 - Cryogenic Technician II 27.71
30061 - Drafter/CAD Operator I 16.34
30062 - Drafter/CAD Operator II 18.29
30063 - Drafter/CAD Operator III 20.39
30064 - Drafter/CAD Operator IV 25.09
30081 - Engineering Technician I 14.62
30082 - Engineering Technician II 16.13
30083 - Engineering Technician III 18.05
30084 - Engineering Technician IV 22.35
30085 - Engineering Technician V 27.34
30086 - Engineering Technician VI 33.08
30090 - Environmental Technician 22.65
30095 - Evidence Control Specialist 22.65
30210 - Laboratory Technician 20.39
30221 - Latent Fingerprint Technician I 25.09
30222 - Latent Fingerprint Technician II 27.71
30240 - Mathematical Technician 22.65
30361 - Paralegal/Legal Assistant I 16.06
30362 - Paralegal/Legal Assistant II 21.27
30363 - Paralegal/Legal Assistant III 23.85
30364 - Paralegal/Legal Assistant IV 31.57
30375 - Petroleum Supply Specialist 27.71
30390 - Photo-Optics Technician 22.65
30395 - Radiation Control Technician 27.71
30461 - Technical Writer I 22.65
30462 - Technical Writer II 27.71
30463 - Technical Writer III 33.53
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.09
30502 - Weather Forecaster II 30.52
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.39
30621 - Weather Observer Senior (see 2) 22.65
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.52
31030 - Bus Driver 20.44

31043 - Driver Courier	12.75
31260 - Parking and Lot Attendant	13.04
31290 - Shuttle Bus Driver	13.83
31310 - Taxi Driver	13.27
31361 - Truckdriver Light	13.83
31362 - Truckdriver Medium	14.86
31363 - Truckdriver Heavy	21.85
31364 - Truckdriver Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.88
99050 - Desk Clerk	9.43
99095 - Embalmer	32.33
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.54
99252 - Laboratory Animal Caretaker II	14.69
99260 - Marketing Analyst	26.24
99310 - Mortician	32.33
99410 - Pest Controller	20.44
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.19
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	15.43
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	15.43
99830 - Survey Party Chief	23.14
99831 - Surveying Aide	13.96
99832 - Surveying Technician	19.00
99840 - Vending Machine Attendant	19.76
99841 - Vending Machine Repairer	24.63
99842 - Vending Machine Repairer Helper	19.76

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5068
Revision No.: 15
Date Of Last Revision: 05/14/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Franklin Hamilton Jefferson Johnson Massac Perry Pope Pulaski Randolph Saline Union Washington Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service Representative I		11.95
01042 - Customer Service Representative II		13.43
01043 - Customer Service Representative III		14.66
01051 - Data Entry Operator I		16.10
01052 - Data Entry Operator II		17.58
01060 - Dispatcher Motor Vehicle		20.96

01070 - Document Preparation Clerk	13.51
01090 - Duplicating Machine Operator	13.51
01111 - General Clerk I	12.33
01112 - General Clerk II	15.00
01113 - General Clerk III	17.07
01120 - Housing Referral Assistant	20.96
01141 - Messenger Courier	11.61
01191 - Order Clerk I	14.87
01192 - Order Clerk II	16.23
01261 - Personnel Assistant (Employment) I	17.14
01262 - Personnel Assistant (Employment) II	19.18
01263 - Personnel Assistant (Employment) III	21.37
01270 - Production Control Clerk	23.93
01290 - Rental Clerk	16.06
01300 - Scheduler Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.85
01313 - Secretary III	20.96
01320 - Service Order Dispatcher	18.74
01410 - Supply Technician	24.14
01420 - Survey Worker	19.05
01460 - Switchboard Operator/Receptionist	15.10
01531 - Travel Clerk I	12.40
01532 - Travel Clerk II	13.29
01533 - Travel Clerk III	14.14
01611 - Word Processor I	13.51
01612 - Word Processor II	16.06
01613 - Word Processor III	19.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.75
05010 - Automotive Electrician	20.59
05040 - Automotive Glass Installer	19.74
05070 - Automotive Worker	19.74
05110 - Mobile Equipment Servicer	18.01
05130 - Motor Equipment Metal Mechanic	21.46
05160 - Motor Equipment Metal Worker	19.74
05190 - Motor Vehicle Mechanic	20.40
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter Automotive	20.59
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	15.80
05400 - Transmission Repair Specialist	21.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.77
07041 - Cook I	11.02
07042 - Cook II	12.14
07070 - Dishwasher	9.42
07130 - Food Service Worker	10.75

07210 - Meat Cutter	16.34
07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.62
09040 - Furniture Handler	14.69
09080 - Furniture Refinisher	22.62
09090 - Furniture Refinisher Helper	18.21
09110 - Furniture Repairer Minor	20.72
09130 - Upholsterer	24.87
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.86
11060 - Elevator Operator	12.33
11090 - Gardener	18.12
11122 - Housekeeping Aide	12.33
11150 - Janitor	12.33
11210 - Laborer Grounds Maintenance	13.86
11240 - Maid or Houseman	10.73
11260 - Pruner	12.44
11270 - Tractor Operator	16.70
11330 - Trail Maintenance Worker	13.86
11360 - Window Cleaner	13.74
12000 - Health Occupations	
12010 - Ambulance Driver	19.90
12011 - Breath Alcohol Technician	18.21
12012 - Certified Occupational Therapist Assistant	23.77
12015 - Certified Physical Therapist Assistant	27.07
12020 - Dental Assistant	16.95
12025 - Dental Hygienist	30.33
12030 - EKG Technician	27.58
12035 - Electroneurodiagnostic Technologist	27.58
12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	16.26
12072 - Licensed Practical Nurse II	18.20
12073 - Licensed Practical Nurse III	20.29
12100 - Medical Assistant	15.61
12130 - Medical Laboratory Technician	20.12
12160 - Medical Record Clerk	15.88
12190 - Medical Record Technician	18.20
12195 - Medical Transcriptionist	16.26
12210 - Nuclear Medicine Technologist	39.99
12221 - Nursing Assistant I	11.02
12222 - Nursing Assistant II	12.39
12223 - Nursing Assistant III	13.52
12224 - Nursing Assistant IV	15.19
12235 - Optical Dispenser	17.68
12236 - Optical Technician	16.26
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	15.19
12305 - Radiologic Technologist	25.09
12311 - Registered Nurse I	26.36

12312 - Registered Nurse II		29.18
12313 - Registered Nurse II Specialist		29.18
12314 - Registered Nurse III		35.30
12315 - Registered Nurse III Anesthetist		35.30
12316 - Registered Nurse IV		42.33
12317 - Scheduler (Drug and Alcohol Testing)		22.54
12320 - Substance Abuse Treatment Counselor		20.68
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.31
13012 - Exhibits Specialist II		22.69
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		20.80
13042 - Illustrator II		25.56
13043 - Illustrator III		30.15
13047 - Librarian		26.36
13050 - Library Aide/Clerk		12.34
13054 - Library Information Technology Systems Administrator		23.81
13058 - Library Technician		14.61
13061 - Media Specialist I		17.18
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.43
13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library Clerk		14.89
13110 - Video Teleconference Technician		17.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	22.24
14072 - Computer Programmer II	(see 1)	27.55
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.31
14170 - System Support Specialist		26.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		34.92

15060 - Educational Technologist 28.74
15070 - Flight Instructor (Pilot) 50.64
15080 - Graphic Artist 21.87
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.99
15086 - Maintenance Test Pilot Rotary Wing 38.99
15088 - Non-Maintenance Test/Co-Pilot 38.99
15090 - Technical Instructor 22.50
15095 - Technical Instructor/Course Developer 27.53
15110 - Test Proctor 18.17
15120 - Tutor 18.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.45
16030 - Counter Attendant 10.45
16040 - Dry Cleaner 12.71
16070 - Finisher Flatwork Machine 10.45
16090 - Presser Hand 10.45
16110 - Presser Machine Drycleaning 10.45
16130 - Presser Machine Shirts 10.45
16160 - Presser Machine Wearing Apparel Laundry 10.45
16190 - Sewing Machine Operator 13.24
16220 - Tailor 13.93
16250 - Washer Machine 11.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.26
19040 - Tool And Die Maker 28.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.04
21030 - Material Coordinator 23.93
21040 - Material Expediter 23.93
21050 - Material Handling Laborer 19.18
21071 - Order Filler 14.20
21080 - Production Line Worker (Food Processing) 20.04
21110 - Shipping Packer 16.78
21130 - Shipping/Receiving Clerk 16.78
21140 - Store Worker I 13.58
21150 - Stock Clerk 18.96
21210 - Tools And Parts Attendant 20.04
21410 - Warehouse Specialist 20.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.04
23019 - Aircraft Logs and Records Technician 22.70
23021 - Aircraft Mechanic I 26.87
23022 - Aircraft Mechanic II 28.04
23023 - Aircraft Mechanic III 29.26
23040 - Aircraft Mechanic Helper 19.47
23050 - Aircraft Painter 25.60
23060 - Aircraft Servicer 22.70
23070 - Aircraft Survival Flight Equipment Technician 25.60
23080 - Aircraft Worker 24.26
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 24.26

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 26.87
II
23110 - Appliance Mechanic 25.60
23120 - Bicycle Repairer 21.08
23125 - Cable Splicer 41.83
23130 - Carpenter Maintenance 26.52
23140 - Carpet Layer 24.26
23160 - Electrician Maintenance 34.02
23181 - Electronics Technician Maintenance I 24.77
23182 - Electronics Technician Maintenance II 26.13
23183 - Electronics Technician Maintenance III 27.44
23260 - Fabric Worker 22.70
23290 - Fire Alarm System Mechanic 26.87
23310 - Fire Extinguisher Repairer 21.12
23311 - Fuel Distribution System Mechanic 26.87
23312 - Fuel Distribution System Operator 21.12
23370 - General Maintenance Worker 21.17
23380 - Ground Support Equipment Mechanic 26.87
23381 - Ground Support Equipment Servicer 22.70
23382 - Ground Support Equipment Worker 24.26
23391 - Gunsmith I 21.12
23392 - Gunsmith II 24.26
23393 - Gunsmith III 26.87
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.53
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.57
23430 - Heavy Equipment Mechanic 26.91
23440 - Heavy Equipment Operator 33.79
23460 - Instrument Mechanic 26.87
23465 - Laboratory/Shelter Mechanic 25.60
23470 - Laborer 17.17
23510 - Locksmith 25.60
23530 - Machinery Maintenance Mechanic 27.80
23550 - Machinist Maintenance 24.17
23580 - Maintenance Trades Helper 19.47
23591 - Metrology Technician I 26.87
23592 - Metrology Technician II 28.04
23593 - Metrology Technician III 29.26
23640 - Millwright 27.07
23710 - Office Appliance Repairer 24.45
23760 - Painter Maintenance 24.60
23790 - Pipefitter Maintenance 36.44
23810 - Plumber Maintenance 34.91
23820 - Pneudraulic Systems Mechanic 26.87
23850 - Rigger 25.94
23870 - Scale Mechanic 24.26
23890 - Sheet-Metal Worker Maintenance 29.21
23910 - Small Engine Mechanic 21.36

23931 - Telecommunications Mechanic I	27.17
23932 - Telecommunications Mechanic II	28.36
23950 - Telephone Lineman	26.87
23960 - Welder Combination Maintenance	23.21
23965 - Well Driller	26.87
23970 - Woodcraft Worker	26.87
23980 - Woodworker	21.12
24000 - Personal Needs Occupations	
24550 - Case Manager	14.52
24570 - Child Care Attendant	11.38
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	14.52
24630 - Homemaker	14.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	45.53
25040 - Sewage Plant Operator	23.34
25070 - Stationary Engineer	45.53
25190 - Ventilation Equipment Tender	32.66
25210 - Water Treatment Plant Operator	23.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.06
27007 - Baggage Inspector	15.38
27008 - Corrections Officer	30.01
27010 - Court Security Officer	22.13
27030 - Detection Dog Handler	19.53
27040 - Detention Officer	30.01
27070 - Firefighter	25.67
27101 - Guard I	15.38
27102 - Guard II	19.53
27131 - Police Officer I	22.39
27132 - Police Officer II	24.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.02
28042 - Carnival Equipment Repairer	16.23
28043 - Carnival Worker	10.74
28210 - Gate Attendant/Gate Tender	16.08
28310 - Lifeguard	12.77
28350 - Park Attendant (Aide)	17.99
28510 - Recreation Aide/Health Facility Attendant	13.12
28515 - Recreation Specialist	22.27
28630 - Sports Official	14.32
28690 - Swimming Pool Operator	25.86
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.09
29020 - Hatch Tender	26.09
29030 - Line Handler	26.09
29041 - Stevedore I	24.30
29042 - Stevedore II	27.39

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		19.36
30022 - Archeological Technician II		21.56
30023 - Archeological Technician III		25.04
30030 - Cartographic Technician		27.52
30040 - Civil Engineering Technician		24.99
30051 - Cryogenic Technician I		25.09
30052 - Cryogenic Technician II		27.71
30061 - Drafter/CAD Operator I		19.36
30062 - Drafter/CAD Operator II		21.56
30063 - Drafter/CAD Operator III		24.15
30064 - Drafter/CAD Operator IV		29.71
30081 - Engineering Technician I		17.67
30082 - Engineering Technician II		19.83
30083 - Engineering Technician III		22.18
30084 - Engineering Technician IV		27.48
30085 - Engineering Technician V		33.62
30086 - Engineering Technician VI		40.68
30090 - Environmental Technician		22.65
30095 - Evidence Control Specialist		22.65
30210 - Laboratory Technician		22.61
30221 - Latent Fingerprint Technician I		25.09
30222 - Latent Fingerprint Technician II		27.71
30240 - Mathematical Technician		26.82
30361 - Paralegal/Legal Assistant I		20.04
30362 - Paralegal/Legal Assistant II		24.86
30363 - Paralegal/Legal Assistant III		30.37
30364 - Paralegal/Legal Assistant IV		36.75
30375 - Petroleum Supply Specialist		27.71
30390 - Photo-Optics Technician		26.82
30395 - Radiation Control Technician		27.71
30461 - Technical Writer I		23.51
30462 - Technical Writer II		28.76
30463 - Technical Writer III		34.79
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.89
30502 - Weather Forecaster II		32.44
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.15
30621 - Weather Observer Senior	(see 2)	26.82

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.52

31030 - Bus Driver	20.44
31043 - Driver Courier	15.43
31260 - Parking and Lot Attendant	13.04
31290 - Shuttle Bus Driver	16.94
31310 - Taxi Driver	12.41
31361 - Truckdriver Light	16.94
31362 - Truckdriver Medium	17.97
31363 - Truckdriver Heavy	21.85
31364 - Truckdriver Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.88
99050 - Desk Clerk	10.58
99095 - Embalmer	32.49
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.54
99252 - Laboratory Animal Caretaker II	14.69
99260 - Marketing Analyst	26.24
99310 - Mortician	32.49
99410 - Pest Controller	17.97
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.10
99711 - Recycling Specialist	22.99
99730 - Refuse Collector	17.17
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.43
99830 - Survey Party Chief	24.67
99831 - Surveying Aide	16.37
99832 - Surveying Technician	22.43
99840 - Vending Machine Attendant	18.98
99841 - Vending Machine Repairer	22.17
99842 - Vending Machine Repairer Helper	18.98

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5069
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Alexander

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service Representative I		11.82
01042 - Customer Service Representative II		13.29
01043 - Customer Service Representative III		14.50
01051 - Data Entry Operator I		14.41
01052 - Data Entry Operator II		15.72
01060 - Dispatcher Motor Vehicle		20.88
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.51
01111 - General Clerk I		12.63
01112 - General Clerk II		15.00

01113 - General Clerk III	17.07
01120 - Housing Referral Assistant	20.96
01141 - Messenger Courier	14.05
01191 - Order Clerk I	12.99
01192 - Order Clerk II	14.18
01261 - Personnel Assistant (Employment) I	16.33
01262 - Personnel Assistant (Employment) II	19.05
01263 - Personnel Assistant (Employment) III	20.73
01270 - Production Control Clerk	27.59
01290 - Rental Clerk	16.06
01300 - Scheduler Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.85
01313 - Secretary III	20.96
01320 - Service Order Dispatcher	18.66
01410 - Supply Technician	24.14
01420 - Survey Worker	19.05
01460 - Switchboard Operator/Receptionist	15.10
01531 - Travel Clerk I	12.44
01532 - Travel Clerk II	13.38
01533 - Travel Clerk III	14.27
01611 - Word Processor I	13.51
01612 - Word Processor II	16.06
01613 - Word Processor III	19.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.80
05010 - Automotive Electrician	20.59
05040 - Automotive Glass Installer	19.74
05070 - Automotive Worker	19.74
05110 - Mobile Equipment Servicer	18.01
05130 - Motor Equipment Metal Mechanic	21.46
05160 - Motor Equipment Metal Worker	19.74
05190 - Motor Vehicle Mechanic	20.40
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter Automotive	20.59
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	15.80
05400 - Transmission Repair Specialist	21.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.74
07041 - Cook I	11.02
07042 - Cook II	12.55
07070 - Dishwasher	9.80
07130 - Food Service Worker	10.38
07210 - Meat Cutter	16.34
07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.57

09040 - Furniture Handler 14.25
09080 - Furniture Refinisher 23.57
09090 - Furniture Refinisher Helper 17.66
09110 - Furniture Repairer Minor 20.91
09130 - Upholsterer 23.57
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.74
11060 - Elevator Operator 11.74
11090 - Gardener 18.72
11122 - Housekeeping Aide 11.57
11150 - Janitor 11.57
11210 - Laborer Grounds Maintenance 13.74
11240 - Maid or Houseman 10.05
11260 - Pruner 12.07
11270 - Tractor Operator 17.07
11330 - Trail Maintenance Worker 13.74
11360 - Window Cleaner 13.18
12000 - Health Occupations
12010 - Ambulance Driver 19.90
12011 - Breath Alcohol Technician 17.96
12012 - Certified Occupational Therapist Assistant 26.85
12015 - Certified Physical Therapist Assistant 25.24
12020 - Dental Assistant 16.87
12025 - Dental Hygienist 37.70
12030 - EKG Technician 27.21
12035 - Electroneurodiagnostic Technologist 27.21
12040 - Emergency Medical Technician 19.90
12071 - Licensed Practical Nurse I 16.05
12072 - Licensed Practical Nurse II 17.96
12073 - Licensed Practical Nurse III 20.02
12100 - Medical Assistant 13.60
12130 - Medical Laboratory Technician 18.85
12160 - Medical Record Clerk 14.89
12190 - Medical Record Technician 17.41
12195 - Medical Transcriptionist 16.97
12210 - Nuclear Medicine Technologist 39.46
12221 - Nursing Assistant I 11.42
12222 - Nursing Assistant II 12.84
12223 - Nursing Assistant III 14.01
12224 - Nursing Assistant IV 15.74
12235 - Optical Dispenser 17.96
12236 - Optical Technician 16.05
12250 - Pharmacy Technician 15.52
12280 - Phlebotomist 15.07
12305 - Radiologic Technologist 27.15
12311 - Registered Nurse I 26.36
12312 - Registered Nurse II 29.18
12313 - Registered Nurse II Specialist 29.18
12314 - Registered Nurse III 35.30
12315 - Registered Nurse III Anesthetist 35.30

12316 - Registered Nurse IV		42.33
12317 - Scheduler (Drug and Alcohol Testing)		22.24
12320 - Substance Abuse Treatment Counselor		16.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.31
13012 - Exhibits Specialist II		22.69
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		20.80
13042 - Illustrator II		25.56
13043 - Illustrator III		30.15
13047 - Librarian		26.36
13050 - Library Aide/Clerk		12.34
13054 - Library Information Technology Systems Administrator		23.81
13058 - Library Technician		15.89
13061 - Media Specialist I		17.18
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.43
13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	22.01
14072 - Computer Programmer II	(see 1)	26.17
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.31
14170 - System Support Specialist		24.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		34.92
15060 - Educational Technologist		28.74
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		21.87
15085 - Maintenance Test Pilot Fixed Jet/Prop		50.64

15086 - Maintenance Test Pilot Rotary Wing 50.64
15088 - Non-Maintenance Test/Co-Pilot 50.64
15090 - Technical Instructor 23.03
15095 - Technical Instructor/Course Developer 28.17
15110 - Test Proctor 18.59
15120 - Tutor 18.59
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.45
16030 - Counter Attendant 10.45
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.45
16090 - Presser Hand 10.45
16110 - Presser Machine Drycleaning 10.45
16130 - Presser Machine Shirts 10.45
16160 - Presser Machine Wearing Apparel Laundry 10.45
16190 - Sewing Machine Operator 13.18
16220 - Tailor 13.93
16250 - Washer Machine 11.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.57
19040 - Tool And Die Maker 27.48
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.92
21030 - Material Coordinator 27.47
21040 - Material Expediter 27.47
21050 - Material Handling Laborer 19.18
21071 - Order Filler 14.20
21080 - Production Line Worker (Food Processing) 20.92
21110 - Shipping Packer 15.68
21130 - Shipping/Receiving Clerk 15.68
21140 - Store Worker I 12.94
21150 - Stock Clerk 19.34
21210 - Tools And Parts Attendant 20.92
21410 - Warehouse Specialist 20.92
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.30
23019 - Aircraft Logs and Records Technician 21.72
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.30
23023 - Aircraft Mechanic III 27.31
23040 - Aircraft Mechanic Helper 19.24
23050 - Aircraft Painter 24.07
23060 - Aircraft Servicer 21.72
23070 - Aircraft Survival Flight Equipment Technician 24.07
23080 - Aircraft Worker 22.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.34
23110 - Appliance Mechanic 23.57

23120 - Bicycle Repairer	19.36
23125 - Cable Splicer	35.16
23130 - Carpenter Maintenance	26.52
23140 - Carpet Layer	22.45
23160 - Electrician Maintenance	30.81
23181 - Electronics Technician Maintenance I	24.18
23182 - Electronics Technician Maintenance II	25.38
23183 - Electronics Technician Maintenance III	26.95
23260 - Fabric Worker	20.91
23290 - Fire Alarm System Mechanic	24.02
23310 - Fire Extinguisher Repairer	19.36
23311 - Fuel Distribution System Mechanic	24.61
23312 - Fuel Distribution System Operator	19.36
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment Mechanic	25.34
23381 - Ground Support Equipment Servicer	21.72
23382 - Ground Support Equipment Worker	22.71
23391 - Gunsmith I	19.36
23392 - Gunsmith II	22.45
23393 - Gunsmith III	24.61
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.37
23430 - Heavy Equipment Mechanic	26.54
23440 - Heavy Equipment Operator	25.50
23460 - Instrument Mechanic	24.61
23465 - Laboratory/Shelter Mechanic	23.57
23470 - Laborer	17.17
23510 - Locksmith	23.57
23530 - Machinery Maintenance Mechanic	27.80
23550 - Machinist Maintenance	24.17
23580 - Maintenance Trades Helper	18.37
23591 - Metrology Technician I	24.61
23592 - Metrology Technician II	25.54
23593 - Metrology Technician III	26.51
23640 - Millwright	27.07
23710 - Office Appliance Repairer	23.57
23760 - Painter Maintenance	24.66
23790 - Pipefitter Maintenance	30.12
23810 - Plumber Maintenance	28.85
23820 - Pneudraulic Systems Mechanic	24.61
23850 - Rigger	24.61
23870 - Scale Mechanic	22.45
23890 - Sheet-Metal Worker Maintenance	38.87
23910 - Small Engine Mechanic	21.87
23931 - Telecommunications Mechanic I	29.81
23932 - Telecommunications Mechanic II	30.94
23950 - Telephone Lineman	26.42
23960 - Welder Combination Maintenance	23.21

23965 - Well Driller	24.61
23970 - Woodcraft Worker	24.61
23980 - Woodworker	19.36
24000 - Personal Needs Occupations	
24550 - Case Manager	13.55
24570 - Child Care Attendant	9.64
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	13.55
24630 - Homemaker	13.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.70
25040 - Sewage Plant Operator	23.57
25070 - Stationary Engineer	25.70
25190 - Ventilation Equipment Tender	18.44
25210 - Water Treatment Plant Operator	23.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.23
27007 - Baggage Inspector	15.15
27008 - Corrections Officer	18.82
27010 - Court Security Officer	22.13
27030 - Detection Dog Handler	16.95
27040 - Detention Officer	18.82
27070 - Firefighter	25.67
27101 - Guard I	15.15
27102 - Guard II	16.95
27131 - Police Officer I	22.39
27132 - Police Officer II	24.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.15
28042 - Carnival Equipment Repairer	14.42
28043 - Carnival Worker	9.26
28210 - Gate Attendant/Gate Tender	15.23
28310 - Lifeguard	13.57
28350 - Park Attendant (Aide)	17.04
28510 - Recreation Aide/Health Facility Attendant	12.44
28515 - Recreation Specialist	21.11
28630 - Sports Official	13.57
28690 - Swimming Pool Operator	16.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.72
29020 - Hatch Tender	23.72
29030 - Line Handler	23.72
29041 - Stevedore I	22.09
29042 - Stevedore II	24.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		19.36
30022 - Archeological Technician II		21.56
30023 - Archeological Technician III		25.04
30030 - Cartographic Technician		27.52
30040 - Civil Engineering Technician		22.72
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		19.36
30062 - Drafter/CAD Operator II		21.56
30063 - Drafter/CAD Operator III		24.15
30064 - Drafter/CAD Operator IV		29.71
30081 - Engineering Technician I		17.67
30082 - Engineering Technician II		19.83
30083 - Engineering Technician III		22.18
30084 - Engineering Technician IV		27.48
30085 - Engineering Technician V		33.62
30086 - Engineering Technician VI		40.68
30090 - Environmental Technician		22.06
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		20.55
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		26.82
30361 - Paralegal/Legal Assistant I		20.04
30362 - Paralegal/Legal Assistant II		24.86
30363 - Paralegal/Legal Assistant III		30.37
30364 - Paralegal/Legal Assistant IV		36.75
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		26.82
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		23.51
30462 - Technical Writer II		28.76
30463 - Technical Writer III		34.79
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		29.71
30502 - Weather Forecaster II		36.14
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.15
30621 - Weather Observer Senior	(see 2)	26.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.83
31030 - Bus Driver		18.72
31043 - Driver Courier		15.43
31260 - Parking and Lot Attendant		11.18
31290 - Shuttle Bus Driver		16.94

31310 - Taxi Driver	12.35
31361 - Truckdriver Light	16.94
31362 - Truckdriver Medium	17.97
31363 - Truckdriver Heavy	20.79
31364 - Truckdriver Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.81
99050 - Desk Clerk	10.39
99095 - Embalmer	30.54
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.86
99252 - Laboratory Animal Caretaker II	17.41
99260 - Marketing Analyst	26.55
99310 - Mortician	30.54
99410 - Pest Controller	25.44
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.46
99711 - Recycling Specialist	24.26
99730 - Refuse Collector	17.09
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.13
99830 - Survey Party Chief	20.39
99831 - Surveying Aide	13.53
99832 - Surveying Technician	18.54
99840 - Vending Machine Attendant	15.82
99841 - Vending Machine Repairer	20.11
99842 - Vending Machine Repairer Helper	15.82

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5070
Revision No.: 14
Date Of Last Revision: 05/14/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Alexander

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service Representative I		11.82
01042 - Customer Service Representative II		13.29
01043 - Customer Service Representative III		14.50
01051 - Data Entry Operator I		14.41
01052 - Data Entry Operator II		15.72
01060 - Dispatcher Motor Vehicle		20.88
01070 - Document Preparation Clerk		13.51

01090 - Duplicating Machine Operator 13.51
01111 - General Clerk I 12.63
01112 - General Clerk II 15.00
01113 - General Clerk III 17.07
01120 - Housing Referral Assistant 20.96
01141 - Messenger Courier 14.05
01191 - Order Clerk I 12.99
01192 - Order Clerk II 14.18
01261 - Personnel Assistant (Employment) I 16.33
01262 - Personnel Assistant (Employment) II 19.05
01263 - Personnel Assistant (Employment) III 20.73
01270 - Production Control Clerk 27.59
01290 - Rental Clerk 16.06
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.85
01313 - Secretary III 20.96
01320 - Service Order Dispatcher 18.66
01410 - Supply Technician 24.14
01420 - Survey Worker 19.05
01460 - Switchboard Operator/Receptionist 15.10
01531 - Travel Clerk I 12.44
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 14.27
01611 - Word Processor I 13.51
01612 - Word Processor II 16.06
01613 - Word Processor III 19.05
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.80
05010 - Automotive Electrician 20.59
05040 - Automotive Glass Installer 19.74
05070 - Automotive Worker 19.74
05110 - Mobile Equipment Servicer 18.01
05130 - Motor Equipment Metal Mechanic 21.46
05160 - Motor Equipment Metal Worker 19.74
05190 - Motor Vehicle Mechanic 20.40
05220 - Motor Vehicle Mechanic Helper 16.72
05250 - Motor Vehicle Upholstery Worker 18.88
05280 - Motor Vehicle Wrecker 19.74
05310 - Painter Automotive 20.59
05340 - Radiator Repair Specialist 19.74
05370 - Tire Repairer 15.80
05400 - Transmission Repair Specialist 21.46
07000 - Food Preparation And Service Occupations
07010 - Baker 18.74
07041 - Cook I 11.02
07042 - Cook II 12.55
07070 - Dishwasher 9.80
07130 - Food Service Worker 10.38
07210 - Meat Cutter 16.34

07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.57
09040 - Furniture Handler	14.25
09080 - Furniture Refinisher	23.57
09090 - Furniture Refinisher Helper	17.66
09110 - Furniture Repairer Minor	20.91
09130 - Upholsterer	23.57
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.74
11060 - Elevator Operator	11.74
11090 - Gardener	18.72
11122 - Housekeeping Aide	11.57
11150 - Janitor	11.57
11210 - Laborer Grounds Maintenance	13.74
11240 - Maid or Houseman	10.05
11260 - Pruner	12.07
11270 - Tractor Operator	17.07
11330 - Trail Maintenance Worker	13.74
11360 - Window Cleaner	13.18
12000 - Health Occupations	
12010 - Ambulance Driver	19.90
12011 - Breath Alcohol Technician	17.96
12012 - Certified Occupational Therapist Assistant	26.85
12015 - Certified Physical Therapist Assistant	25.24
12020 - Dental Assistant	16.87
12025 - Dental Hygienist	37.70
12030 - EKG Technician	27.21
12035 - Electroneurodiagnostic Technologist	27.21
12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	16.05
12072 - Licensed Practical Nurse II	17.96
12073 - Licensed Practical Nurse III	20.02
12100 - Medical Assistant	13.60
12130 - Medical Laboratory Technician	18.85
12160 - Medical Record Clerk	14.89
12190 - Medical Record Technician	17.41
12195 - Medical Transcriptionist	16.97
12210 - Nuclear Medicine Technologist	39.46
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.84
12223 - Nursing Assistant III	14.01
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	17.96
12236 - Optical Technician	16.05
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	15.07
12305 - Radiologic Technologist	27.15
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	29.18

12313 - Registered Nurse II Specialist		29.18
12314 - Registered Nurse III		35.30
12315 - Registered Nurse III Anesthetist		35.30
12316 - Registered Nurse IV		42.33
12317 - Scheduler (Drug and Alcohol Testing)		22.24
12320 - Substance Abuse Treatment Counselor		16.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.31
13012 - Exhibits Specialist II		22.69
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		20.80
13042 - Illustrator II		25.56
13043 - Illustrator III		30.15
13047 - Librarian		26.36
13050 - Library Aide/Clerk		12.34
13054 - Library Information Technology Systems Administrator		23.81
13058 - Library Technician		15.89
13061 - Media Specialist I		17.18
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.43
13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	22.01
14072 - Computer Programmer II	(see 1)	26.17
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.31
14170 - System Support Specialist		24.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		34.92
15060 - Educational Technologist		28.74

15070 - Flight Instructor (Pilot) 50.64
15080 - Graphic Artist 21.87
15085 - Maintenance Test Pilot Fixed Jet/Prop 50.64
15086 - Maintenance Test Pilot Rotary Wing 50.64
15088 - Non-Maintenance Test/Co-Pilot 50.64
15090 - Technical Instructor 23.03
15095 - Technical Instructor/Course Developer 28.17
15110 - Test Proctor 18.59
15120 - Tutor 18.59
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.45
16030 - Counter Attendant 10.45
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.45
16090 - Presser Hand 10.45
16110 - Presser Machine Drycleaning 10.45
16130 - Presser Machine Shirts 10.45
16160 - Presser Machine Wearing Apparel Laundry 10.45
16190 - Sewing Machine Operator 13.18
16220 - Tailor 13.93
16250 - Washer Machine 11.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.57
19040 - Tool And Die Maker 27.48
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.92
21030 - Material Coordinator 27.47
21040 - Material Expediter 27.47
21050 - Material Handling Laborer 19.18
21071 - Order Filler 14.20
21080 - Production Line Worker (Food Processing) 20.92
21110 - Shipping Packer 15.68
21130 - Shipping/Receiving Clerk 15.68
21140 - Store Worker I 12.94
21150 - Stock Clerk 19.34
21210 - Tools And Parts Attendant 20.92
21410 - Warehouse Specialist 20.92
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.30
23019 - Aircraft Logs and Records Technician 21.72
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.30
23023 - Aircraft Mechanic III 27.31
23040 - Aircraft Mechanic Helper 19.24
23050 - Aircraft Painter 24.07
23060 - Aircraft Servicer 21.72
23070 - Aircraft Survival Flight Equipment Technician 24.07
23080 - Aircraft Worker 22.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.71

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.34
23110 - Appliance Mechanic 23.57
23120 - Bicycle Repairer 19.36
23125 - Cable Splicer 35.16
23130 - Carpenter Maintenance 26.52
23140 - Carpet Layer 22.45
23160 - Electrician Maintenance 30.81
23181 - Electronics Technician Maintenance I 24.18
23182 - Electronics Technician Maintenance II 25.38
23183 - Electronics Technician Maintenance III 26.95
23260 - Fabric Worker 20.91
23290 - Fire Alarm System Mechanic 24.02
23310 - Fire Extinguisher Repairer 19.36
23311 - Fuel Distribution System Mechanic 24.61
23312 - Fuel Distribution System Operator 19.36
23370 - General Maintenance Worker 20.67
23380 - Ground Support Equipment Mechanic 25.34
23381 - Ground Support Equipment Servicer 21.72
23382 - Ground Support Equipment Worker 22.71
23391 - Gunsmith I 19.36
23392 - Gunsmith II 22.45
23393 - Gunsmith III 24.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.37
23430 - Heavy Equipment Mechanic 26.54
23440 - Heavy Equipment Operator 25.50
23460 - Instrument Mechanic 24.61
23465 - Laboratory/Shelter Mechanic 23.57
23470 - Laborer 17.17
23510 - Locksmith 23.57
23530 - Machinery Maintenance Mechanic 27.80
23550 - Machinist Maintenance 24.17
23580 - Maintenance Trades Helper 18.37
23591 - Metrology Technician I 24.61
23592 - Metrology Technician II 25.54
23593 - Metrology Technician III 26.51
23640 - Millwright 27.07
23710 - Office Appliance Repairer 23.57
23760 - Painter Maintenance 24.66
23790 - Pipefitter Maintenance 30.12
23810 - Plumber Maintenance 28.85
23820 - Pneudraulic Systems Mechanic 24.61
23850 - Rigger 24.61
23870 - Scale Mechanic 22.45
23890 - Sheet-Metal Worker Maintenance 38.87
23910 - Small Engine Mechanic 21.87
23931 - Telecommunications Mechanic I 29.81

23932 - Telecommunications Mechanic II 30.94
23950 - Telephone Lineman 26.42
23960 - Welder Combination Maintenance 23.21
23965 - Well Driller 24.61
23970 - Woodcraft Worker 24.61
23980 - Woodworker 19.36
24000 - Personal Needs Occupations
24550 - Case Manager 13.55
24570 - Child Care Attendant 9.64
24580 - Child Care Center Clerk 13.39
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 13.55
24630 - Homemaker 13.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.70
25040 - Sewage Plant Operator 23.57
25070 - Stationary Engineer 25.70
25190 - Ventilation Equipment Tender 18.44
25210 - Water Treatment Plant Operator 23.57
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.23
27007 - Baggage Inspector 15.15
27008 - Corrections Officer 18.82
27010 - Court Security Officer 22.13
27030 - Detection Dog Handler 16.95
27040 - Detention Officer 18.82
27070 - Firefighter 25.67
27101 - Guard I 15.15
27102 - Guard II 16.95
27131 - Police Officer I 22.39
27132 - Police Officer II 24.88
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.15
28042 - Carnival Equipment Repairer 14.42
28043 - Carnival Worker 9.26
28210 - Gate Attendant/Gate Tender 15.23
28310 - Lifeguard 13.57
28350 - Park Attendant (Aide) 17.04
28510 - Recreation Aide/Health Facility Attendant 12.44
28515 - Recreation Specialist 21.11
28630 - Sports Official 13.57
28690 - Swimming Pool Operator 16.71
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.72
29020 - Hatch Tender 23.72
29030 - Line Handler 23.72
29041 - Stevedore I 22.09
29042 - Stevedore II 24.90
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.36
30022 - Archeological Technician II 21.56
30023 - Archeological Technician III 25.04
30030 - Cartographic Technician 27.52
30040 - Civil Engineering Technician 22.72
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 19.36
30062 - Drafter/CAD Operator II 21.56
30063 - Drafter/CAD Operator III 24.15
30064 - Drafter/CAD Operator IV 29.71
30081 - Engineering Technician I 17.67
30082 - Engineering Technician II 19.83
30083 - Engineering Technician III 22.18
30084 - Engineering Technician IV 27.48
30085 - Engineering Technician V 33.62
30086 - Engineering Technician VI 40.68
30090 - Environmental Technician 22.06
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 20.55
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 26.82
30361 - Paralegal/Legal Assistant I 20.04
30362 - Paralegal/Legal Assistant II 24.86
30363 - Paralegal/Legal Assistant III 30.37
30364 - Paralegal/Legal Assistant IV 36.75
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 26.82
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 23.51
30462 - Technical Writer II 28.76
30463 - Technical Writer III 34.79
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 29.71
30502 - Weather Forecaster II 36.14
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.15
30621 - Weather Observer Senior (see 2) 26.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.83
31030 - Bus Driver 18.72

31043 - Driver Courier	15.43
31260 - Parking and Lot Attendant	11.18
31290 - Shuttle Bus Driver	16.94
31310 - Taxi Driver	12.35
31361 - Truckdriver Light	16.94
31362 - Truckdriver Medium	17.97
31363 - Truckdriver Heavy	20.79
31364 - Truckdriver Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.81
99050 - Desk Clerk	10.39
99095 - Embalmer	30.54
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.86
99252 - Laboratory Animal Caretaker II	17.41
99260 - Marketing Analyst	26.55
99310 - Mortician	30.54
99410 - Pest Controller	25.44
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.46
99711 - Recycling Specialist	24.26
99730 - Refuse Collector	17.09
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.13
99830 - Survey Party Chief	20.39
99831 - Surveying Aide	13.53
99832 - Surveying Technician	18.54
99840 - Vending Machine Attendant	15.82
99841 - Vending Machine Repairer	20.11
99842 - Vending Machine Repairer Helper	15.82

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5071
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Bollinger Cape Girardeau

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.54
01013 - Accounting Clerk III		17.39
01020 - Administrative Assistant		22.23
01035 - Court Reporter		15.97
01041 - Customer Service Representative I		11.82
01042 - Customer Service Representative II		13.29
01043 - Customer Service Representative III		14.50
01051 - Data Entry Operator I		14.41
01052 - Data Entry Operator II		15.72
01060 - Dispatcher Motor Vehicle		17.91
01070 - Document Preparation Clerk		12.71
01090 - Duplicating Machine Operator		12.71
01111 - General Clerk I		12.63
01112 - General Clerk II		13.77

01113 - General Clerk III	15.46
01120 - Housing Referral Assistant	17.80
01141 - Messenger Courier	12.60
01191 - Order Clerk I	11.65
01192 - Order Clerk II	12.71
01261 - Personnel Assistant (Employment) I	14.37
01262 - Personnel Assistant (Employment) II	16.07
01263 - Personnel Assistant (Employment) III	18.95
01270 - Production Control Clerk	23.26
01290 - Rental Clerk	13.88
01300 - Scheduler Maintenance	14.27
01311 - Secretary I	14.27
01312 - Secretary II	15.97
01313 - Secretary III	17.80
01320 - Service Order Dispatcher	15.99
01410 - Supply Technician	22.23
01420 - Survey Worker	15.86
01460 - Switchboard Operator/Receptionist	11.78
01531 - Travel Clerk I	12.44
01532 - Travel Clerk II	13.38
01533 - Travel Clerk III	14.27
01611 - Word Processor I	12.71
01612 - Word Processor II	14.27
01613 - Word Processor III	15.97
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.23
05010 - Automotive Electrician	16.87
05040 - Automotive Glass Installer	15.76
05070 - Automotive Worker	15.76
05110 - Mobile Equipment Servicer	14.19
05130 - Motor Equipment Metal Mechanic	17.31
05160 - Motor Equipment Metal Worker	15.76
05190 - Motor Vehicle Mechanic	17.31
05220 - Motor Vehicle Mechanic Helper	13.33
05250 - Motor Vehicle Upholstery Worker	15.36
05280 - Motor Vehicle Wrecker	15.76
05310 - Painter Automotive	16.62
05340 - Radiator Repair Specialist	15.76
05370 - Tire Repairer	11.50
05400 - Transmission Repair Specialist	17.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.74
07041 - Cook I	10.83
07042 - Cook II	12.55
07070 - Dishwasher	9.80
07130 - Food Service Worker	10.38
07210 - Meat Cutter	14.17
07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.56

09040 - Furniture Handler 14.00
09080 - Furniture Refinisher 21.56
09090 - Furniture Refinisher Helper 17.25
09110 - Furniture Repairer Minor 19.38
09130 - Upholsterer 21.37
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.34
11060 - Elevator Operator 11.57
11090 - Gardener 18.72
11122 - Housekeeping Aide 11.57
11150 - Janitor 11.57
11210 - Laborer Grounds Maintenance 13.74
11240 - Maid or Houseman 10.05
11260 - Pruner 12.07
11270 - Tractor Operator 17.07
11330 - Trail Maintenance Worker 13.74
11360 - Window Cleaner 13.18
12000 - Health Occupations
12010 - Ambulance Driver 17.96
12011 - Breath Alcohol Technician 17.96
12012 - Certified Occupational Therapist Assistant 26.85
12015 - Certified Physical Therapist Assistant 24.38
12020 - Dental Assistant 15.71
12025 - Dental Hygienist 37.70
12030 - EKG Technician 27.21
12035 - Electroneurodiagnostic Technologist 27.21
12040 - Emergency Medical Technician 17.96
12071 - Licensed Practical Nurse I 16.05
12072 - Licensed Practical Nurse II 17.96
12073 - Licensed Practical Nurse III 20.02
12100 - Medical Assistant 13.60
12130 - Medical Laboratory Technician 16.60
12160 - Medical Record Clerk 14.10
12190 - Medical Record Technician 17.35
12195 - Medical Transcriptionist 16.97
12210 - Nuclear Medicine Technologist 39.46
12221 - Nursing Assistant I 11.42
12222 - Nursing Assistant II 12.84
12223 - Nursing Assistant III 14.01
12224 - Nursing Assistant IV 15.74
12235 - Optical Dispenser 17.96
12236 - Optical Technician 16.05
12250 - Pharmacy Technician 14.02
12280 - Phlebotomist 15.07
12305 - Radiologic Technologist 27.15
12311 - Registered Nurse I 22.85
12312 - Registered Nurse II 27.95
12313 - Registered Nurse II Specialist 27.95
12314 - Registered Nurse III 33.82
12315 - Registered Nurse III Anesthetist 33.82

12316 - Registered Nurse IV		40.53
12317 - Scheduler (Drug and Alcohol Testing)		22.24
12320 - Substance Abuse Treatment Counselor		16.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.13
13012 - Exhibits Specialist II		22.20
13013 - Exhibits Specialist III		24.73
13041 - Illustrator I		18.13
13042 - Illustrator II		22.20
13043 - Illustrator III		24.73
13047 - Librarian		21.91
13050 - Library Aide/Clerk		12.51
13054 - Library Information Technology Systems Administrator		19.78
13058 - Library Technician		15.89
13061 - Media Specialist I		14.27
13062 - Media Specialist II		15.96
13063 - Media Specialist III		17.80
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.31
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.96
14071 - Computer Programmer I	(see 1)	16.94
14072 - Computer Programmer II	(see 1)	20.98
14073 - Computer Programmer III	(see 1)	25.67
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.31
14160 - Personal Computer Support Technician		19.84
14170 - System Support Specialist		21.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.61
15030 - Air Crew Training Devices Instructor (Pilot)		40.06
15050 - Computer Based Training Specialist / Instructor		28.62
15060 - Educational Technologist		27.37
15070 - Flight Instructor (Pilot)		40.06
15080 - Graphic Artist		20.17
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.06

15086 - Maintenance Test Pilot Rotary Wing 40.06
15088 - Non-Maintenance Test/Co-Pilot 40.06
15090 - Technical Instructor 22.67
15095 - Technical Instructor/Course Developer 27.73
15110 - Test Proctor 18.30
15120 - Tutor 18.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.45
16030 - Counter Attendant 10.45
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.45
16090 - Presser Hand 10.45
16110 - Presser Machine Drycleaning 10.45
16130 - Presser Machine Shirts 10.45
16160 - Presser Machine Wearing Apparel Laundry 10.45
16190 - Sewing Machine Operator 13.18
16220 - Tailor 13.93
16250 - Washer Machine 11.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.98
19040 - Tool And Die Maker 27.48
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.03
21030 - Material Coordinator 23.08
21040 - Material Expediter 23.08
21050 - Material Handling Laborer 12.86
21071 - Order Filler 13.23
21080 - Production Line Worker (Food Processing) 15.03
21110 - Shipping Packer 14.36
21130 - Shipping/Receiving Clerk 14.36
21140 - Store Worker I 12.94
21150 - Stock Clerk 19.34
21210 - Tools And Parts Attendant 15.03
21410 - Warehouse Specialist 15.03
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.54
23019 - Aircraft Logs and Records Technician 20.91
23021 - Aircraft Mechanic I 24.61
23022 - Aircraft Mechanic II 25.54
23023 - Aircraft Mechanic III 26.51
23040 - Aircraft Mechanic Helper 17.66
23050 - Aircraft Painter 23.57
23060 - Aircraft Servicer 20.91
23070 - Aircraft Survival Flight Equipment Technician 23.57
23080 - Aircraft Worker 22.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.45
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.61
23110 - Appliance Mechanic 23.55

23120 - Bicycle Repairer	17.67
23125 - Cable Splicer	33.24
23130 - Carpenter Maintenance	19.70
23140 - Carpet Layer	22.45
23160 - Electrician Maintenance	24.45
23181 - Electronics Technician Maintenance I	22.45
23182 - Electronics Technician Maintenance II	23.57
23183 - Electronics Technician Maintenance III	24.61
23260 - Fabric Worker	20.04
23290 - Fire Alarm System Mechanic	22.81
23310 - Fire Extinguisher Repairer	18.67
23311 - Fuel Distribution System Mechanic	24.61
23312 - Fuel Distribution System Operator	19.36
23370 - General Maintenance Worker	15.62
23380 - Ground Support Equipment Mechanic	24.61
23381 - Ground Support Equipment Servicer	20.91
23382 - Ground Support Equipment Worker	22.45
23391 - Gunsmith I	18.67
23392 - Gunsmith II	21.33
23393 - Gunsmith III	24.12
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.37
23430 - Heavy Equipment Mechanic	26.54
23440 - Heavy Equipment Operator	20.28
23460 - Instrument Mechanic	24.12
23465 - Laboratory/Shelter Mechanic	22.76
23470 - Laborer	13.72
23510 - Locksmith	23.57
23530 - Machinery Maintenance Mechanic	22.77
23550 - Machinist Maintenance	17.98
23580 - Maintenance Trades Helper	17.52
23591 - Metrology Technician I	24.12
23592 - Metrology Technician II	25.45
23593 - Metrology Technician III	26.51
23640 - Millwright	24.12
23710 - Office Appliance Repairer	22.85
23760 - Painter Maintenance	22.85
23790 - Pipefitter Maintenance	26.04
23810 - Plumber Maintenance	23.15
23820 - Pneudraulic Systems Mechanic	24.12
23850 - Rigger	24.07
23870 - Scale Mechanic	21.33
23890 - Sheet-Metal Worker Maintenance	26.48
23910 - Small Engine Mechanic	20.52
23931 - Telecommunications Mechanic I	29.81
23932 - Telecommunications Mechanic II	30.94
23950 - Telephone Lineman	26.42
23960 - Welder Combination Maintenance	18.07

23965 - Well Driller	24.12
23970 - Woodcraft Worker	24.12
23980 - Woodworker	18.62
24000 - Personal Needs Occupations	
24550 - Case Manager	13.55
24570 - Child Care Attendant	9.64
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	13.55
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.07
25040 - Sewage Plant Operator	23.24
25070 - Stationary Engineer	24.07
25190 - Ventilation Equipment Tender	17.38
25210 - Water Treatment Plant Operator	23.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.86
27007 - Baggage Inspector	15.15
27008 - Corrections Officer	18.16
27010 - Court Security Officer	17.70
27030 - Detection Dog Handler	16.95
27040 - Detention Officer	18.16
27070 - Firefighter	17.21
27101 - Guard I	15.15
27102 - Guard II	16.95
27131 - Police Officer I	20.39
27132 - Police Officer II	22.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.15
28042 - Carnival Equipment Repairer	14.42
28043 - Carnival Worker	9.35
28210 - Gate Attendant/Gate Tender	15.23
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	17.04
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	20.64
28630 - Sports Official	13.57
28690 - Swimming Pool Operator	17.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.45
29020 - Hatch Tender	22.45
29030 - Line Handler	22.45
29041 - Stevedore I	20.91
29042 - Stevedore II	23.57
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		15.43
30022 - Archeological Technician II		18.51
30023 - Archeological Technician III		22.93
30030 - Cartographic Technician		22.93
30040 - Civil Engineering Technician		19.46
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		15.43
30062 - Drafter/CAD Operator II		18.51
30063 - Drafter/CAD Operator III		20.64
30064 - Drafter/CAD Operator IV		25.40
30081 - Engineering Technician I		13.62
30082 - Engineering Technician II		15.82
30083 - Engineering Technician III		20.33
30084 - Engineering Technician IV		25.19
30085 - Engineering Technician V		30.82
30086 - Engineering Technician VI		37.29
30090 - Environmental Technician		22.93
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		20.64
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		22.93
30361 - Paralegal/Legal Assistant I		16.32
30362 - Paralegal/Legal Assistant II		19.97
30363 - Paralegal/Legal Assistant III		24.73
30364 - Paralegal/Legal Assistant IV		29.93
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		22.93
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		21.40
30462 - Technical Writer II		26.16
30463 - Technical Writer III		31.93
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.40
30502 - Weather Forecaster II		30.90
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.64
30621 - Weather Observer Senior	(see 2)	22.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.83
31030 - Bus Driver		18.72
31043 - Driver Courier		14.29
31260 - Parking and Lot Attendant		11.26
31290 - Shuttle Bus Driver		15.41

31310 - Taxi Driver	11.98
31361 - Truckdriver Light	15.41
31362 - Truckdriver Medium	16.89
31363 - Truckdriver Heavy	20.33
31364 - Truckdriver Tractor-Trailer	20.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.81
99050 - Desk Clerk	10.39
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.46
99252 - Laboratory Animal Caretaker II	13.43
99260 - Marketing Analyst	26.55
99310 - Mortician	25.35
99410 - Pest Controller	21.27
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.46
99711 - Recycling Specialist	24.26
99730 - Refuse Collector	17.09
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	15.13
99830 - Survey Party Chief	17.47
99831 - Surveying Aide	10.11
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	15.82
99841 - Vending Machine Repairer	20.11
99842 - Vending Machine Repairer Helper	15.82

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5072
Revision No.: 14
Date Of Last Revision: 05/14/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Bollinger Cape Girardeau

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.54
01013 - Accounting Clerk III		17.39
01020 - Administrative Assistant		22.23
01035 - Court Reporter		15.97
01041 - Customer Service Representative I		11.82
01042 - Customer Service Representative II		13.29
01043 - Customer Service Representative III		14.50
01051 - Data Entry Operator I		14.41
01052 - Data Entry Operator II		15.72
01060 - Dispatcher Motor Vehicle		17.91
01070 - Document Preparation Clerk		12.71

01090 - Duplicating Machine Operator 12.71
01111 - General Clerk I 12.63
01112 - General Clerk II 13.77
01113 - General Clerk III 15.46
01120 - Housing Referral Assistant 17.80
01141 - Messenger Courier 12.60
01191 - Order Clerk I 11.65
01192 - Order Clerk II 12.71
01261 - Personnel Assistant (Employment) I 14.37
01262 - Personnel Assistant (Employment) II 16.07
01263 - Personnel Assistant (Employment) III 18.95
01270 - Production Control Clerk 23.26
01290 - Rental Clerk 13.88
01300 - Scheduler Maintenance 14.27
01311 - Secretary I 14.27
01312 - Secretary II 15.97
01313 - Secretary III 17.80
01320 - Service Order Dispatcher 15.99
01410 - Supply Technician 22.23
01420 - Survey Worker 15.86
01460 - Switchboard Operator/Receptionist 11.78
01531 - Travel Clerk I 12.44
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 14.27
01611 - Word Processor I 12.71
01612 - Word Processor II 14.27
01613 - Word Processor III 15.97
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.23
05010 - Automotive Electrician 16.87
05040 - Automotive Glass Installer 15.76
05070 - Automotive Worker 15.76
05110 - Mobile Equipment Servicer 14.19
05130 - Motor Equipment Metal Mechanic 17.31
05160 - Motor Equipment Metal Worker 15.76
05190 - Motor Vehicle Mechanic 17.31
05220 - Motor Vehicle Mechanic Helper 13.33
05250 - Motor Vehicle Upholstery Worker 15.36
05280 - Motor Vehicle Wrecker 15.76
05310 - Painter Automotive 16.62
05340 - Radiator Repair Specialist 15.76
05370 - Tire Repairer 11.50
05400 - Transmission Repair Specialist 17.31
07000 - Food Preparation And Service Occupations
07010 - Baker 18.74
07041 - Cook I 10.83
07042 - Cook II 12.55
07070 - Dishwasher 9.80
07130 - Food Service Worker 10.38
07210 - Meat Cutter 14.17

07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.56
09040 - Furniture Handler	14.00
09080 - Furniture Refinisher	21.56
09090 - Furniture Refinisher Helper	17.25
09110 - Furniture Repairer Minor	19.38
09130 - Upholsterer	21.37
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.34
11060 - Elevator Operator	11.57
11090 - Gardener	18.72
11122 - Housekeeping Aide	11.57
11150 - Janitor	11.57
11210 - Laborer Grounds Maintenance	13.74
11240 - Maid or Houseman	10.05
11260 - Pruner	12.07
11270 - Tractor Operator	17.07
11330 - Trail Maintenance Worker	13.74
11360 - Window Cleaner	13.18
12000 - Health Occupations	
12010 - Ambulance Driver	17.96
12011 - Breath Alcohol Technician	17.96
12012 - Certified Occupational Therapist Assistant	26.85
12015 - Certified Physical Therapist Assistant	24.38
12020 - Dental Assistant	15.71
12025 - Dental Hygienist	37.70
12030 - EKG Technician	27.21
12035 - Electroneurodiagnostic Technologist	27.21
12040 - Emergency Medical Technician	17.96
12071 - Licensed Practical Nurse I	16.05
12072 - Licensed Practical Nurse II	17.96
12073 - Licensed Practical Nurse III	20.02
12100 - Medical Assistant	13.60
12130 - Medical Laboratory Technician	16.60
12160 - Medical Record Clerk	14.10
12190 - Medical Record Technician	17.35
12195 - Medical Transcriptionist	16.97
12210 - Nuclear Medicine Technologist	39.46
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.84
12223 - Nursing Assistant III	14.01
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	17.96
12236 - Optical Technician	16.05
12250 - Pharmacy Technician	14.02
12280 - Phlebotomist	15.07
12305 - Radiologic Technologist	27.15
12311 - Registered Nurse I	22.85
12312 - Registered Nurse II	27.95

12313 - Registered Nurse II Specialist		27.95
12314 - Registered Nurse III		33.82
12315 - Registered Nurse III Anesthetist		33.82
12316 - Registered Nurse IV		40.53
12317 - Scheduler (Drug and Alcohol Testing)		22.24
12320 - Substance Abuse Treatment Counselor		16.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.13
13012 - Exhibits Specialist II		22.20
13013 - Exhibits Specialist III		24.73
13041 - Illustrator I		18.13
13042 - Illustrator II		22.20
13043 - Illustrator III		24.73
13047 - Librarian		21.91
13050 - Library Aide/Clerk		12.51
13054 - Library Information Technology Systems Administrator		19.78
13058 - Library Technician		15.89
13061 - Media Specialist I		14.27
13062 - Media Specialist II		15.96
13063 - Media Specialist III		17.80
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		14.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.31
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.96
14071 - Computer Programmer I	(see 1)	16.94
14072 - Computer Programmer II	(see 1)	20.98
14073 - Computer Programmer III	(see 1)	25.67
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.31
14160 - Personal Computer Support Technician		19.84
14170 - System Support Specialist		21.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.61
15030 - Air Crew Training Devices Instructor (Pilot)		40.06
15050 - Computer Based Training Specialist / Instructor		28.62
15060 - Educational Technologist		27.37

15070 - Flight Instructor (Pilot) 40.06
15080 - Graphic Artist 20.17
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.06
15086 - Maintenance Test Pilot Rotary Wing 40.06
15088 - Non-Maintenance Test/Co-Pilot 40.06
15090 - Technical Instructor 22.67
15095 - Technical Instructor/Course Developer 27.73
15110 - Test Proctor 18.30
15120 - Tutor 18.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.45
16030 - Counter Attendant 10.45
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.45
16090 - Presser Hand 10.45
16110 - Presser Machine Drycleaning 10.45
16130 - Presser Machine Shirts 10.45
16160 - Presser Machine Wearing Apparel Laundry 10.45
16190 - Sewing Machine Operator 13.18
16220 - Tailor 13.93
16250 - Washer Machine 11.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.98
19040 - Tool And Die Maker 27.48
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.03
21030 - Material Coordinator 23.08
21040 - Material Expediter 23.08
21050 - Material Handling Laborer 12.86
21071 - Order Filler 13.23
21080 - Production Line Worker (Food Processing) 15.03
21110 - Shipping Packer 14.36
21130 - Shipping/Receiving Clerk 14.36
21140 - Store Worker I 12.94
21150 - Stock Clerk 19.34
21210 - Tools And Parts Attendant 15.03
21410 - Warehouse Specialist 15.03
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.54
23019 - Aircraft Logs and Records Technician 20.91
23021 - Aircraft Mechanic I 24.61
23022 - Aircraft Mechanic II 25.54
23023 - Aircraft Mechanic III 26.51
23040 - Aircraft Mechanic Helper 17.66
23050 - Aircraft Painter 23.57
23060 - Aircraft Servicer 20.91
23070 - Aircraft Survival Flight Equipment Technician 23.57
23080 - Aircraft Worker 22.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.45

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.61
23110 - Appliance Mechanic 23.55
23120 - Bicycle Repairer 17.67
23125 - Cable Splicer 33.24
23130 - Carpenter Maintenance 19.70
23140 - Carpet Layer 22.45
23160 - Electrician Maintenance 24.45
23181 - Electronics Technician Maintenance I 22.45
23182 - Electronics Technician Maintenance II 23.57
23183 - Electronics Technician Maintenance III 24.61
23260 - Fabric Worker 20.04
23290 - Fire Alarm System Mechanic 22.81
23310 - Fire Extinguisher Repairer 18.67
23311 - Fuel Distribution System Mechanic 24.61
23312 - Fuel Distribution System Operator 19.36
23370 - General Maintenance Worker 15.62
23380 - Ground Support Equipment Mechanic 24.61
23381 - Ground Support Equipment Servicer 20.91
23382 - Ground Support Equipment Worker 22.45
23391 - Gunsmith I 18.67
23392 - Gunsmith II 21.33
23393 - Gunsmith III 24.12
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.37
23430 - Heavy Equipment Mechanic 26.54
23440 - Heavy Equipment Operator 20.28
23460 - Instrument Mechanic 24.12
23465 - Laboratory/Shelter Mechanic 22.76
23470 - Laborer 13.72
23510 - Locksmith 23.57
23530 - Machinery Maintenance Mechanic 22.77
23550 - Machinist Maintenance 17.98
23580 - Maintenance Trades Helper 17.52
23591 - Metrology Technician I 24.12
23592 - Metrology Technician II 25.45
23593 - Metrology Technician III 26.51
23640 - Millwright 24.12
23710 - Office Appliance Repairer 22.85
23760 - Painter Maintenance 22.85
23790 - Pipefitter Maintenance 26.04
23810 - Plumber Maintenance 23.15
23820 - Pneudraulic Systems Mechanic 24.12
23850 - Rigger 24.07
23870 - Scale Mechanic 21.33
23890 - Sheet-Metal Worker Maintenance 26.48
23910 - Small Engine Mechanic 20.52
23931 - Telecommunications Mechanic I 29.81

23932 - Telecommunications Mechanic II	30.94
23950 - Telephone Lineman	26.42
23960 - Welder Combination Maintenance	18.07
23965 - Well Driller	24.12
23970 - Woodcraft Worker	24.12
23980 - Woodworker	18.62
24000 - Personal Needs Occupations	
24550 - Case Manager	13.55
24570 - Child Care Attendant	9.64
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	13.55
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.07
25040 - Sewage Plant Operator	23.24
25070 - Stationary Engineer	24.07
25190 - Ventilation Equipment Tender	17.38
25210 - Water Treatment Plant Operator	23.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.86
27007 - Baggage Inspector	15.15
27008 - Corrections Officer	18.16
27010 - Court Security Officer	17.70
27030 - Detection Dog Handler	16.95
27040 - Detention Officer	18.16
27070 - Firefighter	17.21
27101 - Guard I	15.15
27102 - Guard II	16.95
27131 - Police Officer I	20.39
27132 - Police Officer II	22.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.15
28042 - Carnival Equipment Repairer	14.42
28043 - Carnival Worker	9.35
28210 - Gate Attendant/Gate Tender	15.23
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	17.04
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	20.64
28630 - Sports Official	13.57
28690 - Swimming Pool Operator	17.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.45
29020 - Hatch Tender	22.45
29030 - Line Handler	22.45
29041 - Stevedore I	20.91
29042 - Stevedore II	23.57
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 15.43
30022 - Archeological Technician II 18.51
30023 - Archeological Technician III 22.93
30030 - Cartographic Technician 22.93
30040 - Civil Engineering Technician 19.46
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 15.43
30062 - Drafter/CAD Operator II 18.51
30063 - Drafter/CAD Operator III 20.64
30064 - Drafter/CAD Operator IV 25.40
30081 - Engineering Technician I 13.62
30082 - Engineering Technician II 15.82
30083 - Engineering Technician III 20.33
30084 - Engineering Technician IV 25.19
30085 - Engineering Technician V 30.82
30086 - Engineering Technician VI 37.29
30090 - Environmental Technician 22.93
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 20.64
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 22.93
30361 - Paralegal/Legal Assistant I 16.32
30362 - Paralegal/Legal Assistant II 19.97
30363 - Paralegal/Legal Assistant III 24.73
30364 - Paralegal/Legal Assistant IV 29.93
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 22.93
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 21.40
30462 - Technical Writer II 26.16
30463 - Technical Writer III 31.93
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.40
30502 - Weather Forecaster II 30.90
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.64
30621 - Weather Observer Senior (see 2) 22.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.83
31030 - Bus Driver 18.72

31043 - Driver Courier	14.29
31260 - Parking and Lot Attendant	11.26
31290 - Shuttle Bus Driver	15.41
31310 - Taxi Driver	11.98
31361 - Truckdriver Light	15.41
31362 - Truckdriver Medium	16.89
31363 - Truckdriver Heavy	20.33
31364 - Truckdriver Tractor-Trailer	20.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.81
99050 - Desk Clerk	10.39
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.46
99252 - Laboratory Animal Caretaker II	13.43
99260 - Marketing Analyst	26.55
99310 - Mortician	25.35
99410 - Pest Controller	21.27
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.46
99711 - Recycling Specialist	24.26
99730 - Refuse Collector	17.09
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	15.13
99830 - Survey Party Chief	17.47
99831 - Surveying Aide	10.11
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	15.82
99841 - Vending Machine Repairer	20.11
99842 - Vending Machine Repairer Helper	15.82

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5073
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Macoupin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.26
01012 - Accounting Clerk II		17.12
01013 - Accounting Clerk III		19.16
01020 - Administrative Assistant		28.49
01035 - Court Reporter		28.89
01041 - Customer Service Representative I		14.14
01042 - Customer Service Representative II		15.90
01043 - Customer Service Representative III		17.35
01051 - Data Entry Operator I		14.59
01052 - Data Entry Operator II		15.92
01060 - Dispatcher Motor Vehicle		19.97
01070 - Document Preparation Clerk		16.65
01090 - Duplicating Machine Operator		16.65
01111 - General Clerk I		13.22
01112 - General Clerk II		14.43

01113 - General Clerk III 16.19
01120 - Housing Referral Assistant 20.13
01141 - Messenger Courier 13.96
01191 - Order Clerk I 16.37
01192 - Order Clerk II 17.86
01261 - Personnel Assistant (Employment) I 16.88
01262 - Personnel Assistant (Employment) II 18.88
01263 - Personnel Assistant (Employment) III 21.05
01270 - Production Control Clerk 25.31
01290 - Rental Clerk 15.03
01300 - Scheduler Maintenance 16.14
01311 - Secretary I 16.14
01312 - Secretary II 18.07
01313 - Secretary III 20.13
01320 - Service Order Dispatcher 17.85
01410 - Supply Technician 28.49
01420 - Survey Worker 16.78
01460 - Switchboard Operator/Receptionist 13.74
01531 - Travel Clerk I 14.78
01532 - Travel Clerk II 15.92
01533 - Travel Clerk III 16.98
01611 - Word Processor I 14.73
01612 - Word Processor II 16.53
01613 - Word Processor III 18.50
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.82
05010 - Automotive Electrician 21.76
05040 - Automotive Glass Installer 20.72
05070 - Automotive Worker 20.72
05110 - Mobile Equipment Servicer 17.88
05130 - Motor Equipment Metal Mechanic 22.72
05160 - Motor Equipment Metal Worker 20.72
05190 - Motor Vehicle Mechanic 22.72
05220 - Motor Vehicle Mechanic Helper 16.30
05250 - Motor Vehicle Upholstery Worker 19.31
05280 - Motor Vehicle Wrecker 20.72
05310 - Painter Automotive 21.76
05340 - Radiator Repair Specialist 20.72
05370 - Tire Repairer 13.74
05400 - Transmission Repair Specialist 22.72
07000 - Food Preparation And Service Occupations
07010 - Baker 13.18
07041 - Cook I 12.28
07042 - Cook II 14.24
07070 - Dishwasher 10.68
07130 - Food Service Worker 10.56
07210 - Meat Cutter 16.70
07260 - Waiter/Waitress 9.66
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.57

09040 - Furniture Handler 15.74
09080 - Furniture Refinisher 19.66
09090 - Furniture Refinisher Helper 16.76
09110 - Furniture Repairer Minor 18.27
09130 - Upholsterer 19.57
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.56
11060 - Elevator Operator 12.89
11090 - Gardener 20.01
11122 - Housekeeping Aide 13.05
11150 - Janitor 13.05
11210 - Laborer Grounds Maintenance 14.70
11240 - Maid or Houseman 11.10
11260 - Pruner 12.93
11270 - Tractor Operator 18.24
11330 - Trail Maintenance Worker 14.70
11360 - Window Cleaner 14.67
12000 - Health Occupations
12010 - Ambulance Driver 18.06
12011 - Breath Alcohol Technician 20.10
12012 - Certified Occupational Therapist Assistant 27.33
12015 - Certified Physical Therapist Assistant 25.51
12020 - Dental Assistant 19.43
12025 - Dental Hygienist 32.78
12030 - EKG Technician 25.17
12035 - Electroneurodiagnostic Technologist 25.17
12040 - Emergency Medical Technician 18.06
12071 - Licensed Practical Nurse I 17.96
12072 - Licensed Practical Nurse II 20.10
12073 - Licensed Practical Nurse III 22.40
12100 - Medical Assistant 16.45
12130 - Medical Laboratory Technician 23.24
12160 - Medical Record Clerk 18.20
12190 - Medical Record Technician 20.36
12195 - Medical Transcriptionist 19.67
12210 - Nuclear Medicine Technologist 36.47
12221 - Nursing Assistant I 11.38
12222 - Nursing Assistant II 12.80
12223 - Nursing Assistant III 13.96
12224 - Nursing Assistant IV 15.68
12235 - Optical Dispenser 16.78
12236 - Optical Technician 14.88
12250 - Pharmacy Technician 16.29
12280 - Phlebotomist 16.20
12305 - Radiologic Technologist 25.81
12311 - Registered Nurse I 25.22
12312 - Registered Nurse II 30.84
12313 - Registered Nurse II Specialist 30.84
12314 - Registered Nurse III 37.31
12315 - Registered Nurse III Anesthetist 37.31

12316 - Registered Nurse IV		44.73
12317 - Scheduler (Drug and Alcohol Testing)		24.90
12320 - Substance Abuse Treatment Counselor		20.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.91
13012 - Exhibits Specialist II		24.66
13013 - Exhibits Specialist III		30.17
13041 - Illustrator I		18.88
13042 - Illustrator II		23.39
13043 - Illustrator III		27.58
13047 - Librarian		29.58
13050 - Library Aide/Clerk		13.29
13054 - Library Information Technology Systems Administrator		26.71
13058 - Library Technician		18.87
13061 - Media Specialist I		19.27
13062 - Media Specialist II		21.56
13063 - Media Specialist III		24.04
13071 - Photographer I		16.65
13072 - Photographer II		18.63
13073 - Photographer III		23.07
13074 - Photographer IV		26.22
13075 - Photographer V		34.15
13090 - Technical Order Library Clerk		15.84
13110 - Video Teleconference Technician		21.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.78
14042 - Computer Operator II		17.65
14043 - Computer Operator III		19.68
14044 - Computer Operator IV		21.87
14045 - Computer Operator V		24.22
14071 - Computer Programmer I	(see 1)	22.94
14072 - Computer Programmer II	(see 1)	27.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.78
14160 - Personal Computer Support Technician		22.10
14170 - System Support Specialist		31.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.10
15020 - Aircrew Training Devices Instructor (Rated)		36.41
15030 - Air Crew Training Devices Instructor (Pilot)		43.64
15050 - Computer Based Training Specialist / Instructor		30.10
15060 - Educational Technologist		33.72
15070 - Flight Instructor (Pilot)		43.64
15080 - Graphic Artist		26.06
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.64

15086 - Maintenance Test Pilot Rotary Wing 43.64
15088 - Non-Maintenance Test/Co-Pilot 43.64
15090 - Technical Instructor 24.33
15095 - Technical Instructor/Course Developer 29.76
15110 - Test Proctor 19.63
15120 - Tutor 19.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.18
16030 - Counter Attendant 11.18
16040 - Dry Cleaner 12.78
16070 - Finisher Flatwork Machine 11.18
16090 - Presser Hand 11.18
16110 - Presser Machine Drycleaning 11.18
16130 - Presser Machine Shirts 11.18
16160 - Presser Machine Wearing Apparel Laundry 11.18
16190 - Sewing Machine Operator 13.31
16220 - Tailor 14.02
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.27
19040 - Tool And Die Maker 30.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.43
21030 - Material Coordinator 25.31
21040 - Material Expediter 25.31
21050 - Material Handling Laborer 15.04
21071 - Order Filler 13.81
21080 - Production Line Worker (Food Processing) 16.43
21110 - Shipping Packer 17.02
21130 - Shipping/Receiving Clerk 17.02
21140 - Store Worker I 17.14
21150 - Stock Clerk 19.65
21210 - Tools And Parts Attendant 16.43
21410 - Warehouse Specialist 16.43
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.09
23019 - Aircraft Logs and Records Technician 27.91
23021 - Aircraft Mechanic I 32.85
23022 - Aircraft Mechanic II 34.09
23023 - Aircraft Mechanic III 35.40
23040 - Aircraft Mechanic Helper 23.57
23050 - Aircraft Painter 31.47
23060 - Aircraft Servicer 27.91
23070 - Aircraft Survival Flight Equipment Technician 31.47
23080 - Aircraft Worker 29.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.96
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.85
23110 - Appliance Mechanic 24.50

23120 - Bicycle Repairer	20.09
23125 - Cable Splicer	38.29
23130 - Carpenter Maintenance	31.16
23140 - Carpet Layer	31.92
23160 - Electrician Maintenance	34.90
23181 - Electronics Technician Maintenance I	30.78
23182 - Electronics Technician Maintenance II	32.13
23183 - Electronics Technician Maintenance III	33.54
23260 - Fabric Worker	24.28
23290 - Fire Alarm System Mechanic	30.80
23310 - Fire Extinguisher Repairer	24.00
23311 - Fuel Distribution System Mechanic	30.57
23312 - Fuel Distribution System Operator	24.06
23370 - General Maintenance Worker	19.42
23380 - Ground Support Equipment Mechanic	32.85
23381 - Ground Support Equipment Servicer	27.91
23382 - Ground Support Equipment Worker	29.96
23391 - Gunsmith I	24.00
23392 - Gunsmith II	27.83
23393 - Gunsmith III	30.49
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.15
23430 - Heavy Equipment Mechanic	27.84
23440 - Heavy Equipment Operator	32.07
23460 - Instrument Mechanic	30.04
23465 - Laboratory/Shelter Mechanic	29.22
23470 - Laborer	15.04
23510 - Locksmith	24.04
23530 - Machinery Maintenance Mechanic	28.06
23550 - Machinist Maintenance	24.02
23580 - Maintenance Trades Helper	15.72
23591 - Metrology Technician I	30.04
23592 - Metrology Technician II	31.19
23593 - Metrology Technician III	32.37
23640 - Millwright	32.62
23710 - Office Appliance Repairer	21.21
23760 - Painter Maintenance	30.13
23790 - Pipefitter Maintenance	39.52
23810 - Plumber Maintenance	37.86
23820 - Pneudraulic Systems Mechanic	30.49
23850 - Rigger	29.87
23870 - Scale Mechanic	27.83
23890 - Sheet-Metal Worker Maintenance	34.82
23910 - Small Engine Mechanic	21.98
23931 - Telecommunications Mechanic I	30.73
23932 - Telecommunications Mechanic II	31.90
23950 - Telephone Lineman	32.91
23960 - Welder Combination Maintenance	20.29

23965 - Well Driller	27.83
23970 - Woodcraft Worker	30.49
23980 - Woodworker	24.00
24000 - Personal Needs Occupations	
24550 - Case Manager	16.53
24570 - Child Care Attendant	11.57
24580 - Child Care Center Clerk	15.08
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	16.53
24630 - Homemaker	16.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.86
25040 - Sewage Plant Operator	26.74
25070 - Stationary Engineer	33.86
25190 - Ventilation Equipment Tender	24.49
25210 - Water Treatment Plant Operator	26.74
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.65
27007 - Baggage Inspector	14.44
27008 - Corrections Officer	18.94
27010 - Court Security Officer	23.52
27030 - Detection Dog Handler	18.05
27040 - Detention Officer	18.94
27070 - Firefighter	28.05
27101 - Guard I	14.44
27102 - Guard II	18.05
27131 - Police Officer I	26.87
27132 - Police Officer II	29.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.67
28042 - Carnival Equipment Repairer	14.89
28043 - Carnival Worker	10.97
28210 - Gate Attendant/Gate Tender	13.43
28310 - Lifeguard	11.97
28350 - Park Attendant (Aide)	15.03
28510 - Recreation Aide/Health Facility Attendant	10.97
28515 - Recreation Specialist	18.45
28630 - Sports Official	11.97
28690 - Swimming Pool Operator	17.26
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.15
29020 - Hatch Tender	27.15
29030 - Line Handler	27.15
29041 - Stevedore I	25.29
29042 - Stevedore II	28.51
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.73

30021 - Archeological Technician I		18.07
30022 - Archeological Technician II		20.21
30023 - Archeological Technician III		25.05
30030 - Cartographic Technician		25.05
30040 - Civil Engineering Technician		24.81
30051 - Cryogenic Technician I		27.68
30052 - Cryogenic Technician II		30.57
30061 - Drafter/CAD Operator I		18.07
30062 - Drafter/CAD Operator II		20.21
30063 - Drafter/CAD Operator III		22.54
30064 - Drafter/CAD Operator IV		27.72
30081 - Engineering Technician I		15.08
30082 - Engineering Technician II		18.66
30083 - Engineering Technician III		21.49
30084 - Engineering Technician IV		26.30
30085 - Engineering Technician V		29.59
30086 - Engineering Technician VI		34.74
30090 - Environmental Technician		23.60
30095 - Evidence Control Specialist		24.99
30210 - Laboratory Technician		25.41
30221 - Latent Fingerprint Technician I		24.92
30222 - Latent Fingerprint Technician II		27.52
30240 - Mathematical Technician		25.05
30361 - Paralegal/Legal Assistant I		20.03
30362 - Paralegal/Legal Assistant II		24.81
30363 - Paralegal/Legal Assistant III		30.34
30364 - Paralegal/Legal Assistant IV		36.38
30375 - Petroleum Supply Specialist		30.57
30390 - Photo-Optics Technician		25.05
30395 - Radiation Control Technician		30.57
30461 - Technical Writer I		24.16
30462 - Technical Writer II		29.55
30463 - Technical Writer III		35.74
30491 - Unexploded Ordnance (UXO) Technician I		25.72
30492 - Unexploded Ordnance (UXO) Technician II		31.12
30493 - Unexploded Ordnance (UXO) Technician III		37.30
30494 - Unexploded (UXO) Safety Escort		25.72
30495 - Unexploded (UXO) Sweep Personnel		25.72
30501 - Weather Forecaster I		27.72
30502 - Weather Forecaster II		33.66
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.54
30621 - Weather Observer Senior	(see 2)	25.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.12
31020 - Bus Aide		14.93
31030 - Bus Driver		21.94
31043 - Driver Courier		16.36
31260 - Parking and Lot Attendant		12.48
31290 - Shuttle Bus Driver		17.94

31310 - Taxi Driver	15.63
31361 - Truckdriver Light	17.94
31362 - Truckdriver Medium	19.37
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	10.88
99050 - Desk Clerk	10.93
99095 - Embalmer	26.49
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	14.15
99252 - Laboratory Animal Caretaker II	15.51
99260 - Marketing Analyst	31.18
99310 - Mortician	27.34
99410 - Pest Controller	16.89
99510 - Photofinishing Worker	15.72
99710 - Recycling Laborer	19.39
99711 - Recycling Specialist	23.91
99730 - Refuse Collector	17.04
99810 - Sales Clerk	12.11
99820 - School Crossing Guard	14.32
99830 - Survey Party Chief	26.92
99831 - Surveying Aide	16.81
99832 - Surveying Technician	24.38
99840 - Vending Machine Attendant	15.26
99841 - Vending Machine Repairer	18.00
99842 - Vending Machine Repairer Helper	15.26

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5074
Revision No.: 15
Date Of Last Revision: 05/14/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Macoupin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.26
01012 - Accounting Clerk II		17.12
01013 - Accounting Clerk III		19.16
01020 - Administrative Assistant		28.49
01035 - Court Reporter		28.89
01041 - Customer Service Representative I		14.14
01042 - Customer Service Representative II		15.90
01043 - Customer Service Representative III		17.35
01051 - Data Entry Operator I		14.59
01052 - Data Entry Operator II		15.92
01060 - Dispatcher Motor Vehicle		19.97
01070 - Document Preparation Clerk		16.65

01090 - Duplicating Machine Operator 16.65
01111 - General Clerk I 13.22
01112 - General Clerk II 14.43
01113 - General Clerk III 16.19
01120 - Housing Referral Assistant 20.13
01141 - Messenger Courier 13.96
01191 - Order Clerk I 16.37
01192 - Order Clerk II 17.86
01261 - Personnel Assistant (Employment) I 16.88
01262 - Personnel Assistant (Employment) II 18.88
01263 - Personnel Assistant (Employment) III 21.05
01270 - Production Control Clerk 25.31
01290 - Rental Clerk 15.03
01300 - Scheduler Maintenance 16.14
01311 - Secretary I 16.14
01312 - Secretary II 18.07
01313 - Secretary III 20.13
01320 - Service Order Dispatcher 17.85
01410 - Supply Technician 28.49
01420 - Survey Worker 16.78
01460 - Switchboard Operator/Receptionist 13.74
01531 - Travel Clerk I 14.78
01532 - Travel Clerk II 15.92
01533 - Travel Clerk III 16.98
01611 - Word Processor I 14.73
01612 - Word Processor II 16.53
01613 - Word Processor III 18.50
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.82
05010 - Automotive Electrician 21.76
05040 - Automotive Glass Installer 20.72
05070 - Automotive Worker 20.72
05110 - Mobile Equipment Servicer 17.88
05130 - Motor Equipment Metal Mechanic 22.72
05160 - Motor Equipment Metal Worker 20.72
05190 - Motor Vehicle Mechanic 22.72
05220 - Motor Vehicle Mechanic Helper 16.30
05250 - Motor Vehicle Upholstery Worker 19.31
05280 - Motor Vehicle Wrecker 20.72
05310 - Painter Automotive 21.76
05340 - Radiator Repair Specialist 20.72
05370 - Tire Repairer 13.74
05400 - Transmission Repair Specialist 22.72
07000 - Food Preparation And Service Occupations
07010 - Baker 13.18
07041 - Cook I 12.28
07042 - Cook II 14.24
07070 - Dishwasher 10.68
07130 - Food Service Worker 10.56
07210 - Meat Cutter 16.70

07260 - Waiter/Waitress	9.66
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.57
09040 - Furniture Handler	15.74
09080 - Furniture Refinisher	19.66
09090 - Furniture Refinisher Helper	16.76
09110 - Furniture Repairer Minor	18.27
09130 - Upholsterer	19.57
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.56
11060 - Elevator Operator	12.89
11090 - Gardener	20.01
11122 - Housekeeping Aide	13.05
11150 - Janitor	13.05
11210 - Laborer Grounds Maintenance	14.70
11240 - Maid or Houseman	11.10
11260 - Pruner	12.93
11270 - Tractor Operator	18.24
11330 - Trail Maintenance Worker	14.70
11360 - Window Cleaner	14.67
12000 - Health Occupations	
12010 - Ambulance Driver	18.06
12011 - Breath Alcohol Technician	20.10
12012 - Certified Occupational Therapist Assistant	27.33
12015 - Certified Physical Therapist Assistant	25.51
12020 - Dental Assistant	19.43
12025 - Dental Hygienist	32.78
12030 - EKG Technician	25.17
12035 - Electroneurodiagnostic Technologist	25.17
12040 - Emergency Medical Technician	18.06
12071 - Licensed Practical Nurse I	17.96
12072 - Licensed Practical Nurse II	20.10
12073 - Licensed Practical Nurse III	22.40
12100 - Medical Assistant	16.45
12130 - Medical Laboratory Technician	23.24
12160 - Medical Record Clerk	18.20
12190 - Medical Record Technician	20.36
12195 - Medical Transcriptionist	19.67
12210 - Nuclear Medicine Technologist	36.47
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.80
12223 - Nursing Assistant III	13.96
12224 - Nursing Assistant IV	15.68
12235 - Optical Dispenser	16.78
12236 - Optical Technician	14.88
12250 - Pharmacy Technician	16.29
12280 - Phlebotomist	16.20
12305 - Radiologic Technologist	25.81
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	30.84

12313 - Registered Nurse II Specialist		30.84
12314 - Registered Nurse III		37.31
12315 - Registered Nurse III Anesthetist		37.31
12316 - Registered Nurse IV		44.73
12317 - Scheduler (Drug and Alcohol Testing)		24.90
12320 - Substance Abuse Treatment Counselor		20.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.91
13012 - Exhibits Specialist II		24.66
13013 - Exhibits Specialist III		30.17
13041 - Illustrator I		18.88
13042 - Illustrator II		23.39
13043 - Illustrator III		27.58
13047 - Librarian		29.58
13050 - Library Aide/Clerk		13.29
13054 - Library Information Technology Systems Administrator		26.71
13058 - Library Technician		18.87
13061 - Media Specialist I		19.27
13062 - Media Specialist II		21.56
13063 - Media Specialist III		24.04
13071 - Photographer I		16.65
13072 - Photographer II		18.63
13073 - Photographer III		23.07
13074 - Photographer IV		26.22
13075 - Photographer V		34.15
13090 - Technical Order Library Clerk		15.84
13110 - Video Teleconference Technician		21.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.78
14042 - Computer Operator II		17.65
14043 - Computer Operator III		19.68
14044 - Computer Operator IV		21.87
14045 - Computer Operator V		24.22
14071 - Computer Programmer I	(see 1)	22.94
14072 - Computer Programmer II	(see 1)	27.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.78
14160 - Personal Computer Support Technician		22.10
14170 - System Support Specialist		31.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.10
15020 - Aircrew Training Devices Instructor (Rated)		36.41
15030 - Air Crew Training Devices Instructor (Pilot)		43.64
15050 - Computer Based Training Specialist / Instructor		30.10
15060 - Educational Technologist		33.72

15070 - Flight Instructor (Pilot) 43.64
15080 - Graphic Artist 26.06
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.64
15086 - Maintenance Test Pilot Rotary Wing 43.64
15088 - Non-Maintenance Test/Co-Pilot 43.64
15090 - Technical Instructor 24.33
15095 - Technical Instructor/Course Developer 29.76
15110 - Test Proctor 19.63
15120 - Tutor 19.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.18
16030 - Counter Attendant 11.18
16040 - Dry Cleaner 12.78
16070 - Finisher Flatwork Machine 11.18
16090 - Presser Hand 11.18
16110 - Presser Machine Drycleaning 11.18
16130 - Presser Machine Shirts 11.18
16160 - Presser Machine Wearing Apparel Laundry 11.18
16190 - Sewing Machine Operator 13.31
16220 - Tailor 14.02
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.27
19040 - Tool And Die Maker 30.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.43
21030 - Material Coordinator 25.31
21040 - Material Expediter 25.31
21050 - Material Handling Laborer 15.04
21071 - Order Filler 13.81
21080 - Production Line Worker (Food Processing) 16.43
21110 - Shipping Packer 17.02
21130 - Shipping/Receiving Clerk 17.02
21140 - Store Worker I 17.14
21150 - Stock Clerk 19.65
21210 - Tools And Parts Attendant 16.43
21410 - Warehouse Specialist 16.43
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.09
23019 - Aircraft Logs and Records Technician 27.91
23021 - Aircraft Mechanic I 32.85
23022 - Aircraft Mechanic II 34.09
23023 - Aircraft Mechanic III 35.40
23040 - Aircraft Mechanic Helper 23.57
23050 - Aircraft Painter 31.47
23060 - Aircraft Servicer 27.91
23070 - Aircraft Survival Flight Equipment Technician 31.47
23080 - Aircraft Worker 29.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.96

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.85
23110 - Appliance Mechanic 24.50
23120 - Bicycle Repairer 20.09
23125 - Cable Splicer 38.29
23130 - Carpenter Maintenance 31.16
23140 - Carpet Layer 31.92
23160 - Electrician Maintenance 34.90
23181 - Electronics Technician Maintenance I 30.78
23182 - Electronics Technician Maintenance II 32.13
23183 - Electronics Technician Maintenance III 33.54
23260 - Fabric Worker 24.28
23290 - Fire Alarm System Mechanic 30.80
23310 - Fire Extinguisher Repairer 24.00
23311 - Fuel Distribution System Mechanic 30.57
23312 - Fuel Distribution System Operator 24.06
23370 - General Maintenance Worker 19.42
23380 - Ground Support Equipment Mechanic 32.85
23381 - Ground Support Equipment Servicer 27.91
23382 - Ground Support Equipment Worker 29.96
23391 - Gunsmith I 24.00
23392 - Gunsmith II 27.83
23393 - Gunsmith III 30.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.15
23430 - Heavy Equipment Mechanic 27.84
23440 - Heavy Equipment Operator 32.07
23460 - Instrument Mechanic 30.04
23465 - Laboratory/Shelter Mechanic 29.22
23470 - Laborer 15.04
23510 - Locksmith 24.04
23530 - Machinery Maintenance Mechanic 28.06
23550 - Machinist Maintenance 24.02
23580 - Maintenance Trades Helper 15.72
23591 - Metrology Technician I 30.04
23592 - Metrology Technician II 31.19
23593 - Metrology Technician III 32.37
23640 - Millwright 32.62
23710 - Office Appliance Repairer 21.21
23760 - Painter Maintenance 30.13
23790 - Pipefitter Maintenance 39.52
23810 - Plumber Maintenance 37.86
23820 - Pneudraulic Systems Mechanic 30.49
23850 - Rigger 29.87
23870 - Scale Mechanic 27.83
23890 - Sheet-Metal Worker Maintenance 34.82
23910 - Small Engine Mechanic 21.98
23931 - Telecommunications Mechanic I 30.73

23932 - Telecommunications Mechanic II 31.90
23950 - Telephone Lineman 32.91
23960 - Welder Combination Maintenance 20.29
23965 - Well Driller 27.83
23970 - Woodcraft Worker 30.49
23980 - Woodworker 24.00
24000 - Personal Needs Occupations
24550 - Case Manager 16.53
24570 - Child Care Attendant 11.57
24580 - Child Care Center Clerk 15.08
24610 - Chore Aide 11.02
24620 - Family Readiness And Support Services Coordinator 16.53
24630 - Homemaker 16.53
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 33.86
25040 - Sewage Plant Operator 26.74
25070 - Stationary Engineer 33.86
25190 - Ventilation Equipment Tender 24.49
25210 - Water Treatment Plant Operator 26.74
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.65
27007 - Baggage Inspector 14.44
27008 - Corrections Officer 18.94
27010 - Court Security Officer 23.52
27030 - Detection Dog Handler 18.05
27040 - Detention Officer 18.94
27070 - Firefighter 28.05
27101 - Guard I 14.44
27102 - Guard II 18.05
27131 - Police Officer I 26.87
27132 - Police Officer II 29.87
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.67
28042 - Carnival Equipment Repairer 14.89
28043 - Carnival Worker 10.97
28210 - Gate Attendant/Gate Tender 13.43
28310 - Lifeguard 11.97
28350 - Park Attendant (Aide) 15.03
28510 - Recreation Aide/Health Facility Attendant 10.97
28515 - Recreation Specialist 18.45
28630 - Sports Official 11.97
28690 - Swimming Pool Operator 17.26
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.15
29020 - Hatch Tender 27.15
29030 - Line Handler 27.15
29041 - Stevedore I 25.29
29042 - Stevedore II 28.51
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.73
30021 - Archeological Technician I 18.07
30022 - Archeological Technician II 20.21
30023 - Archeological Technician III 25.05
30030 - Cartographic Technician 25.05
30040 - Civil Engineering Technician 24.81
30051 - Cryogenic Technician I 27.68
30052 - Cryogenic Technician II 30.57
30061 - Drafter/CAD Operator I 18.07
30062 - Drafter/CAD Operator II 20.21
30063 - Drafter/CAD Operator III 22.54
30064 - Drafter/CAD Operator IV 27.72
30081 - Engineering Technician I 15.08
30082 - Engineering Technician II 18.66
30083 - Engineering Technician III 21.49
30084 - Engineering Technician IV 26.30
30085 - Engineering Technician V 29.59
30086 - Engineering Technician VI 34.74
30090 - Environmental Technician 23.60
30095 - Evidence Control Specialist 24.99
30210 - Laboratory Technician 25.41
30221 - Latent Fingerprint Technician I 24.92
30222 - Latent Fingerprint Technician II 27.52
30240 - Mathematical Technician 25.05
30361 - Paralegal/Legal Assistant I 20.03
30362 - Paralegal/Legal Assistant II 24.81
30363 - Paralegal/Legal Assistant III 30.34
30364 - Paralegal/Legal Assistant IV 36.38
30375 - Petroleum Supply Specialist 30.57
30390 - Photo-Optics Technician 25.05
30395 - Radiation Control Technician 30.57
30461 - Technical Writer I 24.16
30462 - Technical Writer II 29.55
30463 - Technical Writer III 35.74
30491 - Unexploded Ordnance (UXO) Technician I 25.72
30492 - Unexploded Ordnance (UXO) Technician II 31.12
30493 - Unexploded Ordnance (UXO) Technician III 37.30
30494 - Unexploded (UXO) Safety Escort 25.72
30495 - Unexploded (UXO) Sweep Personnel 25.72
30501 - Weather Forecaster I 27.72
30502 - Weather Forecaster II 33.66
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.54
30621 - Weather Observer Senior (see 2) 25.05
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.12
31020 - Bus Aide 14.93
31030 - Bus Driver 21.94

31043 - Driver Courier	16.36
31260 - Parking and Lot Attendant	12.48
31290 - Shuttle Bus Driver	17.94
31310 - Taxi Driver	15.63
31361 - Truckdriver Light	17.94
31362 - Truckdriver Medium	19.37
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	10.88
99050 - Desk Clerk	10.93
99095 - Embalmer	26.49
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	14.15
99252 - Laboratory Animal Caretaker II	15.51
99260 - Marketing Analyst	31.18
99310 - Mortician	27.34
99410 - Pest Controller	16.89
99510 - Photofinishing Worker	15.72
99710 - Recycling Laborer	19.39
99711 - Recycling Specialist	23.91
99730 - Refuse Collector	17.04
99810 - Sales Clerk	12.11
99820 - School Crossing Guard	14.32
99830 - Survey Party Chief	26.92
99831 - Surveying Aide	16.81
99832 - Surveying Technician	24.38
99840 - Vending Machine Attendant	15.26
99841 - Vending Machine Repairer	18.00
99842 - Vending Machine Repairer Helper	15.26

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5075
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Illinois Missouri

Area: Illinois Counties of Bond Calhoun Clinton Jersey Madison Monroe St Clair

Missouri Counties of Franklin Jefferson Lincoln St Charles St Louis St Louis City Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.26
01012 - Accounting Clerk II		17.12
01013 - Accounting Clerk III		19.16
01020 - Administrative Assistant		28.49
01035 - Court Reporter		30.70
01041 - Customer Service Representative I		14.14
01042 - Customer Service Representative II		15.90
01043 - Customer Service Representative III		17.35
01051 - Data Entry Operator I		14.59
01052 - Data Entry Operator II		15.92
01060 - Dispatcher Motor Vehicle		19.97

01070 - Document Preparation Clerk 16.65
01090 - Duplicating Machine Operator 16.65
01111 - General Clerk I 13.22
01112 - General Clerk II 15.00
01113 - General Clerk III 17.07
01120 - Housing Referral Assistant 20.96
01141 - Messenger Courier 13.96
01191 - Order Clerk I 16.37
01192 - Order Clerk II 17.86
01261 - Personnel Assistant (Employment) I 16.88
01262 - Personnel Assistant (Employment) II 19.05
01263 - Personnel Assistant (Employment) III 21.05
01270 - Production Control Clerk 25.31
01290 - Rental Clerk 16.06
01300 - Scheduler Maintenance 16.14
01311 - Secretary I 16.14
01312 - Secretary II 18.07
01313 - Secretary III 20.96
01320 - Service Order Dispatcher 18.12
01410 - Supply Technician 28.49
01420 - Survey Worker 19.05
01460 - Switchboard Operator/Receptionist 15.10
01531 - Travel Clerk I 14.78
01532 - Travel Clerk II 15.92
01533 - Travel Clerk III 16.98
01611 - Word Processor I 14.73
01612 - Word Processor II 16.53
01613 - Word Processor III 19.05
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.82
05010 - Automotive Electrician 21.76
05040 - Automotive Glass Installer 20.72
05070 - Automotive Worker 20.72
05110 - Mobile Equipment Servicer 18.01
05130 - Motor Equipment Metal Mechanic 22.72
05160 - Motor Equipment Metal Worker 20.72
05190 - Motor Vehicle Mechanic 22.72
05220 - Motor Vehicle Mechanic Helper 16.72
05250 - Motor Vehicle Upholstery Worker 19.31
05280 - Motor Vehicle Wrecker 20.72
05310 - Painter Automotive 21.76
05340 - Radiator Repair Specialist 20.72
05370 - Tire Repairer 15.80
05400 - Transmission Repair Specialist 22.72
07000 - Food Preparation And Service Occupations
07010 - Baker 13.31
07041 - Cook I 12.28
07042 - Cook II 14.24
07070 - Dishwasher 10.68
07130 - Food Service Worker 10.56

07210 - Meat Cutter	16.70
07260 - Waiter/Waitress	9.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.56
09040 - Furniture Handler	14.00
09080 - Furniture Refinisher	20.56
09090 - Furniture Refinisher Helper	16.55
09110 - Furniture Repairer Minor	18.84
09130 - Upholsterer	22.61
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.74
11060 - Elevator Operator	12.89
11090 - Gardener	20.01
11122 - Housekeeping Aide	12.89
11150 - Janitor	12.89
11210 - Laborer Grounds Maintenance	14.70
11240 - Maid or Houseman	11.10
11260 - Pruner	12.92
11270 - Tractor Operator	18.24
11330 - Trail Maintenance Worker	14.70
11360 - Window Cleaner	14.67
12000 - Health Occupations	
12010 - Ambulance Driver	20.10
12011 - Breath Alcohol Technician	20.10
12012 - Certified Occupational Therapist Assistant	27.33
12015 - Certified Physical Therapist Assistant	25.51
12020 - Dental Assistant	19.43
12025 - Dental Hygienist	32.78
12030 - EKG Technician	25.17
12035 - Electroneurodiagnostic Technologist	25.17
12040 - Emergency Medical Technician	20.10
12071 - Licensed Practical Nurse I	17.96
12072 - Licensed Practical Nurse II	20.10
12073 - Licensed Practical Nurse III	22.40
12100 - Medical Assistant	16.45
12130 - Medical Laboratory Technician	23.01
12160 - Medical Record Clerk	18.20
12190 - Medical Record Technician	20.36
12195 - Medical Transcriptionist	19.67
12210 - Nuclear Medicine Technologist	36.47
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.80
12223 - Nursing Assistant III	13.96
12224 - Nursing Assistant IV	15.68
12235 - Optical Dispenser	16.07
12236 - Optical Technician	15.99
12250 - Pharmacy Technician	16.29
12280 - Phlebotomist	16.20
12305 - Radiologic Technologist	25.81
12311 - Registered Nurse I	26.36

12312 - Registered Nurse II		30.84
12313 - Registered Nurse II Specialist		30.84
12314 - Registered Nurse III		37.31
12315 - Registered Nurse III Anesthetist		37.31
12316 - Registered Nurse IV		44.73
12317 - Scheduler (Drug and Alcohol Testing)		24.90
12320 - Substance Abuse Treatment Counselor		20.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.14
13012 - Exhibits Specialist II		24.96
13013 - Exhibits Specialist III		30.54
13041 - Illustrator I		20.80
13042 - Illustrator II		25.56
13043 - Illustrator III		30.15
13047 - Librarian		29.58
13050 - Library Aide/Clerk		12.34
13054 - Library Information Technology Systems Administrator		26.71
13058 - Library Technician		18.87
13061 - Media Specialist I		19.27
13062 - Media Specialist II		21.56
13063 - Media Specialist III		24.04
13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library Clerk		15.84
13110 - Video Teleconference Technician		21.51
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	24.21
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		26.16
14170 - System Support Specialist		31.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		34.92

15060 - Educational Technologist 33.72
15070 - Flight Instructor (Pilot) 50.64
15080 - Graphic Artist 26.06
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.64
15086 - Maintenance Test Pilot Rotary Wing 43.64
15088 - Non-Maintenance Test/Co-Pilot 43.64
15090 - Technical Instructor 24.33
15095 - Technical Instructor/Course Developer 29.76
15110 - Test Proctor 19.63
15120 - Tutor 19.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.11
16030 - Counter Attendant 11.11
16040 - Dry Cleaner 12.78
16070 - Finisher Flatwork Machine 11.11
16090 - Presser Hand 11.11
16110 - Presser Machine Drycleaning 11.11
16130 - Presser Machine Shirts 11.11
16160 - Presser Machine Wearing Apparel Laundry 11.11
16190 - Sewing Machine Operator 13.31
16220 - Tailor 13.93
16250 - Washer Machine 11.71
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.27
19040 - Tool And Die Maker 30.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.14
21030 - Material Coordinator 25.31
21040 - Material Expediter 25.31
21050 - Material Handling Laborer 19.18
21071 - Order Filler 14.20
21080 - Production Line Worker (Food Processing) 19.14
21110 - Shipping Packer 17.02
21130 - Shipping/Receiving Clerk 17.02
21140 - Store Worker I 13.11
21150 - Stock Clerk 19.39
21210 - Tools And Parts Attendant 19.14
21410 - Warehouse Specialist 19.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.09
23019 - Aircraft Logs and Records Technician 27.91
23021 - Aircraft Mechanic I 32.85
23022 - Aircraft Mechanic II 34.09
23023 - Aircraft Mechanic III 35.40
23040 - Aircraft Mechanic Helper 23.57
23050 - Aircraft Painter 31.47
23060 - Aircraft Servicer 27.91
23070 - Aircraft Survival Flight Equipment Technician 31.47
23080 - Aircraft Worker 29.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 29.96

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 32.85
II
23110 - Appliance Mechanic 24.85
23120 - Bicycle Repairer 23.13
23125 - Cable Splicer 38.29
23130 - Carpenter Maintenance 31.16
23140 - Carpet Layer 31.92
23160 - Electrician Maintenance 34.90
23181 - Electronics Technician Maintenance I 30.60
23182 - Electronics Technician Maintenance II 32.13
23183 - Electronics Technician Maintenance III 33.54
23260 - Fabric Worker 24.35
23290 - Fire Alarm System Mechanic 30.80
23310 - Fire Extinguisher Repairer 24.00
23311 - Fuel Distribution System Mechanic 30.03
23312 - Fuel Distribution System Operator 23.84
23370 - General Maintenance Worker 20.67
23380 - Ground Support Equipment Mechanic 32.85
23381 - Ground Support Equipment Servicer 27.91
23382 - Ground Support Equipment Worker 29.96
23391 - Gunsmith I 24.00
23392 - Gunsmith II 27.83
23393 - Gunsmith III 30.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.15
23430 - Heavy Equipment Mechanic 27.84
23440 - Heavy Equipment Operator 32.07
23460 - Instrument Mechanic 30.04
23465 - Laboratory/Shelter Mechanic 29.22
23470 - Laborer 17.17
23510 - Locksmith 22.23
23530 - Machinery Maintenance Mechanic 28.06
23550 - Machinist Maintenance 24.17
23580 - Maintenance Trades Helper 18.37
23591 - Metrology Technician I 30.04
23592 - Metrology Technician II 31.19
23593 - Metrology Technician III 32.37
23640 - Millwright 32.62
23710 - Office Appliance Repairer 22.23
23760 - Painter Maintenance 30.13
23790 - Pipefitter Maintenance 39.52
23810 - Plumber Maintenance 37.86
23820 - Pneudraulic Systems Mechanic 30.49
23850 - Rigger 29.87
23870 - Scale Mechanic 27.83
23890 - Sheet-Metal Worker Maintenance 36.06
23910 - Small Engine Mechanic 21.36

23931 - Telecommunications Mechanic I	28.12
23932 - Telecommunications Mechanic II	29.18
23950 - Telephone Lineman	31.35
23960 - Welder Combination Maintenance	23.21
23965 - Well Driller	25.62
23970 - Woodcraft Worker	30.49
23980 - Woodworker	24.00
24000 - Personal Needs Occupations	
24550 - Case Manager	15.17
24570 - Child Care Attendant	11.43
24580 - Child Care Center Clerk	14.26
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	15.17
24630 - Homemaker	15.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.86
25040 - Sewage Plant Operator	26.74
25070 - Stationary Engineer	33.86
25190 - Ventilation Equipment Tender	24.29
25210 - Water Treatment Plant Operator	26.74
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.65
27007 - Baggage Inspector	13.98
27008 - Corrections Officer	18.94
27010 - Court Security Officer	23.52
27030 - Detection Dog Handler	18.05
27040 - Detention Officer	18.94
27070 - Firefighter	28.37
27101 - Guard I	13.98
27102 - Guard II	18.05
27131 - Police Officer I	26.87
27132 - Police Officer II	29.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.57
28042 - Carnival Equipment Repairer	14.89
28043 - Carnival Worker	9.61
28210 - Gate Attendant/Gate Tender	13.47
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	15.07
28510 - Recreation Aide/Health Facility Attendant	11.00
28515 - Recreation Specialist	18.45
28630 - Sports Official	12.00
28690 - Swimming Pool Operator	17.26
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.15
29020 - Hatch Tender	27.15
29030 - Line Handler	27.15
29041 - Stevedore I	25.29
29042 - Stevedore II	28.51

30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.73
30021 - Archeological Technician I 19.36
30022 - Archeological Technician II 21.56
30023 - Archeological Technician III 25.04
30030 - Cartographic Technician 27.52
30040 - Civil Engineering Technician 23.94
30051 - Cryogenic Technician I 27.68
30052 - Cryogenic Technician II 30.57
30061 - Drafter/CAD Operator I 19.36
30062 - Drafter/CAD Operator II 21.56
30063 - Drafter/CAD Operator III 24.15
30064 - Drafter/CAD Operator IV 29.71
30081 - Engineering Technician I 17.67
30082 - Engineering Technician II 19.83
30083 - Engineering Technician III 22.18
30084 - Engineering Technician IV 27.48
30085 - Engineering Technician V 33.62
30086 - Engineering Technician VI 40.68
30090 - Environmental Technician 24.27
30095 - Evidence Control Specialist 24.99
30210 - Laboratory Technician 25.41
30221 - Latent Fingerprint Technician I 24.92
30222 - Latent Fingerprint Technician II 27.52
30240 - Mathematical Technician 26.82
30361 - Paralegal/Legal Assistant I 20.04
30362 - Paralegal/Legal Assistant II 24.86
30363 - Paralegal/Legal Assistant III 30.37
30364 - Paralegal/Legal Assistant IV 36.75
30375 - Petroleum Supply Specialist 30.57
30390 - Photo-Optics Technician 26.82
30395 - Radiation Control Technician 30.57
30461 - Technical Writer I 23.51
30462 - Technical Writer II 28.76
30463 - Technical Writer III 34.79
30491 - Unexploded Ordnance (UXO) Technician I 25.72
30492 - Unexploded Ordnance (UXO) Technician II 31.12
30493 - Unexploded Ordnance (UXO) Technician III 37.30
30494 - Unexploded (UXO) Safety Escort 25.72
30495 - Unexploded (UXO) Sweep Personnel 25.72
30501 - Weather Forecaster I 27.68
30502 - Weather Forecaster II 33.66
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.15
30621 - Weather Observer Senior (see 2) 26.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.12
31020 - Bus Aide 14.93

31030 - Bus Driver	21.94
31043 - Driver Courier	16.97
31260 - Parking and Lot Attendant	9.85
31290 - Shuttle Bus Driver	18.63
31310 - Taxi Driver	12.95
31361 - Truckdriver Light	18.63
31362 - Truckdriver Medium	19.77
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	10.88
99050 - Desk Clerk	10.93
99095 - Embalmer	29.90
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	14.15
99252 - Laboratory Animal Caretaker II	15.51
99260 - Marketing Analyst	31.18
99310 - Mortician	30.54
99410 - Pest Controller	17.61
99510 - Photofinishing Worker	15.72
99710 - Recycling Laborer	19.39
99711 - Recycling Specialist	24.06
99730 - Refuse Collector	17.04
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	14.32
99830 - Survey Party Chief	26.81
99831 - Surveying Aide	17.79
99832 - Surveying Technician	24.38
99840 - Vending Machine Attendant	14.15
99841 - Vending Machine Repairer	18.00
99842 - Vending Machine Repairer Helper	14.15

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor

prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5076
Revision No.: 16
Date Of Last Revision: 05/14/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Illinois Missouri

Area: Illinois Counties of Bond Calhoun Clinton Jersey Madison Monroe St Clair

Missouri Counties of Franklin Jefferson Lincoln St Charles St Louis St Louis City Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.26
01012 - Accounting Clerk II		17.12
01013 - Accounting Clerk III		19.16
01020 - Administrative Assistant		28.49
01035 - Court Reporter		30.70
01041 - Customer Service Representative I		14.14
01042 - Customer Service Representative II		15.90
01043 - Customer Service Representative III		17.35

01051 - Data Entry Operator I 14.59
01052 - Data Entry Operator II 15.92
01060 - Dispatcher Motor Vehicle 19.97
01070 - Document Preparation Clerk 16.65
01090 - Duplicating Machine Operator 16.65
01111 - General Clerk I 13.22
01112 - General Clerk II 15.00
01113 - General Clerk III 17.07
01120 - Housing Referral Assistant 20.96
01141 - Messenger Courier 13.96
01191 - Order Clerk I 16.37
01192 - Order Clerk II 17.86
01261 - Personnel Assistant (Employment) I 16.88
01262 - Personnel Assistant (Employment) II 19.05
01263 - Personnel Assistant (Employment) III 21.05
01270 - Production Control Clerk 25.31
01290 - Rental Clerk 16.06
01300 - Scheduler Maintenance 16.14
01311 - Secretary I 16.14
01312 - Secretary II 18.07
01313 - Secretary III 20.96
01320 - Service Order Dispatcher 18.12
01410 - Supply Technician 28.49
01420 - Survey Worker 19.05
01460 - Switchboard Operator/Receptionist 15.10
01531 - Travel Clerk I 14.78
01532 - Travel Clerk II 15.92
01533 - Travel Clerk III 16.98
01611 - Word Processor I 14.73
01612 - Word Processor II 16.53
01613 - Word Processor III 19.05
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.82
05010 - Automotive Electrician 21.76
05040 - Automotive Glass Installer 20.72
05070 - Automotive Worker 20.72
05110 - Mobile Equipment Servicer 18.01
05130 - Motor Equipment Metal Mechanic 22.72
05160 - Motor Equipment Metal Worker 20.72
05190 - Motor Vehicle Mechanic 22.72
05220 - Motor Vehicle Mechanic Helper 16.72
05250 - Motor Vehicle Upholstery Worker 19.31
05280 - Motor Vehicle Wrecker 20.72
05310 - Painter Automotive 21.76
05340 - Radiator Repair Specialist 20.72
05370 - Tire Repairer 15.80
05400 - Transmission Repair Specialist 22.72
07000 - Food Preparation And Service Occupations
07010 - Baker 13.31
07041 - Cook I 12.28

07042 - Cook II	14.24
07070 - Dishwasher	10.68
07130 - Food Service Worker	10.56
07210 - Meat Cutter	16.70
07260 - Waiter/Waitress	9.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.56
09040 - Furniture Handler	14.00
09080 - Furniture Refinisher	20.56
09090 - Furniture Refinisher Helper	16.55
09110 - Furniture Repairer Minor	18.84
09130 - Upholsterer	22.61
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.74
11060 - Elevator Operator	12.89
11090 - Gardener	20.01
11122 - Housekeeping Aide	12.89
11150 - Janitor	12.89
11210 - Laborer Grounds Maintenance	14.70
11240 - Maid or Houseman	11.10
11260 - Pruner	12.92
11270 - Tractor Operator	18.24
11330 - Trail Maintenance Worker	14.70
11360 - Window Cleaner	14.67
12000 - Health Occupations	
12010 - Ambulance Driver	20.10
12011 - Breath Alcohol Technician	20.10
12012 - Certified Occupational Therapist Assistant	27.33
12015 - Certified Physical Therapist Assistant	25.51
12020 - Dental Assistant	19.43
12025 - Dental Hygienist	32.78
12030 - EKG Technician	25.17
12035 - Electroneurodiagnostic Technologist	25.17
12040 - Emergency Medical Technician	20.10
12071 - Licensed Practical Nurse I	17.96
12072 - Licensed Practical Nurse II	20.10
12073 - Licensed Practical Nurse III	22.40
12100 - Medical Assistant	16.45
12130 - Medical Laboratory Technician	23.01
12160 - Medical Record Clerk	18.20
12190 - Medical Record Technician	20.36
12195 - Medical Transcriptionist	19.67
12210 - Nuclear Medicine Technologist	36.47
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.80
12223 - Nursing Assistant III	13.96
12224 - Nursing Assistant IV	15.68
12235 - Optical Dispenser	16.07
12236 - Optical Technician	15.99
12250 - Pharmacy Technician	16.29

12280 - Phlebotomist		16.20
12305 - Radiologic Technologist		25.81
12311 - Registered Nurse I		26.36
12312 - Registered Nurse II		30.84
12313 - Registered Nurse II Specialist		30.84
12314 - Registered Nurse III		37.31
12315 - Registered Nurse III Anesthetist		37.31
12316 - Registered Nurse IV		44.73
12317 - Scheduler (Drug and Alcohol Testing)		24.90
12320 - Substance Abuse Treatment Counselor		20.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.14
13012 - Exhibits Specialist II		24.96
13013 - Exhibits Specialist III		30.54
13041 - Illustrator I		20.80
13042 - Illustrator II		25.56
13043 - Illustrator III		30.15
13047 - Librarian		29.58
13050 - Library Aide/Clerk		12.34
13054 - Library Information Technology Systems Administrator		26.71
13058 - Library Technician		18.87
13061 - Media Specialist I		19.27
13062 - Media Specialist II		21.56
13063 - Media Specialist III		24.04
13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library Clerk		15.84
13110 - Video Teleconference Technician		21.51
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	24.21
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		26.16
14170 - System Support Specialist		31.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92

15020 - Aircrew Training Devices Instructor (Rated) 42.25
15030 - Air Crew Training Devices Instructor (Pilot) 50.64
15050 - Computer Based Training Specialist / Instructor 34.92
15060 - Educational Technologist 33.72
15070 - Flight Instructor (Pilot) 50.64
15080 - Graphic Artist 26.06
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.64
15086 - Maintenance Test Pilot Rotary Wing 43.64
15088 - Non-Maintenance Test/Co-Pilot 43.64
15090 - Technical Instructor 24.33
15095 - Technical Instructor/Course Developer 29.76
15110 - Test Proctor 19.63
15120 - Tutor 19.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.11
16030 - Counter Attendant 11.11
16040 - Dry Cleaner 12.78
16070 - Finisher Flatwork Machine 11.11
16090 - Presser Hand 11.11
16110 - Presser Machine Drycleaning 11.11
16130 - Presser Machine Shirts 11.11
16160 - Presser Machine Wearing Apparel Laundry 11.11
16190 - Sewing Machine Operator 13.31
16220 - Tailor 13.93
16250 - Washer Machine 11.71
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.27
19040 - Tool And Die Maker 30.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.14
21030 - Material Coordinator 25.31
21040 - Material Expediter 25.31
21050 - Material Handling Laborer 19.18
21071 - Order Filler 14.20
21080 - Production Line Worker (Food Processing) 19.14
21110 - Shipping Packer 17.02
21130 - Shipping/Receiving Clerk 17.02
21140 - Store Worker I 13.11
21150 - Stock Clerk 19.39
21210 - Tools And Parts Attendant 19.14
21410 - Warehouse Specialist 19.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.09
23019 - Aircraft Logs and Records Technician 27.91
23021 - Aircraft Mechanic I 32.85
23022 - Aircraft Mechanic II 34.09
23023 - Aircraft Mechanic III 35.40
23040 - Aircraft Mechanic Helper 23.57
23050 - Aircraft Painter 31.47
23060 - Aircraft Servicer 27.91

23070 - Aircraft Survival Flight Equipment Technician 31.47
23080 - Aircraft Worker 29.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.96
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.85
23110 - Appliance Mechanic 24.85
23120 - Bicycle Repairer 23.13
23125 - Cable Splicer 38.29
23130 - Carpenter Maintenance 31.16
23140 - Carpet Layer 31.92
23160 - Electrician Maintenance 34.90
23181 - Electronics Technician Maintenance I 30.60
23182 - Electronics Technician Maintenance II 32.13
23183 - Electronics Technician Maintenance III 33.54
23260 - Fabric Worker 24.35
23290 - Fire Alarm System Mechanic 30.80
23310 - Fire Extinguisher Repairer 24.00
23311 - Fuel Distribution System Mechanic 30.03
23312 - Fuel Distribution System Operator 23.84
23370 - General Maintenance Worker 20.67
23380 - Ground Support Equipment Mechanic 32.85
23381 - Ground Support Equipment Servicer 27.91
23382 - Ground Support Equipment Worker 29.96
23391 - Gunsmith I 24.00
23392 - Gunsmith II 27.83
23393 - Gunsmith III 30.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.15
23430 - Heavy Equipment Mechanic 27.84
23440 - Heavy Equipment Operator 32.07
23460 - Instrument Mechanic 30.04
23465 - Laboratory/Shelter Mechanic 29.22
23470 - Laborer 17.17
23510 - Locksmith 22.23
23530 - Machinery Maintenance Mechanic 28.06
23550 - Machinist Maintenance 24.17
23580 - Maintenance Trades Helper 18.37
23591 - Metrology Technician I 30.04
23592 - Metrology Technician II 31.19
23593 - Metrology Technician III 32.37
23640 - Millwright 32.62
23710 - Office Appliance Repairer 22.23
23760 - Painter Maintenance 30.13
23790 - Pipefitter Maintenance 39.52
23810 - Plumber Maintenance 37.86
23820 - Pneudraulic Systems Mechanic 30.49
23850 - Rigger 29.87

23870 - Scale Mechanic 27.83
23890 - Sheet-Metal Worker Maintenance 36.06
23910 - Small Engine Mechanic 21.36
23931 - Telecommunications Mechanic I 28.12
23932 - Telecommunications Mechanic II 29.18
23950 - Telephone Lineman 31.35
23960 - Welder Combination Maintenance 23.21
23965 - Well Driller 25.62
23970 - Woodcraft Worker 30.49
23980 - Woodworker 24.00
24000 - Personal Needs Occupations
24550 - Case Manager 15.17
24570 - Child Care Attendant 11.43
24580 - Child Care Center Clerk 14.26
24610 - Chore Aide 11.02
24620 - Family Readiness And Support Services Coordinator 15.17
24630 - Homemaker 15.17
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 33.86
25040 - Sewage Plant Operator 26.74
25070 - Stationary Engineer 33.86
25190 - Ventilation Equipment Tender 24.29
25210 - Water Treatment Plant Operator 26.74
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.65
27007 - Baggage Inspector 13.98
27008 - Corrections Officer 18.94
27010 - Court Security Officer 23.52
27030 - Detection Dog Handler 18.05
27040 - Detention Officer 18.94
27070 - Firefighter 28.37
27101 - Guard I 13.98
27102 - Guard II 18.05
27131 - Police Officer I 26.87
27132 - Police Officer II 29.87
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.57
28042 - Carnival Equipment Repairer 14.89
28043 - Carnival Worker 9.61
28210 - Gate Attendant/Gate Tender 13.47
28310 - Lifeguard 11.59
28350 - Park Attendant (Aide) 15.07
28510 - Recreation Aide/Health Facility Attendant 11.00
28515 - Recreation Specialist 18.45
28630 - Sports Official 12.00
28690 - Swimming Pool Operator 17.26
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.15
29020 - Hatch Tender 27.15

29030 - Line Handler		27.15
29041 - Stevedore I		25.29
29042 - Stevedore II		28.51
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.47
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.91
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.73
30021 - Archeological Technician I		19.36
30022 - Archeological Technician II		21.56
30023 - Archeological Technician III		25.04
30030 - Cartographic Technician		27.52
30040 - Civil Engineering Technician		23.94
30051 - Cryogenic Technician I		27.68
30052 - Cryogenic Technician II		30.57
30061 - Drafter/CAD Operator I		19.36
30062 - Drafter/CAD Operator II		21.56
30063 - Drafter/CAD Operator III		24.15
30064 - Drafter/CAD Operator IV		29.71
30081 - Engineering Technician I		17.67
30082 - Engineering Technician II		19.83
30083 - Engineering Technician III		22.18
30084 - Engineering Technician IV		27.48
30085 - Engineering Technician V		33.62
30086 - Engineering Technician VI		40.68
30090 - Environmental Technician		24.27
30095 - Evidence Control Specialist		24.99
30210 - Laboratory Technician		25.41
30221 - Latent Fingerprint Technician I		24.92
30222 - Latent Fingerprint Technician II		27.52
30240 - Mathematical Technician		26.82
30361 - Paralegal/Legal Assistant I		20.04
30362 - Paralegal/Legal Assistant II		24.86
30363 - Paralegal/Legal Assistant III		30.37
30364 - Paralegal/Legal Assistant IV		36.75
30375 - Petroleum Supply Specialist		30.57
30390 - Photo-Optics Technician		26.82
30395 - Radiation Control Technician		30.57
30461 - Technical Writer I		23.51
30462 - Technical Writer II		28.76
30463 - Technical Writer III		34.79
30491 - Unexploded Ordnance (UXO) Technician I		25.72
30492 - Unexploded Ordnance (UXO) Technician II		31.12
30493 - Unexploded Ordnance (UXO) Technician III		37.30
30494 - Unexploded (UXO) Safety Escort		25.72
30495 - Unexploded (UXO) Sweep Personnel		25.72
30501 - Weather Forecaster I		27.68
30502 - Weather Forecaster II		33.66
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.15
30621 - Weather Observer Senior	(see 2)	26.82

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.12
31020 - Bus Aide	14.93
31030 - Bus Driver	21.94
31043 - Driver Courier	16.97
31260 - Parking and Lot Attendant	9.85
31290 - Shuttle Bus Driver	18.63
31310 - Taxi Driver	12.95
31361 - Truckdriver Light	18.63
31362 - Truckdriver Medium	19.77
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	10.88
99050 - Desk Clerk	10.93
99095 - Embalmer	29.90
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	14.15
99252 - Laboratory Animal Caretaker II	15.51
99260 - Marketing Analyst	31.18
99310 - Mortician	30.54
99410 - Pest Controller	17.61
99510 - Photofinishing Worker	15.72
99710 - Recycling Laborer	19.39
99711 - Recycling Specialist	24.06
99730 - Refuse Collector	17.04
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	14.32
99830 - Survey Party Chief	26.81
99831 - Surveying Aide	17.79
99832 - Surveying Technician	24.38
99840 - Vending Machine Attendant	14.15
99841 - Vending Machine Repairer	18.00
99842 - Vending Machine Repairer Helper	14.15

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid

sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to

be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5079
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri County of Boone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.49
01012 - Accounting Clerk II		16.27
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		25.47
01035 - Court Reporter		19.05
01041 - Customer Service Representative I		11.97
01042 - Customer Service Representative II		13.46
01043 - Customer Service Representative III		14.69
01051 - Data Entry Operator I		12.91
01052 - Data Entry Operator II		14.40
01060 - Dispatcher Motor Vehicle		19.05
01070 - Document Preparation Clerk		16.35
01090 - Duplicating Machine Operator		16.35
01111 - General Clerk I		12.79
01112 - General Clerk II		15.00

01113 - General Clerk III 17.07
01120 - Housing Referral Assistant 20.96
01141 - Messenger Courier 13.42
01191 - Order Clerk I 12.99
01192 - Order Clerk II 14.18
01261 - Personnel Assistant (Employment) I 16.33
01262 - Personnel Assistant (Employment) II 19.05
01263 - Personnel Assistant (Employment) III 20.73
01270 - Production Control Clerk 26.27
01290 - Rental Clerk 16.06
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.85
01313 - Secretary III 20.96
01320 - Service Order Dispatcher 18.12
01410 - Supply Technician 25.47
01420 - Survey Worker 19.80
01460 - Switchboard Operator/Receptionist 15.10
01531 - Travel Clerk I 13.50
01532 - Travel Clerk II 14.54
01533 - Travel Clerk III 15.67
01611 - Word Processor I 13.92
01612 - Word Processor II 16.06
01613 - Word Processor III 19.05
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.80
05010 - Automotive Electrician 20.59
05040 - Automotive Glass Installer 19.74
05070 - Automotive Worker 19.74
05110 - Mobile Equipment Servicer 18.01
05130 - Motor Equipment Metal Mechanic 21.46
05160 - Motor Equipment Metal Worker 19.74
05190 - Motor Vehicle Mechanic 20.78
05220 - Motor Vehicle Mechanic Helper 16.72
05250 - Motor Vehicle Upholstery Worker 18.88
05280 - Motor Vehicle Wrecker 19.74
05310 - Painter Automotive 20.59
05340 - Radiator Repair Specialist 19.74
05370 - Tire Repairer 15.80
05400 - Transmission Repair Specialist 21.46
07000 - Food Preparation And Service Occupations
07010 - Baker 13.33
07041 - Cook I 11.82
07042 - Cook II 13.71
07070 - Dishwasher 9.92
07130 - Food Service Worker 11.26
07210 - Meat Cutter 16.34
07260 - Waiter/Waitress 9.35
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.19

09040 - Furniture Handler 14.53
09080 - Furniture Refinisher 24.19
09090 - Furniture Refinisher Helper 18.12
09110 - Furniture Repairer Minor 21.46
09130 - Upholsterer 24.19
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.74
11060 - Elevator Operator 13.72
11090 - Gardener 19.17
11122 - Housekeeping Aide 13.72
11150 - Janitor 13.72
11210 - Laborer Grounds Maintenance 14.02
11240 - Maid or Houseman 10.74
11260 - Pruner 12.31
11270 - Tractor Operator 17.48
11330 - Trail Maintenance Worker 14.02
11360 - Window Cleaner 15.62
12000 - Health Occupations
12010 - Ambulance Driver 19.90
12011 - Breath Alcohol Technician 18.54
12012 - Certified Occupational Therapist Assistant 25.44
12015 - Certified Physical Therapist Assistant 27.58
12020 - Dental Assistant 19.69
12025 - Dental Hygienist 41.34
12030 - EKG Technician 25.87
12035 - Electroneurodiagnostic Technologist 25.87
12040 - Emergency Medical Technician 19.90
12071 - Licensed Practical Nurse I 16.57
12072 - Licensed Practical Nurse II 18.54
12073 - Licensed Practical Nurse III 20.67
12100 - Medical Assistant 15.14
12130 - Medical Laboratory Technician 19.28
12160 - Medical Record Clerk 18.66
12190 - Medical Record Technician 20.88
12195 - Medical Transcriptionist 19.93
12210 - Nuclear Medicine Technologist 40.74
12221 - Nursing Assistant I 11.37
12222 - Nursing Assistant II 12.78
12223 - Nursing Assistant III 13.95
12224 - Nursing Assistant IV 15.65
12235 - Optical Dispenser 16.07
12236 - Optical Technician 16.57
12250 - Pharmacy Technician 15.52
12280 - Phlebotomist 14.66
12305 - Radiologic Technologist 25.45
12311 - Registered Nurse I 26.36
12312 - Registered Nurse II 29.18
12313 - Registered Nurse II Specialist 29.18
12314 - Registered Nurse III 35.30
12315 - Registered Nurse III Anesthetist 35.30

12316 - Registered Nurse IV		42.33
12317 - Scheduler (Drug and Alcohol Testing)		22.96
12320 - Substance Abuse Treatment Counselor		20.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.31
13012 - Exhibits Specialist II		22.69
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		20.80
13042 - Illustrator II		25.56
13043 - Illustrator III		30.15
13047 - Librarian		26.36
13050 - Library Aide/Clerk		13.57
13054 - Library Information Technology Systems Administrator		23.81
13058 - Library Technician		15.10
13061 - Media Specialist I		17.18
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.43
13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library Clerk		17.08
13110 - Video Teleconference Technician		19.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	22.01
14072 - Computer Programmer II	(see 1)	26.17
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.31
14170 - System Support Specialist		24.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		34.92
15060 - Educational Technologist		28.79
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		21.87
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.74

15086 - Maintenance Test Pilot Rotary Wing 40.74
15088 - Non-Maintenance Test/Co-Pilot 40.74
15090 - Technical Instructor 20.94
15095 - Technical Instructor/Course Developer 25.62
15110 - Test Proctor 16.91
15120 - Tutor 16.91
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.63
16030 - Counter Attendant 10.63
16040 - Dry Cleaner 13.41
16070 - Finisher Flatwork Machine 10.63
16090 - Presser Hand 10.63
16110 - Presser Machine Drycleaning 10.63
16130 - Presser Machine Shirts 10.63
16160 - Presser Machine Wearing Apparel Laundry 10.63
16190 - Sewing Machine Operator 14.40
16220 - Tailor 15.40
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.19
19040 - Tool And Die Maker 28.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.14
21030 - Material Coordinator 26.27
21040 - Material Expediter 26.27
21050 - Material Handling Laborer 19.18
21071 - Order Filler 12.91
21080 - Production Line Worker (Food Processing) 19.14
21110 - Shipping Packer 15.00
21130 - Shipping/Receiving Clerk 15.00
21140 - Store Worker I 12.94
21150 - Stock Clerk 19.34
21210 - Tools And Parts Attendant 19.14
21410 - Warehouse Specialist 19.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.30
23019 - Aircraft Logs and Records Technician 21.72
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.30
23023 - Aircraft Mechanic III 27.31
23040 - Aircraft Mechanic Helper 19.24
23050 - Aircraft Painter 24.19
23060 - Aircraft Servicer 21.72
23070 - Aircraft Survival Flight Equipment Technician 24.19
23080 - Aircraft Worker 23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.34
23110 - Appliance Mechanic 22.80

23120 - Bicycle Repairer 19.87
23125 - Cable Splicer 29.05
23130 - Carpenter Maintenance 26.52
23140 - Carpet Layer 23.04
23160 - Electrician Maintenance 30.81
23181 - Electronics Technician Maintenance I 24.18
23182 - Electronics Technician Maintenance II 25.38
23183 - Electronics Technician Maintenance III 26.95
23260 - Fabric Worker 21.46
23290 - Fire Alarm System Mechanic 25.26
23310 - Fire Extinguisher Repairer 19.87
23311 - Fuel Distribution System Mechanic 25.26
23312 - Fuel Distribution System Operator 19.87
23370 - General Maintenance Worker 20.67
23380 - Ground Support Equipment Mechanic 25.34
23381 - Ground Support Equipment Servicer 21.72
23382 - Ground Support Equipment Worker 23.04
23391 - Gunsmith I 19.87
23392 - Gunsmith II 23.04
23393 - Gunsmith III 25.26
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.41
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.41
23430 - Heavy Equipment Mechanic 28.39
23440 - Heavy Equipment Operator 25.39
23460 - Instrument Mechanic 25.26
23465 - Laboratory/Shelter Mechanic 24.19
23470 - Laborer 17.17
23510 - Locksmith 24.19
23530 - Machinery Maintenance Mechanic 27.80
23550 - Machinist Maintenance 24.17
23580 - Maintenance Trades Helper 18.37
23591 - Metrology Technician I 25.26
23592 - Metrology Technician II 26.21
23593 - Metrology Technician III 27.21
23640 - Millwright 27.07
23710 - Office Appliance Repairer 22.23
23760 - Painter Maintenance 23.03
23790 - Pipefitter Maintenance 30.12
23810 - Plumber Maintenance 28.85
23820 - Pneudraulic Systems Mechanic 25.26
23850 - Rigger 25.26
23870 - Scale Mechanic 23.04
23890 - Sheet-Metal Worker Maintenance 29.21
23910 - Small Engine Mechanic 21.72
23931 - Telecommunications Mechanic I 26.88
23932 - Telecommunications Mechanic II 27.90
23950 - Telephone Lineman 25.26
23960 - Welder Combination Maintenance 23.21

23965 - Well Driller	25.26
23970 - Woodcraft Worker	25.26
23980 - Woodworker	19.87
24000 - Personal Needs Occupations	
24550 - Case Manager	13.38
24570 - Child Care Attendant	10.93
24580 - Child Care Center Clerk	13.64
24610 - Chore Aide	11.13
24620 - Family Readiness And Support Services Coordinator	13.38
24630 - Homemaker	13.38
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.70
25040 - Sewage Plant Operator	23.34
25070 - Stationary Engineer	25.70
25190 - Ventilation Equipment Tender	18.44
25210 - Water Treatment Plant Operator	23.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.97
27007 - Baggage Inspector	13.37
27008 - Corrections Officer	18.82
27010 - Court Security Officer	22.13
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	18.82
27070 - Firefighter	25.67
27101 - Guard I	13.37
27102 - Guard II	16.66
27131 - Police Officer I	22.39
27132 - Police Officer II	24.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.21
28042 - Carnival Equipment Repairer	16.23
28043 - Carnival Worker	10.74
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	14.03
28350 - Park Attendant (Aide)	17.95
28510 - Recreation Aide/Health Facility Attendant	13.09
28515 - Recreation Specialist	21.85
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	20.00
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.72
29020 - Hatch Tender	23.72
29030 - Line Handler	23.72
29041 - Stevedore I	22.09
29042 - Stevedore II	24.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		19.36
30022 - Archeological Technician II		21.56
30023 - Archeological Technician III		25.04
30030 - Cartographic Technician		27.52
30040 - Civil Engineering Technician		24.68
30051 - Cryogenic Technician I		27.33
30052 - Cryogenic Technician II		30.19
30061 - Drafter/CAD Operator I		19.36
30062 - Drafter/CAD Operator II		21.56
30063 - Drafter/CAD Operator III		24.15
30064 - Drafter/CAD Operator IV		29.71
30081 - Engineering Technician I		17.67
30082 - Engineering Technician II		19.83
30083 - Engineering Technician III		22.18
30084 - Engineering Technician IV		27.48
30085 - Engineering Technician V		33.62
30086 - Engineering Technician VI		40.68
30090 - Environmental Technician		24.68
30095 - Evidence Control Specialist		24.68
30210 - Laboratory Technician		22.21
30221 - Latent Fingerprint Technician I		27.33
30222 - Latent Fingerprint Technician II		30.19
30240 - Mathematical Technician		26.82
30361 - Paralegal/Legal Assistant I		20.04
30362 - Paralegal/Legal Assistant II		24.86
30363 - Paralegal/Legal Assistant III		30.37
30364 - Paralegal/Legal Assistant IV		36.75
30375 - Petroleum Supply Specialist		30.19
30390 - Photo-Optics Technician		26.82
30395 - Radiation Control Technician		30.19
30461 - Technical Writer I		24.68
30462 - Technical Writer II		30.19
30463 - Technical Writer III		36.52
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		29.71
30502 - Weather Forecaster II		36.14
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.15
30621 - Weather Observer Senior	(see 2)	26.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.53
31030 - Bus Driver		18.39
31043 - Driver Courier		15.43
31260 - Parking and Lot Attendant		11.01
31290 - Shuttle Bus Driver		16.94

31310 - Taxi Driver	13.12
31361 - Truckdriver Light	16.94
31362 - Truckdriver Medium	17.97
31363 - Truckdriver Heavy	20.79
31364 - Truckdriver Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.35
99050 - Desk Clerk	10.06
99095 - Embalmer	30.54
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.80
99252 - Laboratory Animal Caretaker II	15.14
99260 - Marketing Analyst	22.63
99310 - Mortician	30.54
99410 - Pest Controller	23.44
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.45
99711 - Recycling Specialist	22.00
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.13
99830 - Survey Party Chief	20.43
99831 - Surveying Aide	13.56
99832 - Surveying Technician	18.58
99840 - Vending Machine Attendant	20.88
99841 - Vending Machine Repairer	24.39
99842 - Vending Machine Repairer Helper	20.88

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5080
Revision No.: 12
Date Of Last Revision: 06/25/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri County of Boone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.49
01012 - Accounting Clerk II		16.27
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		25.47
01035 - Court Reporter		19.05
01041 - Customer Service Representative I		11.97
01042 - Customer Service Representative II		13.46
01043 - Customer Service Representative III		14.69
01051 - Data Entry Operator I		12.91
01052 - Data Entry Operator II		14.40
01060 - Dispatcher Motor Vehicle		19.05
01070 - Document Preparation Clerk		16.35

01090 - Duplicating Machine Operator 16.35
01111 - General Clerk I 12.79
01112 - General Clerk II 15.00
01113 - General Clerk III 17.07
01120 - Housing Referral Assistant 20.96
01141 - Messenger Courier 13.42
01191 - Order Clerk I 12.99
01192 - Order Clerk II 14.18
01261 - Personnel Assistant (Employment) I 16.33
01262 - Personnel Assistant (Employment) II 19.05
01263 - Personnel Assistant (Employment) III 20.73
01270 - Production Control Clerk 26.27
01290 - Rental Clerk 16.06
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.85
01313 - Secretary III 20.96
01320 - Service Order Dispatcher 18.12
01410 - Supply Technician 25.47
01420 - Survey Worker 19.80
01460 - Switchboard Operator/Receptionist 15.10
01531 - Travel Clerk I 13.50
01532 - Travel Clerk II 14.54
01533 - Travel Clerk III 15.67
01611 - Word Processor I 13.92
01612 - Word Processor II 16.06
01613 - Word Processor III 19.05
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.80
05010 - Automotive Electrician 20.59
05040 - Automotive Glass Installer 19.74
05070 - Automotive Worker 19.74
05110 - Mobile Equipment Servicer 18.01
05130 - Motor Equipment Metal Mechanic 21.46
05160 - Motor Equipment Metal Worker 19.74
05190 - Motor Vehicle Mechanic 20.78
05220 - Motor Vehicle Mechanic Helper 16.72
05250 - Motor Vehicle Upholstery Worker 18.88
05280 - Motor Vehicle Wrecker 19.74
05310 - Painter Automotive 20.59
05340 - Radiator Repair Specialist 19.74
05370 - Tire Repairer 15.80
05400 - Transmission Repair Specialist 21.46
07000 - Food Preparation And Service Occupations
07010 - Baker 13.33
07041 - Cook I 11.82
07042 - Cook II 13.71
07070 - Dishwasher 9.92
07130 - Food Service Worker 11.26
07210 - Meat Cutter 16.34

07260 - Waiter/Waitress	9.35
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.19
09040 - Furniture Handler	14.53
09080 - Furniture Refinisher	24.19
09090 - Furniture Refinisher Helper	18.12
09110 - Furniture Repairer Minor	21.46
09130 - Upholsterer	24.19
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.74
11060 - Elevator Operator	13.72
11090 - Gardener	19.17
11122 - Housekeeping Aide	13.72
11150 - Janitor	13.72
11210 - Laborer Grounds Maintenance	14.02
11240 - Maid or Houseman	10.74
11260 - Pruner	12.31
11270 - Tractor Operator	17.48
11330 - Trail Maintenance Worker	14.02
11360 - Window Cleaner	15.62
12000 - Health Occupations	
12010 - Ambulance Driver	19.90
12011 - Breath Alcohol Technician	18.54
12012 - Certified Occupational Therapist Assistant	25.44
12015 - Certified Physical Therapist Assistant	27.58
12020 - Dental Assistant	19.69
12025 - Dental Hygienist	41.34
12030 - EKG Technician	25.87
12035 - Electroneurodiagnostic Technologist	25.87
12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	16.57
12072 - Licensed Practical Nurse II	18.54
12073 - Licensed Practical Nurse III	20.67
12100 - Medical Assistant	15.14
12130 - Medical Laboratory Technician	19.28
12160 - Medical Record Clerk	18.66
12190 - Medical Record Technician	20.88
12195 - Medical Transcriptionist	19.93
12210 - Nuclear Medicine Technologist	40.74
12221 - Nursing Assistant I	11.37
12222 - Nursing Assistant II	12.78
12223 - Nursing Assistant III	13.95
12224 - Nursing Assistant IV	15.65
12235 - Optical Dispenser	16.07
12236 - Optical Technician	16.57
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	14.66
12305 - Radiologic Technologist	25.45
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	29.18

12313 - Registered Nurse II Specialist		29.18
12314 - Registered Nurse III		35.30
12315 - Registered Nurse III Anesthetist		35.30
12316 - Registered Nurse IV		42.33
12317 - Scheduler (Drug and Alcohol Testing)		22.96
12320 - Substance Abuse Treatment Counselor		20.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.31
13012 - Exhibits Specialist II		22.69
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		20.80
13042 - Illustrator II		25.56
13043 - Illustrator III		30.15
13047 - Librarian		26.36
13050 - Library Aide/Clerk		13.57
13054 - Library Information Technology Systems Administrator		23.81
13058 - Library Technician		15.10
13061 - Media Specialist I		17.18
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.43
13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library Clerk		17.08
13110 - Video Teleconference Technician		19.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	22.01
14072 - Computer Programmer II	(see 1)	26.17
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.31
14170 - System Support Specialist		24.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		34.92
15060 - Educational Technologist		28.79

15070 - Flight Instructor (Pilot) 50.64
15080 - Graphic Artist 21.87
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.74
15086 - Maintenance Test Pilot Rotary Wing 40.74
15088 - Non-Maintenance Test/Co-Pilot 40.74
15090 - Technical Instructor 20.94
15095 - Technical Instructor/Course Developer 25.62
15110 - Test Proctor 16.91
15120 - Tutor 16.91
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.63
16030 - Counter Attendant 10.63
16040 - Dry Cleaner 13.41
16070 - Finisher Flatwork Machine 10.63
16090 - Presser Hand 10.63
16110 - Presser Machine Drycleaning 10.63
16130 - Presser Machine Shirts 10.63
16160 - Presser Machine Wearing Apparel Laundry 10.63
16190 - Sewing Machine Operator 14.40
16220 - Tailor 15.40
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.19
19040 - Tool And Die Maker 28.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.14
21030 - Material Coordinator 26.27
21040 - Material Expediter 26.27
21050 - Material Handling Laborer 19.18
21071 - Order Filler 12.91
21080 - Production Line Worker (Food Processing) 19.14
21110 - Shipping Packer 15.00
21130 - Shipping/Receiving Clerk 15.00
21140 - Store Worker I 12.94
21150 - Stock Clerk 19.34
21210 - Tools And Parts Attendant 19.14
21410 - Warehouse Specialist 19.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.30
23019 - Aircraft Logs and Records Technician 21.72
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.30
23023 - Aircraft Mechanic III 27.31
23040 - Aircraft Mechanic Helper 19.24
23050 - Aircraft Painter 24.19
23060 - Aircraft Servicer 21.72
23070 - Aircraft Survival Flight Equipment Technician 24.19
23080 - Aircraft Worker 23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.04

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.34
23110 - Appliance Mechanic 22.80
23120 - Bicycle Repairer 19.87
23125 - Cable Splicer 29.05
23130 - Carpenter Maintenance 26.52
23140 - Carpet Layer 23.04
23160 - Electrician Maintenance 30.81
23181 - Electronics Technician Maintenance I 24.18
23182 - Electronics Technician Maintenance II 25.38
23183 - Electronics Technician Maintenance III 26.95
23260 - Fabric Worker 21.46
23290 - Fire Alarm System Mechanic 25.26
23310 - Fire Extinguisher Repairer 19.87
23311 - Fuel Distribution System Mechanic 25.26
23312 - Fuel Distribution System Operator 19.87
23370 - General Maintenance Worker 20.67
23380 - Ground Support Equipment Mechanic 25.34
23381 - Ground Support Equipment Servicer 21.72
23382 - Ground Support Equipment Worker 23.04
23391 - Gunsmith I 19.87
23392 - Gunsmith II 23.04
23393 - Gunsmith III 25.26
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.41
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.41
23430 - Heavy Equipment Mechanic 28.39
23440 - Heavy Equipment Operator 25.39
23460 - Instrument Mechanic 25.26
23465 - Laboratory/Shelter Mechanic 24.19
23470 - Laborer 17.17
23510 - Locksmith 24.19
23530 - Machinery Maintenance Mechanic 27.80
23550 - Machinist Maintenance 24.17
23580 - Maintenance Trades Helper 18.37
23591 - Metrology Technician I 25.26
23592 - Metrology Technician II 26.21
23593 - Metrology Technician III 27.21
23640 - Millwright 27.07
23710 - Office Appliance Repairer 22.23
23760 - Painter Maintenance 23.03
23790 - Pipefitter Maintenance 30.12
23810 - Plumber Maintenance 28.85
23820 - Pneudraulic Systems Mechanic 25.26
23850 - Rigger 25.26
23870 - Scale Mechanic 23.04
23890 - Sheet-Metal Worker Maintenance 29.21
23910 - Small Engine Mechanic 21.72
23931 - Telecommunications Mechanic I 26.88

23932 - Telecommunications Mechanic II 27.90
23950 - Telephone Lineman 25.26
23960 - Welder Combination Maintenance 23.21
23965 - Well Driller 25.26
23970 - Woodcraft Worker 25.26
23980 - Woodworker 19.87
24000 - Personal Needs Occupations
24550 - Case Manager 13.38
24570 - Child Care Attendant 10.93
24580 - Child Care Center Clerk 13.64
24610 - Chore Aide 11.13
24620 - Family Readiness And Support Services Coordinator 13.38
24630 - Homemaker 13.38
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.70
25040 - Sewage Plant Operator 23.34
25070 - Stationary Engineer 25.70
25190 - Ventilation Equipment Tender 18.44
25210 - Water Treatment Plant Operator 23.34
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.97
27007 - Baggage Inspector 13.37
27008 - Corrections Officer 18.82
27010 - Court Security Officer 22.13
27030 - Detection Dog Handler 16.66
27040 - Detention Officer 18.82
27070 - Firefighter 25.67
27101 - Guard I 13.37
27102 - Guard II 16.66
27131 - Police Officer I 22.39
27132 - Police Officer II 24.88
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.21
28042 - Carnival Equipment Repairer 16.23
28043 - Carnival Worker 10.74
28210 - Gate Attendant/Gate Tender 16.04
28310 - Lifeguard 14.03
28350 - Park Attendant (Aide) 17.95
28510 - Recreation Aide/Health Facility Attendant 13.09
28515 - Recreation Specialist 21.85
28630 - Sports Official 14.29
28690 - Swimming Pool Operator 20.00
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.72
29020 - Hatch Tender 23.72
29030 - Line Handler 23.72
29041 - Stevedore I 22.09
29042 - Stevedore II 24.90
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.36
30022 - Archeological Technician II 21.56
30023 - Archeological Technician III 25.04
30030 - Cartographic Technician 27.52
30040 - Civil Engineering Technician 24.68
30051 - Cryogenic Technician I 27.33
30052 - Cryogenic Technician II 30.19
30061 - Drafter/CAD Operator I 19.36
30062 - Drafter/CAD Operator II 21.56
30063 - Drafter/CAD Operator III 24.15
30064 - Drafter/CAD Operator IV 29.71
30081 - Engineering Technician I 17.67
30082 - Engineering Technician II 19.83
30083 - Engineering Technician III 22.18
30084 - Engineering Technician IV 27.48
30085 - Engineering Technician V 33.62
30086 - Engineering Technician VI 40.68
30090 - Environmental Technician 24.68
30095 - Evidence Control Specialist 24.68
30210 - Laboratory Technician 22.21
30221 - Latent Fingerprint Technician I 27.33
30222 - Latent Fingerprint Technician II 30.19
30240 - Mathematical Technician 26.82
30361 - Paralegal/Legal Assistant I 20.04
30362 - Paralegal/Legal Assistant II 24.86
30363 - Paralegal/Legal Assistant III 30.37
30364 - Paralegal/Legal Assistant IV 36.75
30375 - Petroleum Supply Specialist 30.19
30390 - Photo-Optics Technician 26.82
30395 - Radiation Control Technician 30.19
30461 - Technical Writer I 24.68
30462 - Technical Writer II 30.19
30463 - Technical Writer III 36.52
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 29.71
30502 - Weather Forecaster II 36.14
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.15
30621 - Weather Observer Senior (see 2) 26.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.53
31030 - Bus Driver 18.39

31043 - Driver Courier	15.43
31260 - Parking and Lot Attendant	11.01
31290 - Shuttle Bus Driver	16.94
31310 - Taxi Driver	13.12
31361 - Truckdriver Light	16.94
31362 - Truckdriver Medium	17.97
31363 - Truckdriver Heavy	20.79
31364 - Truckdriver Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.35
99050 - Desk Clerk	10.06
99095 - Embalmer	30.54
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.80
99252 - Laboratory Animal Caretaker II	15.14
99260 - Marketing Analyst	22.63
99310 - Mortician	30.54
99410 - Pest Controller	23.44
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.45
99711 - Recycling Specialist	22.00
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.13
99830 - Survey Party Chief	20.43
99831 - Surveying Aide	13.56
99832 - Surveying Technician	18.58
99840 - Vending Machine Attendant	20.88
99841 - Vending Machine Repairer	24.39
99842 - Vending Machine Repairer Helper	20.88

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5081
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Callaway Cole Osage

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service Representative I		13.13
01042 - Customer Service Representative II		14.76
01043 - Customer Service Representative III		16.11
01051 - Data Entry Operator I		13.05
01052 - Data Entry Operator II		14.40
01060 - Dispatcher Motor Vehicle		20.96
01070 - Document Preparation Clerk		14.06
01090 - Duplicating Machine Operator		14.06
01111 - General Clerk I		12.46
01112 - General Clerk II		15.00

01113 - General Clerk III 17.07
01120 - Housing Referral Assistant 20.96
01141 - Messenger Courier 11.71
01191 - Order Clerk I 14.57
01192 - Order Clerk II 15.90
01261 - Personnel Assistant (Employment) I 16.33
01262 - Personnel Assistant (Employment) II 19.05
01263 - Personnel Assistant (Employment) III 20.73
01270 - Production Control Clerk 21.21
01290 - Rental Clerk 16.06
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.85
01313 - Secretary III 20.96
01320 - Service Order Dispatcher 19.93
01410 - Supply Technician 24.14
01420 - Survey Worker 19.05
01460 - Switchboard Operator/Receptionist 15.10
01531 - Travel Clerk I 12.44
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 14.27
01611 - Word Processor I 15.20
01612 - Word Processor II 17.57
01613 - Word Processor III 19.66
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.80
05010 - Automotive Electrician 20.59
05040 - Automotive Glass Installer 19.74
05070 - Automotive Worker 19.74
05110 - Mobile Equipment Servicer 18.01
05130 - Motor Equipment Metal Mechanic 21.46
05160 - Motor Equipment Metal Worker 19.74
05190 - Motor Vehicle Mechanic 20.40
05220 - Motor Vehicle Mechanic Helper 16.72
05250 - Motor Vehicle Upholstery Worker 18.88
05280 - Motor Vehicle Wrecker 19.74
05310 - Painter Automotive 20.59
05340 - Radiator Repair Specialist 19.74
05370 - Tire Repairer 15.80
05400 - Transmission Repair Specialist 21.46
07000 - Food Preparation And Service Occupations
07010 - Baker 12.77
07041 - Cook I 11.65
07042 - Cook II 13.50
07070 - Dishwasher 9.44
07130 - Food Service Worker 10.19
07210 - Meat Cutter 16.34
07260 - Waiter/Waitress 9.17
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.80

09040 - Furniture Handler 14.18
09080 - Furniture Refinisher 22.80
09090 - Furniture Refinisher Helper 17.68
09110 - Furniture Repairer Minor 20.72
09130 - Upholsterer 23.61
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.74
11060 - Elevator Operator 11.74
11090 - Gardener 20.21
11122 - Housekeeping Aide 11.46
11150 - Janitor 11.46
11210 - Laborer Grounds Maintenance 14.78
11240 - Maid or Houseman 9.74
11260 - Pruner 12.98
11270 - Tractor Operator 18.43
11330 - Trail Maintenance Worker 14.78
11360 - Window Cleaner 13.02
12000 - Health Occupations
12010 - Ambulance Driver 19.90
12011 - Breath Alcohol Technician 18.31
12012 - Certified Occupational Therapist Assistant 25.11
12015 - Certified Physical Therapist Assistant 25.69
12020 - Dental Assistant 20.33
12025 - Dental Hygienist 37.52
12030 - EKG Technician 27.73
12035 - Electroneurodiagnostic Technologist 27.73
12040 - Emergency Medical Technician 19.90
12071 - Licensed Practical Nurse I 16.36
12072 - Licensed Practical Nurse II 18.31
12073 - Licensed Practical Nurse III 20.40
12100 - Medical Assistant 14.66
12130 - Medical Laboratory Technician 18.63
12160 - Medical Record Clerk 16.66
12190 - Medical Record Technician 18.63
12195 - Medical Transcriptionist 17.71
12210 - Nuclear Medicine Technologist 40.22
12221 - Nursing Assistant I 11.39
12222 - Nursing Assistant II 12.81
12223 - Nursing Assistant III 13.98
12224 - Nursing Assistant IV 15.69
12235 - Optical Dispenser 18.31
12236 - Optical Technician 16.36
12250 - Pharmacy Technician 15.52
12280 - Phlebotomist 15.29
12305 - Radiologic Technologist 25.09
12311 - Registered Nurse I 26.36
12312 - Registered Nurse II 29.18
12313 - Registered Nurse II Specialist 29.18
12314 - Registered Nurse III 35.30
12315 - Registered Nurse III Anesthetist 35.30

12316 - Registered Nurse IV		42.33
12317 - Scheduler (Drug and Alcohol Testing)		22.68
12320 - Substance Abuse Treatment Counselor		20.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.31
13012 - Exhibits Specialist II		22.69
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		20.80
13042 - Illustrator II		25.56
13043 - Illustrator III		30.15
13047 - Librarian		26.36
13050 - Library Aide/Clerk		12.34
13054 - Library Information Technology Systems Administrator		23.81
13058 - Library Technician		14.61
13061 - Media Specialist I		17.18
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.43
13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library Clerk		16.98
13110 - Video Teleconference Technician		17.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	22.01
14072 - Computer Programmer II	(see 1)	26.17
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.31
14170 - System Support Specialist		23.93
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		34.92
15060 - Educational Technologist		29.01
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		21.87
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.26

15086 - Maintenance Test Pilot Rotary Wing 39.26
15088 - Non-Maintenance Test/Co-Pilot 39.26
15090 - Technical Instructor 20.66
15095 - Technical Instructor/Course Developer 25.27
15110 - Test Proctor 16.67
15120 - Tutor 16.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.46
16030 - Counter Attendant 10.46
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.46
16090 - Presser Hand 10.46
16110 - Presser Machine Drycleaning 10.46
16130 - Presser Machine Shirts 10.46
16160 - Presser Machine Wearing Apparel Laundry 10.46
16190 - Sewing Machine Operator 13.18
16220 - Tailor 13.93
16250 - Washer Machine 11.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.61
19040 - Tool And Die Maker 27.53
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.14
21030 - Material Coordinator 21.21
21040 - Material Expediter 21.21
21050 - Material Handling Laborer 19.18
21071 - Order Filler 14.20
21080 - Production Line Worker (Food Processing) 19.14
21110 - Shipping Packer 15.45
21130 - Shipping/Receiving Clerk 15.45
21140 - Store Worker I 12.94
21150 - Stock Clerk 19.34
21210 - Tools And Parts Attendant 19.14
21410 - Warehouse Specialist 19.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.30
23019 - Aircraft Logs and Records Technician 21.72
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.30
23023 - Aircraft Mechanic III 27.31
23040 - Aircraft Mechanic Helper 19.24
23050 - Aircraft Painter 24.07
23060 - Aircraft Servicer 21.72
23070 - Aircraft Survival Flight Equipment Technician 24.07
23080 - Aircraft Worker 22.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.34
23110 - Appliance Mechanic 23.61

23120 - Bicycle Repairer 19.39
23125 - Cable Splicer 37.98
23130 - Carpenter Maintenance 26.52
23140 - Carpet Layer 22.48
23160 - Electrician Maintenance 30.81
23181 - Electronics Technician Maintenance I 24.18
23182 - Electronics Technician Maintenance II 25.38
23183 - Electronics Technician Maintenance III 26.95
23260 - Fabric Worker 20.94
23290 - Fire Alarm System Mechanic 24.65
23310 - Fire Extinguisher Repairer 19.39
23311 - Fuel Distribution System Mechanic 24.65
23312 - Fuel Distribution System Operator 19.39
23370 - General Maintenance Worker 20.67
23380 - Ground Support Equipment Mechanic 25.34
23381 - Ground Support Equipment Servicer 21.72
23382 - Ground Support Equipment Worker 22.71
23391 - Gunsmith I 19.39
23392 - Gunsmith II 22.48
23393 - Gunsmith III 24.65
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.24
23430 - Heavy Equipment Mechanic 25.53
23440 - Heavy Equipment Operator 25.39
23460 - Instrument Mechanic 24.65
23465 - Laboratory/Shelter Mechanic 23.61
23470 - Laborer 17.17
23510 - Locksmith 23.61
23530 - Machinery Maintenance Mechanic 29.21
23550 - Machinist Maintenance 24.65
23580 - Maintenance Trades Helper 18.37
23591 - Metrology Technician I 24.65
23592 - Metrology Technician II 25.58
23593 - Metrology Technician III 26.56
23640 - Millwright 27.07
23710 - Office Appliance Repairer 23.61
23760 - Painter Maintenance 24.93
23790 - Pipefitter Maintenance 32.54
23810 - Plumber Maintenance 31.17
23820 - Pneudraulic Systems Mechanic 24.65
23850 - Rigger 24.65
23870 - Scale Mechanic 22.48
23890 - Sheet-Metal Worker Maintenance 35.87
23910 - Small Engine Mechanic 22.48
23931 - Telecommunications Mechanic I 28.45
23932 - Telecommunications Mechanic II 29.52
23950 - Telephone Lineman 25.91
23960 - Welder Combination Maintenance 23.21

23965 - Well Driller	24.65
23970 - Woodcraft Worker	24.65
23980 - Woodworker	19.39
24000 - Personal Needs Occupations	
24550 - Case Manager	14.52
24570 - Child Care Attendant	9.86
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	11.10
24620 - Family Readiness And Support Services Coordinator	14.52
24630 - Homemaker	14.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.70
25040 - Sewage Plant Operator	23.34
25070 - Stationary Engineer	25.70
25190 - Ventilation Equipment Tender	18.44
25210 - Water Treatment Plant Operator	23.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.95
27007 - Baggage Inspector	14.06
27008 - Corrections Officer	18.82
27010 - Court Security Officer	22.13
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	18.82
27070 - Firefighter	25.67
27101 - Guard I	14.06
27102 - Guard II	16.66
27131 - Police Officer I	22.39
27132 - Police Officer II	24.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.30
28042 - Carnival Equipment Repairer	14.59
28043 - Carnival Worker	9.37
28210 - Gate Attendant/Gate Tender	18.01
28310 - Lifeguard	12.75
28350 - Park Attendant (Aide)	20.16
28510 - Recreation Aide/Health Facility Attendant	14.71
28515 - Recreation Specialist	24.97
28630 - Sports Official	16.05
28690 - Swimming Pool Operator	16.91
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.72
29020 - Hatch Tender	23.72
29030 - Line Handler	23.72
29041 - Stevedore I	22.09
29042 - Stevedore II	24.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.73

30021 - Archeological Technician I		19.36
30022 - Archeological Technician II		21.56
30023 - Archeological Technician III		25.04
30030 - Cartographic Technician		27.52
30040 - Civil Engineering Technician		23.96
30051 - Cryogenic Technician I		26.54
30052 - Cryogenic Technician II		29.31
30061 - Drafter/CAD Operator I		19.36
30062 - Drafter/CAD Operator II		21.56
30063 - Drafter/CAD Operator III		24.15
30064 - Drafter/CAD Operator IV		29.71
30081 - Engineering Technician I		17.67
30082 - Engineering Technician II		19.83
30083 - Engineering Technician III		22.18
30084 - Engineering Technician IV		27.48
30085 - Engineering Technician V		33.62
30086 - Engineering Technician VI		40.68
30090 - Environmental Technician		24.30
30095 - Evidence Control Specialist		23.96
30210 - Laboratory Technician		24.87
30221 - Latent Fingerprint Technician I		26.54
30222 - Latent Fingerprint Technician II		29.31
30240 - Mathematical Technician		26.82
30361 - Paralegal/Legal Assistant I		20.54
30362 - Paralegal/Legal Assistant II		25.44
30363 - Paralegal/Legal Assistant III		31.11
30364 - Paralegal/Legal Assistant IV		37.64
30375 - Petroleum Supply Specialist		29.31
30390 - Photo-Optics Technician		26.82
30395 - Radiation Control Technician		29.31
30461 - Technical Writer I		24.30
30462 - Technical Writer II		29.73
30463 - Technical Writer III		35.96
30491 - Unexploded Ordnance (UXO) Technician I		25.72
30492 - Unexploded Ordnance (UXO) Technician II		31.12
30493 - Unexploded Ordnance (UXO) Technician III		37.30
30494 - Unexploded (UXO) Safety Escort		25.72
30495 - Unexploded (UXO) Sweep Personnel		25.72
30501 - Weather Forecaster I		29.71
30502 - Weather Forecaster II		36.14
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.15
30621 - Weather Observer Senior	(see 2)	26.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.12
31020 - Bus Aide		12.28
31030 - Bus Driver		17.35
31043 - Driver Courier		15.43
31260 - Parking and Lot Attendant		10.32
31290 - Shuttle Bus Driver		16.94

31310 - Taxi Driver	13.65
31361 - Truckdriver Light	16.94
31362 - Truckdriver Medium	17.97
31363 - Truckdriver Heavy	20.79
31364 - Truckdriver Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	9.82
99050 - Desk Clerk	13.13
99095 - Embalmer	30.54
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	13.55
99252 - Laboratory Animal Caretaker II	14.86
99260 - Marketing Analyst	24.91
99310 - Mortician	30.54
99410 - Pest Controller	21.31
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	18.45
99711 - Recycling Specialist	22.08
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.13
99830 - Survey Party Chief	22.80
99831 - Surveying Aide	15.14
99832 - Surveying Technician	20.74
99840 - Vending Machine Attendant	18.98
99841 - Vending Machine Repairer	22.17
99842 - Vending Machine Repairer Helper	18.98

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5082
Revision No.: 14
Date Of Last Revision: 05/14/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Callaway Cole Osage

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service Representative I		13.13
01042 - Customer Service Representative II		14.76
01043 - Customer Service Representative III		16.11
01051 - Data Entry Operator I		13.05
01052 - Data Entry Operator II		14.40
01060 - Dispatcher Motor Vehicle		20.96
01070 - Document Preparation Clerk		14.06

01090 - Duplicating Machine Operator	14.06
01111 - General Clerk I	12.46
01112 - General Clerk II	15.00
01113 - General Clerk III	17.07
01120 - Housing Referral Assistant	20.96
01141 - Messenger Courier	11.71
01191 - Order Clerk I	14.57
01192 - Order Clerk II	15.90
01261 - Personnel Assistant (Employment) I	16.33
01262 - Personnel Assistant (Employment) II	19.05
01263 - Personnel Assistant (Employment) III	20.73
01270 - Production Control Clerk	21.21
01290 - Rental Clerk	16.06
01300 - Scheduler Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.85
01313 - Secretary III	20.96
01320 - Service Order Dispatcher	19.93
01410 - Supply Technician	24.14
01420 - Survey Worker	19.05
01460 - Switchboard Operator/Receptionist	15.10
01531 - Travel Clerk I	12.44
01532 - Travel Clerk II	13.38
01533 - Travel Clerk III	14.27
01611 - Word Processor I	15.20
01612 - Word Processor II	17.57
01613 - Word Processor III	19.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.80
05010 - Automotive Electrician	20.59
05040 - Automotive Glass Installer	19.74
05070 - Automotive Worker	19.74
05110 - Mobile Equipment Servicer	18.01
05130 - Motor Equipment Metal Mechanic	21.46
05160 - Motor Equipment Metal Worker	19.74
05190 - Motor Vehicle Mechanic	20.40
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter Automotive	20.59
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	15.80
05400 - Transmission Repair Specialist	21.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.77
07041 - Cook I	11.65
07042 - Cook II	13.50
07070 - Dishwasher	9.44
07130 - Food Service Worker	10.19
07210 - Meat Cutter	16.34

07260 - Waiter/Waitress	9.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.80
09040 - Furniture Handler	14.18
09080 - Furniture Refinisher	22.80
09090 - Furniture Refinisher Helper	17.68
09110 - Furniture Repairer Minor	20.72
09130 - Upholsterer	23.61
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.74
11060 - Elevator Operator	11.74
11090 - Gardener	20.21
11122 - Housekeeping Aide	11.46
11150 - Janitor	11.46
11210 - Laborer Grounds Maintenance	14.78
11240 - Maid or Houseman	9.74
11260 - Pruner	12.98
11270 - Tractor Operator	18.43
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	13.02
12000 - Health Occupations	
12010 - Ambulance Driver	19.90
12011 - Breath Alcohol Technician	18.31
12012 - Certified Occupational Therapist Assistant	25.11
12015 - Certified Physical Therapist Assistant	25.69
12020 - Dental Assistant	20.33
12025 - Dental Hygienist	37.52
12030 - EKG Technician	27.73
12035 - Electroneurodiagnostic Technologist	27.73
12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	16.36
12072 - Licensed Practical Nurse II	18.31
12073 - Licensed Practical Nurse III	20.40
12100 - Medical Assistant	14.66
12130 - Medical Laboratory Technician	18.63
12160 - Medical Record Clerk	16.66
12190 - Medical Record Technician	18.63
12195 - Medical Transcriptionist	17.71
12210 - Nuclear Medicine Technologist	40.22
12221 - Nursing Assistant I	11.39
12222 - Nursing Assistant II	12.81
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	18.31
12236 - Optical Technician	16.36
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	15.29
12305 - Radiologic Technologist	25.09
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	29.18

12313 - Registered Nurse II Specialist		29.18
12314 - Registered Nurse III		35.30
12315 - Registered Nurse III Anesthetist		35.30
12316 - Registered Nurse IV		42.33
12317 - Scheduler (Drug and Alcohol Testing)		22.68
12320 - Substance Abuse Treatment Counselor		20.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.31
13012 - Exhibits Specialist II		22.69
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		20.80
13042 - Illustrator II		25.56
13043 - Illustrator III		30.15
13047 - Librarian		26.36
13050 - Library Aide/Clerk		12.34
13054 - Library Information Technology Systems Administrator		23.81
13058 - Library Technician		14.61
13061 - Media Specialist I		17.18
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.43
13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library Clerk		16.98
13110 - Video Teleconference Technician		17.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	22.01
14072 - Computer Programmer II	(see 1)	26.17
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.31
14170 - System Support Specialist		23.93
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		34.92
15060 - Educational Technologist		29.01

15070 - Flight Instructor (Pilot) 50.64
15080 - Graphic Artist 21.87
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.26
15086 - Maintenance Test Pilot Rotary Wing 39.26
15088 - Non-Maintenance Test/Co-Pilot 39.26
15090 - Technical Instructor 20.66
15095 - Technical Instructor/Course Developer 25.27
15110 - Test Proctor 16.67
15120 - Tutor 16.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.46
16030 - Counter Attendant 10.46
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.46
16090 - Presser Hand 10.46
16110 - Presser Machine Drycleaning 10.46
16130 - Presser Machine Shirts 10.46
16160 - Presser Machine Wearing Apparel Laundry 10.46
16190 - Sewing Machine Operator 13.18
16220 - Tailor 13.93
16250 - Washer Machine 11.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.61
19040 - Tool And Die Maker 27.53
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.14
21030 - Material Coordinator 21.21
21040 - Material Expediter 21.21
21050 - Material Handling Laborer 19.18
21071 - Order Filler 14.20
21080 - Production Line Worker (Food Processing) 19.14
21110 - Shipping Packer 15.45
21130 - Shipping/Receiving Clerk 15.45
21140 - Store Worker I 12.94
21150 - Stock Clerk 19.34
21210 - Tools And Parts Attendant 19.14
21410 - Warehouse Specialist 19.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.30
23019 - Aircraft Logs and Records Technician 21.72
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.30
23023 - Aircraft Mechanic III 27.31
23040 - Aircraft Mechanic Helper 19.24
23050 - Aircraft Painter 24.07
23060 - Aircraft Servicer 21.72
23070 - Aircraft Survival Flight Equipment Technician 24.07
23080 - Aircraft Worker 22.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.71

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.34
23110 - Appliance Mechanic 23.61
23120 - Bicycle Repairer 19.39
23125 - Cable Splicer 37.98
23130 - Carpenter Maintenance 26.52
23140 - Carpet Layer 22.48
23160 - Electrician Maintenance 30.81
23181 - Electronics Technician Maintenance I 24.18
23182 - Electronics Technician Maintenance II 25.38
23183 - Electronics Technician Maintenance III 26.95
23260 - Fabric Worker 20.94
23290 - Fire Alarm System Mechanic 24.65
23310 - Fire Extinguisher Repairer 19.39
23311 - Fuel Distribution System Mechanic 24.65
23312 - Fuel Distribution System Operator 19.39
23370 - General Maintenance Worker 20.67
23380 - Ground Support Equipment Mechanic 25.34
23381 - Ground Support Equipment Servicer 21.72
23382 - Ground Support Equipment Worker 22.71
23391 - Gunsmith I 19.39
23392 - Gunsmith II 22.48
23393 - Gunsmith III 24.65
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.24
23430 - Heavy Equipment Mechanic 25.53
23440 - Heavy Equipment Operator 25.39
23460 - Instrument Mechanic 24.65
23465 - Laboratory/Shelter Mechanic 23.61
23470 - Laborer 17.17
23510 - Locksmith 23.61
23530 - Machinery Maintenance Mechanic 29.21
23550 - Machinist Maintenance 24.65
23580 - Maintenance Trades Helper 18.37
23591 - Metrology Technician I 24.65
23592 - Metrology Technician II 25.58
23593 - Metrology Technician III 26.56
23640 - Millwright 27.07
23710 - Office Appliance Repairer 23.61
23760 - Painter Maintenance 24.93
23790 - Pipefitter Maintenance 32.54
23810 - Plumber Maintenance 31.17
23820 - Pneudraulic Systems Mechanic 24.65
23850 - Rigger 24.65
23870 - Scale Mechanic 22.48
23890 - Sheet-Metal Worker Maintenance 35.87
23910 - Small Engine Mechanic 22.48
23931 - Telecommunications Mechanic I 28.45

23932 - Telecommunications Mechanic II 29.52
23950 - Telephone Lineman 25.91
23960 - Welder Combination Maintenance 23.21
23965 - Well Driller 24.65
23970 - Woodcraft Worker 24.65
23980 - Woodworker 19.39
24000 - Personal Needs Occupations
24550 - Case Manager 14.52
24570 - Child Care Attendant 9.86
24580 - Child Care Center Clerk 13.39
24610 - Chore Aide 11.10
24620 - Family Readiness And Support Services Coordinator 14.52
24630 - Homemaker 14.52
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.70
25040 - Sewage Plant Operator 23.34
25070 - Stationary Engineer 25.70
25190 - Ventilation Equipment Tender 18.44
25210 - Water Treatment Plant Operator 23.34
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.95
27007 - Baggage Inspector 14.06
27008 - Corrections Officer 18.82
27010 - Court Security Officer 22.13
27030 - Detection Dog Handler 16.66
27040 - Detention Officer 18.82
27070 - Firefighter 25.67
27101 - Guard I 14.06
27102 - Guard II 16.66
27131 - Police Officer I 22.39
27132 - Police Officer II 24.88
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.30
28042 - Carnival Equipment Repairer 14.59
28043 - Carnival Worker 9.37
28210 - Gate Attendant/Gate Tender 18.01
28310 - Lifeguard 12.75
28350 - Park Attendant (Aide) 20.16
28510 - Recreation Aide/Health Facility Attendant 14.71
28515 - Recreation Specialist 24.97
28630 - Sports Official 16.05
28690 - Swimming Pool Operator 16.91
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.72
29020 - Hatch Tender 23.72
29030 - Line Handler 23.72
29041 - Stevedore I 22.09
29042 - Stevedore II 24.90
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.73
30021 - Archeological Technician I 19.36
30022 - Archeological Technician II 21.56
30023 - Archeological Technician III 25.04
30030 - Cartographic Technician 27.52
30040 - Civil Engineering Technician 23.96
30051 - Cryogenic Technician I 26.54
30052 - Cryogenic Technician II 29.31
30061 - Drafter/CAD Operator I 19.36
30062 - Drafter/CAD Operator II 21.56
30063 - Drafter/CAD Operator III 24.15
30064 - Drafter/CAD Operator IV 29.71
30081 - Engineering Technician I 17.67
30082 - Engineering Technician II 19.83
30083 - Engineering Technician III 22.18
30084 - Engineering Technician IV 27.48
30085 - Engineering Technician V 33.62
30086 - Engineering Technician VI 40.68
30090 - Environmental Technician 24.30
30095 - Evidence Control Specialist 23.96
30210 - Laboratory Technician 24.87
30221 - Latent Fingerprint Technician I 26.54
30222 - Latent Fingerprint Technician II 29.31
30240 - Mathematical Technician 26.82
30361 - Paralegal/Legal Assistant I 20.54
30362 - Paralegal/Legal Assistant II 25.44
30363 - Paralegal/Legal Assistant III 31.11
30364 - Paralegal/Legal Assistant IV 37.64
30375 - Petroleum Supply Specialist 29.31
30390 - Photo-Optics Technician 26.82
30395 - Radiation Control Technician 29.31
30461 - Technical Writer I 24.30
30462 - Technical Writer II 29.73
30463 - Technical Writer III 35.96
30491 - Unexploded Ordnance (UXO) Technician I 25.72
30492 - Unexploded Ordnance (UXO) Technician II 31.12
30493 - Unexploded Ordnance (UXO) Technician III 37.30
30494 - Unexploded (UXO) Safety Escort 25.72
30495 - Unexploded (UXO) Sweep Personnel 25.72
30501 - Weather Forecaster I 29.71
30502 - Weather Forecaster II 36.14
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.15
30621 - Weather Observer Senior (see 2) 26.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.12
31020 - Bus Aide 12.28
31030 - Bus Driver 17.35

31043 - Driver Courier	15.43
31260 - Parking and Lot Attendant	10.32
31290 - Shuttle Bus Driver	16.94
31310 - Taxi Driver	13.65
31361 - Truckdriver Light	16.94
31362 - Truckdriver Medium	17.97
31363 - Truckdriver Heavy	20.79
31364 - Truckdriver Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	9.82
99050 - Desk Clerk	13.13
99095 - Embalmer	30.54
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	13.55
99252 - Laboratory Animal Caretaker II	14.86
99260 - Marketing Analyst	24.91
99310 - Mortician	30.54
99410 - Pest Controller	21.31
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	18.45
99711 - Recycling Specialist	22.08
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.13
99830 - Survey Party Chief	22.80
99831 - Surveying Aide	15.14
99832 - Surveying Technician	20.74
99840 - Vending Machine Attendant	18.98
99841 - Vending Machine Repairer	22.17
99842 - Vending Machine Repairer Helper	18.98

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5083
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri County of Moniteau

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.43
01012 - Accounting Clerk II		15.07
01013 - Accounting Clerk III		16.87
01020 - Administrative Assistant		20.98
01035 - Court Reporter		16.45
01041 - Customer Service Representative I		13.13
01042 - Customer Service Representative II		14.76
01043 - Customer Service Representative III		16.11
01051 - Data Entry Operator I		13.05
01052 - Data Entry Operator II		14.24
01060 - Dispatcher Motor Vehicle		18.32
01070 - Document Preparation Clerk		13.74
01090 - Duplicating Machine Operator		13.74
01111 - General Clerk I		12.46
01112 - General Clerk II		13.59

01113 - General Clerk III 15.26
01120 - Housing Referral Assistant 18.35
01141 - Messenger Courier 11.71
01191 - Order Clerk I 14.06
01192 - Order Clerk II 15.33
01261 - Personnel Assistant (Employment) I 15.60
01262 - Personnel Assistant (Employment) II 17.46
01263 - Personnel Assistant (Employment) III 19.48
01270 - Production Control Clerk 21.21
01290 - Rental Clerk 12.62
01300 - Scheduler Maintenance 14.71
01311 - Secretary I 14.71
01312 - Secretary II 16.45
01313 - Secretary III 18.35
01320 - Service Order Dispatcher 16.65
01410 - Supply Technician 20.98
01420 - Survey Worker 16.45
01460 - Switchboard Operator/Receptionist 12.82
01531 - Travel Clerk I 12.44
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 14.27
01611 - Word Processor I 15.20
01612 - Word Processor II 17.07
01613 - Word Processor III 19.10
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.69
05010 - Automotive Electrician 19.10
05040 - Automotive Glass Installer 18.19
05070 - Automotive Worker 18.19
05110 - Mobile Equipment Servicer 15.69
05130 - Motor Equipment Metal Mechanic 19.94
05160 - Motor Equipment Metal Worker 18.19
05190 - Motor Vehicle Mechanic 19.94
05220 - Motor Vehicle Mechanic Helper 14.31
05250 - Motor Vehicle Upholstery Worker 16.94
05280 - Motor Vehicle Wrecker 18.19
05310 - Painter Automotive 19.10
05340 - Radiator Repair Specialist 18.19
05370 - Tire Repairer 13.27
05400 - Transmission Repair Specialist 19.94
07000 - Food Preparation And Service Occupations
07010 - Baker 12.02
07041 - Cook I 11.65
07042 - Cook II 13.50
07070 - Dishwasher 9.44
07130 - Food Service Worker 10.19
07210 - Meat Cutter 14.94
07260 - Waiter/Waitress 9.17
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.08

09040 - Furniture Handler 13.78
09080 - Furniture Refinisher 21.08
09090 - Furniture Refinisher Helper 17.08
09110 - Furniture Repairer Minor 18.72
09130 - Upholsterer 19.43
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.00
11060 - Elevator Operator 11.21
11090 - Gardener 20.21
11122 - Housekeeping Aide 11.21
11150 - Janitor 11.21
11210 - Laborer Grounds Maintenance 14.78
11240 - Maid or Houseman 9.74
11260 - Pruner 12.98
11270 - Tractor Operator 18.43
11330 - Trail Maintenance Worker 14.78
11360 - Window Cleaner 12.76
12000 - Health Occupations
12010 - Ambulance Driver 18.11
12011 - Breath Alcohol Technician 18.31
12012 - Certified Occupational Therapist Assistant 25.11
12015 - Certified Physical Therapist Assistant 25.69
12020 - Dental Assistant 20.33
12025 - Dental Hygienist 37.52
12030 - EKG Technician 27.73
12035 - Electroneurodiagnostic Technologist 27.73
12040 - Emergency Medical Technician 18.11
12071 - Licensed Practical Nurse I 16.36
12072 - Licensed Practical Nurse II 18.31
12073 - Licensed Practical Nurse III 20.40
12100 - Medical Assistant 14.66
12130 - Medical Laboratory Technician 18.63
12160 - Medical Record Clerk 16.66
12190 - Medical Record Technician 18.63
12195 - Medical Transcriptionist 17.39
12210 - Nuclear Medicine Technologist 40.22
12221 - Nursing Assistant I 11.39
12222 - Nursing Assistant II 12.81
12223 - Nursing Assistant III 13.98
12224 - Nursing Assistant IV 15.69
12235 - Optical Dispenser 18.31
12236 - Optical Technician 16.36
12250 - Pharmacy Technician 15.11
12280 - Phlebotomist 15.29
12305 - Radiologic Technologist 24.22
12311 - Registered Nurse I 22.94
12312 - Registered Nurse II 28.06
12313 - Registered Nurse II Specialist 28.06
12314 - Registered Nurse III 33.95
12315 - Registered Nurse III Anesthetist 33.95

12316 - Registered Nurse IV		40.69
12317 - Scheduler (Drug and Alcohol Testing)		22.68
12320 - Substance Abuse Treatment Counselor		20.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.13
13012 - Exhibits Specialist II		22.20
13013 - Exhibits Specialist III		24.73
13041 - Illustrator I		18.13
13042 - Illustrator II		22.20
13043 - Illustrator III		24.73
13047 - Librarian		21.91
13050 - Library Aide/Clerk		12.51
13054 - Library Information Technology Systems Administrator		19.78
13058 - Library Technician		14.58
13061 - Media Specialist I		14.27
13062 - Media Specialist II		15.96
13063 - Media Specialist III		17.80
13071 - Photographer I		14.27
13072 - Photographer II		16.87
13073 - Photographer III		21.03
13074 - Photographer IV		25.72
13075 - Photographer V		31.12
13090 - Technical Order Library Clerk		16.98
13110 - Video Teleconference Technician		14.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.31
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.96
14071 - Computer Programmer I	(see 1)	17.97
14072 - Computer Programmer II	(see 1)	22.27
14073 - Computer Programmer III	(see 1)	27.24
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.31
14160 - Personal Computer Support Technician		19.84
14170 - System Support Specialist		21.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.61
15030 - Air Crew Training Devices Instructor (Pilot)		39.95
15050 - Computer Based Training Specialist / Instructor		28.62
15060 - Educational Technologist		29.01
15070 - Flight Instructor (Pilot)		39.95
15080 - Graphic Artist		20.17
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.26

15086 - Maintenance Test Pilot Rotary Wing 39.26
15088 - Non-Maintenance Test/Co-Pilot 39.26
15090 - Technical Instructor 20.32
15095 - Technical Instructor/Course Developer 24.85
15110 - Test Proctor 16.40
15120 - Tutor 16.40
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.46
16030 - Counter Attendant 10.46
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.46
16090 - Presser Hand 10.46
16110 - Presser Machine Drycleaning 10.46
16130 - Presser Machine Shirts 10.46
16160 - Presser Machine Wearing Apparel Laundry 10.46
16190 - Sewing Machine Operator 13.18
16220 - Tailor 13.93
16250 - Washer Machine 11.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.61
19040 - Tool And Die Maker 27.53
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.15
21030 - Material Coordinator 21.21
21040 - Material Expediter 21.21
21050 - Material Handling Laborer 14.46
21071 - Order Filler 13.43
21080 - Production Line Worker (Food Processing) 16.15
21110 - Shipping Packer 15.45
21130 - Shipping/Receiving Clerk 15.45
21140 - Store Worker I 12.94
21150 - Stock Clerk 19.34
21210 - Tools And Parts Attendant 16.15
21410 - Warehouse Specialist 16.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.65
23019 - Aircraft Logs and Records Technician 20.18
23021 - Aircraft Mechanic I 23.75
23022 - Aircraft Mechanic II 24.65
23023 - Aircraft Mechanic III 25.60
23040 - Aircraft Mechanic Helper 17.13
23050 - Aircraft Painter 22.75
23060 - Aircraft Servicer 20.18
23070 - Aircraft Survival Flight Equipment Technician 22.75
23080 - Aircraft Worker 21.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.75
23110 - Appliance Mechanic 23.55

23120 - Bicycle Repairer	17.67
23125 - Cable Splicer	36.56
23130 - Carpenter Maintenance	21.87
23140 - Carpet Layer	22.48
23160 - Electrician Maintenance	22.06
23181 - Electronics Technician Maintenance I	22.18
23182 - Electronics Technician Maintenance II	23.28
23183 - Electronics Technician Maintenance III	24.33
23260 - Fabric Worker	20.94
23290 - Fire Alarm System Mechanic	20.77
23310 - Fire Extinguisher Repairer	19.39
23311 - Fuel Distribution System Mechanic	24.65
23312 - Fuel Distribution System Operator	19.39
23370 - General Maintenance Worker	15.62
23380 - Ground Support Equipment Mechanic	23.75
23381 - Ground Support Equipment Servicer	20.18
23382 - Ground Support Equipment Worker	21.67
23391 - Gunsmith I	19.39
23392 - Gunsmith II	22.48
23393 - Gunsmith III	24.65
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.94
23430 - Heavy Equipment Mechanic	23.58
23440 - Heavy Equipment Operator	21.81
23460 - Instrument Mechanic	24.65
23465 - Laboratory/Shelter Mechanic	23.61
23470 - Laborer	14.46
23510 - Locksmith	23.61
23530 - Machinery Maintenance Mechanic	26.22
23550 - Machinist Maintenance	20.13
23580 - Maintenance Trades Helper	17.68
23591 - Metrology Technician I	24.65
23592 - Metrology Technician II	25.58
23593 - Metrology Technician III	26.56
23640 - Millwright	24.65
23710 - Office Appliance Repairer	23.61
23760 - Painter Maintenance	22.34
23790 - Pipefitter Maintenance	30.01
23810 - Plumber Maintenance	28.74
23820 - Pneudraulic Systems Mechanic	24.65
23850 - Rigger	24.65
23870 - Scale Mechanic	22.48
23890 - Sheet-Metal Worker Maintenance	29.13
23910 - Small Engine Mechanic	22.48
23931 - Telecommunications Mechanic I	28.45
23932 - Telecommunications Mechanic II	29.52
23950 - Telephone Lineman	24.51
23960 - Welder Combination Maintenance	18.80

23965 - Well Driller	24.65
23970 - Woodcraft Worker	24.65
23980 - Woodworker	19.39
24000 - Personal Needs Occupations	
24550 - Case Manager	13.33
24570 - Child Care Attendant	9.86
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	11.10
24620 - Family Readiness And Support Services Coordinator	13.33
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.89
25040 - Sewage Plant Operator	21.36
25070 - Stationary Engineer	19.89
25190 - Ventilation Equipment Tender	14.36
25210 - Water Treatment Plant Operator	21.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.86
27007 - Baggage Inspector	13.66
27008 - Corrections Officer	18.04
27010 - Court Security Officer	17.21
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	18.04
27070 - Firefighter	17.49
27101 - Guard I	13.66
27102 - Guard II	16.84
27131 - Police Officer I	19.90
27132 - Police Officer II	22.12
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.30
28042 - Carnival Equipment Repairer	14.59
28043 - Carnival Worker	9.37
28210 - Gate Attendant/Gate Tender	18.01
28310 - Lifeguard	11.91
28350 - Park Attendant (Aide)	20.16
28510 - Recreation Aide/Health Facility Attendant	14.71
28515 - Recreation Specialist	24.97
28630 - Sports Official	16.05
28690 - Swimming Pool Operator	17.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.48
29020 - Hatch Tender	22.48
29030 - Line Handler	22.48
29041 - Stevedore I	20.94
29042 - Stevedore II	23.61
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.73

30021 - Archeological Technician I		17.53
30022 - Archeological Technician II		19.61
30023 - Archeological Technician III		24.30
30030 - Cartographic Technician		24.30
30040 - Civil Engineering Technician		23.96
30051 - Cryogenic Technician I		26.54
30052 - Cryogenic Technician II		29.31
30061 - Drafter/CAD Operator I		17.53
30062 - Drafter/CAD Operator II		19.61
30063 - Drafter/CAD Operator III		21.87
30064 - Drafter/CAD Operator IV		26.91
30081 - Engineering Technician I		15.41
30082 - Engineering Technician II		17.29
30083 - Engineering Technician III		20.33
30084 - Engineering Technician IV		25.19
30085 - Engineering Technician V		30.82
30086 - Engineering Technician VI		37.29
30090 - Environmental Technician		24.30
30095 - Evidence Control Specialist		23.96
30210 - Laboratory Technician		24.97
30221 - Latent Fingerprint Technician I		26.54
30222 - Latent Fingerprint Technician II		29.31
30240 - Mathematical Technician		24.30
30361 - Paralegal/Legal Assistant I		20.54
30362 - Paralegal/Legal Assistant II		25.44
30363 - Paralegal/Legal Assistant III		31.11
30364 - Paralegal/Legal Assistant IV		37.64
30375 - Petroleum Supply Specialist		29.31
30390 - Photo-Optics Technician		23.96
30395 - Radiation Control Technician		29.31
30461 - Technical Writer I		24.30
30462 - Technical Writer II		29.73
30463 - Technical Writer III		35.96
30491 - Unexploded Ordnance (UXO) Technician I		25.72
30492 - Unexploded Ordnance (UXO) Technician II		31.12
30493 - Unexploded Ordnance (UXO) Technician III		37.30
30494 - Unexploded (UXO) Safety Escort		25.72
30495 - Unexploded (UXO) Sweep Personnel		25.72
30501 - Weather Forecaster I		26.91
30502 - Weather Forecaster II		32.73
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.87
30621 - Weather Observer Senior	(see 2)	24.30
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.12
31020 - Bus Aide		12.10
31030 - Bus Driver		17.35
31043 - Driver Courier		14.29
31260 - Parking and Lot Attendant		10.99
31290 - Shuttle Bus Driver		15.41

31310 - Taxi Driver	13.65
31361 - Truckdriver Light	15.41
31362 - Truckdriver Medium	16.89
31363 - Truckdriver Heavy	20.23
31364 - Truckdriver Tractor-Trailer	20.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	9.82
99050 - Desk Clerk	12.47
99095 - Embalmer	25.72
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	13.46
99252 - Laboratory Animal Caretaker II	14.76
99260 - Marketing Analyst	24.91
99310 - Mortician	25.72
99410 - Pest Controller	17.58
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	17.71
99711 - Recycling Specialist	22.08
99730 - Refuse Collector	15.55
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	15.13
99830 - Survey Party Chief	21.64
99831 - Surveying Aide	12.52
99832 - Surveying Technician	20.72
99840 - Vending Machine Attendant	16.68
99841 - Vending Machine Repairer	21.29
99842 - Vending Machine Repairer Helper	17.44

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5084
Revision No.: 14
Date Of Last Revision: 05/14/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri County of Moniteau

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.43
01012 - Accounting Clerk II		15.07
01013 - Accounting Clerk III		16.87
01020 - Administrative Assistant		20.98
01035 - Court Reporter		16.45
01041 - Customer Service Representative I		13.13
01042 - Customer Service Representative II		14.76
01043 - Customer Service Representative III		16.11
01051 - Data Entry Operator I		13.05
01052 - Data Entry Operator II		14.24
01060 - Dispatcher Motor Vehicle		18.32
01070 - Document Preparation Clerk		13.74

01090 - Duplicating Machine Operator 13.74
01111 - General Clerk I 12.46
01112 - General Clerk II 13.59
01113 - General Clerk III 15.26
01120 - Housing Referral Assistant 18.35
01141 - Messenger Courier 11.71
01191 - Order Clerk I 14.06
01192 - Order Clerk II 15.33
01261 - Personnel Assistant (Employment) I 15.60
01262 - Personnel Assistant (Employment) II 17.46
01263 - Personnel Assistant (Employment) III 19.48
01270 - Production Control Clerk 21.21
01290 - Rental Clerk 12.62
01300 - Scheduler Maintenance 14.71
01311 - Secretary I 14.71
01312 - Secretary II 16.45
01313 - Secretary III 18.35
01320 - Service Order Dispatcher 16.65
01410 - Supply Technician 20.98
01420 - Survey Worker 16.45
01460 - Switchboard Operator/Receptionist 12.82
01531 - Travel Clerk I 12.44
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 14.27
01611 - Word Processor I 15.20
01612 - Word Processor II 17.07
01613 - Word Processor III 19.10
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.69
05010 - Automotive Electrician 19.10
05040 - Automotive Glass Installer 18.19
05070 - Automotive Worker 18.19
05110 - Mobile Equipment Servicer 15.69
05130 - Motor Equipment Metal Mechanic 19.94
05160 - Motor Equipment Metal Worker 18.19
05190 - Motor Vehicle Mechanic 19.94
05220 - Motor Vehicle Mechanic Helper 14.31
05250 - Motor Vehicle Upholstery Worker 16.94
05280 - Motor Vehicle Wrecker 18.19
05310 - Painter Automotive 19.10
05340 - Radiator Repair Specialist 18.19
05370 - Tire Repairer 13.27
05400 - Transmission Repair Specialist 19.94
07000 - Food Preparation And Service Occupations
07010 - Baker 12.02
07041 - Cook I 11.65
07042 - Cook II 13.50
07070 - Dishwasher 9.44
07130 - Food Service Worker 10.19
07210 - Meat Cutter 14.94

07260 - Waiter/Waitress	9.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.08
09040 - Furniture Handler	13.78
09080 - Furniture Refinisher	21.08
09090 - Furniture Refinisher Helper	17.08
09110 - Furniture Repairer Minor	18.72
09130 - Upholsterer	19.43
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.00
11060 - Elevator Operator	11.21
11090 - Gardener	20.21
11122 - Housekeeping Aide	11.21
11150 - Janitor	11.21
11210 - Laborer Grounds Maintenance	14.78
11240 - Maid or Houseman	9.74
11260 - Pruner	12.98
11270 - Tractor Operator	18.43
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	12.76
12000 - Health Occupations	
12010 - Ambulance Driver	18.11
12011 - Breath Alcohol Technician	18.31
12012 - Certified Occupational Therapist Assistant	25.11
12015 - Certified Physical Therapist Assistant	25.69
12020 - Dental Assistant	20.33
12025 - Dental Hygienist	37.52
12030 - EKG Technician	27.73
12035 - Electroneurodiagnostic Technologist	27.73
12040 - Emergency Medical Technician	18.11
12071 - Licensed Practical Nurse I	16.36
12072 - Licensed Practical Nurse II	18.31
12073 - Licensed Practical Nurse III	20.40
12100 - Medical Assistant	14.66
12130 - Medical Laboratory Technician	18.63
12160 - Medical Record Clerk	16.66
12190 - Medical Record Technician	18.63
12195 - Medical Transcriptionist	17.39
12210 - Nuclear Medicine Technologist	40.22
12221 - Nursing Assistant I	11.39
12222 - Nursing Assistant II	12.81
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	18.31
12236 - Optical Technician	16.36
12250 - Pharmacy Technician	15.11
12280 - Phlebotomist	15.29
12305 - Radiologic Technologist	24.22
12311 - Registered Nurse I	22.94
12312 - Registered Nurse II	28.06

12313 - Registered Nurse II Specialist		28.06
12314 - Registered Nurse III		33.95
12315 - Registered Nurse III Anesthetist		33.95
12316 - Registered Nurse IV		40.69
12317 - Scheduler (Drug and Alcohol Testing)		22.68
12320 - Substance Abuse Treatment Counselor		20.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.13
13012 - Exhibits Specialist II		22.20
13013 - Exhibits Specialist III		24.73
13041 - Illustrator I		18.13
13042 - Illustrator II		22.20
13043 - Illustrator III		24.73
13047 - Librarian		21.91
13050 - Library Aide/Clerk		12.51
13054 - Library Information Technology Systems Administrator		19.78
13058 - Library Technician		14.58
13061 - Media Specialist I		14.27
13062 - Media Specialist II		15.96
13063 - Media Specialist III		17.80
13071 - Photographer I		14.27
13072 - Photographer II		16.87
13073 - Photographer III		21.03
13074 - Photographer IV		25.72
13075 - Photographer V		31.12
13090 - Technical Order Library Clerk		16.98
13110 - Video Teleconference Technician		14.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.31
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.96
14071 - Computer Programmer I	(see 1)	17.97
14072 - Computer Programmer II	(see 1)	22.27
14073 - Computer Programmer III	(see 1)	27.24
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.31
14160 - Personal Computer Support Technician		19.84
14170 - System Support Specialist		21.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.61
15030 - Air Crew Training Devices Instructor (Pilot)		39.95
15050 - Computer Based Training Specialist / Instructor		28.62
15060 - Educational Technologist		29.01

15070 - Flight Instructor (Pilot) 39.95
15080 - Graphic Artist 20.17
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.26
15086 - Maintenance Test Pilot Rotary Wing 39.26
15088 - Non-Maintenance Test/Co-Pilot 39.26
15090 - Technical Instructor 20.32
15095 - Technical Instructor/Course Developer 24.85
15110 - Test Proctor 16.40
15120 - Tutor 16.40
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.46
16030 - Counter Attendant 10.46
16040 - Dry Cleaner 12.50
16070 - Finisher Flatwork Machine 10.46
16090 - Presser Hand 10.46
16110 - Presser Machine Drycleaning 10.46
16130 - Presser Machine Shirts 10.46
16160 - Presser Machine Wearing Apparel Laundry 10.46
16190 - Sewing Machine Operator 13.18
16220 - Tailor 13.93
16250 - Washer Machine 11.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.61
19040 - Tool And Die Maker 27.53
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.15
21030 - Material Coordinator 21.21
21040 - Material Expediter 21.21
21050 - Material Handling Laborer 14.46
21071 - Order Filler 13.43
21080 - Production Line Worker (Food Processing) 16.15
21110 - Shipping Packer 15.45
21130 - Shipping/Receiving Clerk 15.45
21140 - Store Worker I 12.94
21150 - Stock Clerk 19.34
21210 - Tools And Parts Attendant 16.15
21410 - Warehouse Specialist 16.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.65
23019 - Aircraft Logs and Records Technician 20.18
23021 - Aircraft Mechanic I 23.75
23022 - Aircraft Mechanic II 24.65
23023 - Aircraft Mechanic III 25.60
23040 - Aircraft Mechanic Helper 17.13
23050 - Aircraft Painter 22.75
23060 - Aircraft Servicer 20.18
23070 - Aircraft Survival Flight Equipment Technician 22.75
23080 - Aircraft Worker 21.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.67

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.75
23110 - Appliance Mechanic 23.55
23120 - Bicycle Repairer 17.67
23125 - Cable Splicer 36.56
23130 - Carpenter Maintenance 21.87
23140 - Carpet Layer 22.48
23160 - Electrician Maintenance 22.06
23181 - Electronics Technician Maintenance I 22.18
23182 - Electronics Technician Maintenance II 23.28
23183 - Electronics Technician Maintenance III 24.33
23260 - Fabric Worker 20.94
23290 - Fire Alarm System Mechanic 20.77
23310 - Fire Extinguisher Repairer 19.39
23311 - Fuel Distribution System Mechanic 24.65
23312 - Fuel Distribution System Operator 19.39
23370 - General Maintenance Worker 15.62
23380 - Ground Support Equipment Mechanic 23.75
23381 - Ground Support Equipment Servicer 20.18
23382 - Ground Support Equipment Worker 21.67
23391 - Gunsmith I 19.39
23392 - Gunsmith II 22.48
23393 - Gunsmith III 24.65
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.94
23430 - Heavy Equipment Mechanic 23.58
23440 - Heavy Equipment Operator 21.81
23460 - Instrument Mechanic 24.65
23465 - Laboratory/Shelter Mechanic 23.61
23470 - Laborer 14.46
23510 - Locksmith 23.61
23530 - Machinery Maintenance Mechanic 26.22
23550 - Machinist Maintenance 20.13
23580 - Maintenance Trades Helper 17.68
23591 - Metrology Technician I 24.65
23592 - Metrology Technician II 25.58
23593 - Metrology Technician III 26.56
23640 - Millwright 24.65
23710 - Office Appliance Repairer 23.61
23760 - Painter Maintenance 22.34
23790 - Pipefitter Maintenance 30.01
23810 - Plumber Maintenance 28.74
23820 - Pneudraulic Systems Mechanic 24.65
23850 - Rigger 24.65
23870 - Scale Mechanic 22.48
23890 - Sheet-Metal Worker Maintenance 29.13
23910 - Small Engine Mechanic 22.48
23931 - Telecommunications Mechanic I 28.45

23932 - Telecommunications Mechanic II	29.52
23950 - Telephone Lineman	24.51
23960 - Welder Combination Maintenance	18.80
23965 - Well Driller	24.65
23970 - Woodcraft Worker	24.65
23980 - Woodworker	19.39
24000 - Personal Needs Occupations	
24550 - Case Manager	13.33
24570 - Child Care Attendant	9.86
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	11.10
24620 - Family Readiness And Support Services Coordinator	13.33
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.89
25040 - Sewage Plant Operator	21.36
25070 - Stationary Engineer	19.89
25190 - Ventilation Equipment Tender	14.36
25210 - Water Treatment Plant Operator	21.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.86
27007 - Baggage Inspector	13.66
27008 - Corrections Officer	18.04
27010 - Court Security Officer	17.21
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	18.04
27070 - Firefighter	17.49
27101 - Guard I	13.66
27102 - Guard II	16.84
27131 - Police Officer I	19.90
27132 - Police Officer II	22.12
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.30
28042 - Carnival Equipment Repairer	14.59
28043 - Carnival Worker	9.37
28210 - Gate Attendant/Gate Tender	18.01
28310 - Lifeguard	11.91
28350 - Park Attendant (Aide)	20.16
28510 - Recreation Aide/Health Facility Attendant	14.71
28515 - Recreation Specialist	24.97
28630 - Sports Official	16.05
28690 - Swimming Pool Operator	17.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.48
29020 - Hatch Tender	22.48
29030 - Line Handler	22.48
29041 - Stevedore I	20.94
29042 - Stevedore II	23.61
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.73
30021 - Archeological Technician I 17.53
30022 - Archeological Technician II 19.61
30023 - Archeological Technician III 24.30
30030 - Cartographic Technician 24.30
30040 - Civil Engineering Technician 23.96
30051 - Cryogenic Technician I 26.54
30052 - Cryogenic Technician II 29.31
30061 - Drafter/CAD Operator I 17.53
30062 - Drafter/CAD Operator II 19.61
30063 - Drafter/CAD Operator III 21.87
30064 - Drafter/CAD Operator IV 26.91
30081 - Engineering Technician I 15.41
30082 - Engineering Technician II 17.29
30083 - Engineering Technician III 20.33
30084 - Engineering Technician IV 25.19
30085 - Engineering Technician V 30.82
30086 - Engineering Technician VI 37.29
30090 - Environmental Technician 24.30
30095 - Evidence Control Specialist 23.96
30210 - Laboratory Technician 24.97
30221 - Latent Fingerprint Technician I 26.54
30222 - Latent Fingerprint Technician II 29.31
30240 - Mathematical Technician 24.30
30361 - Paralegal/Legal Assistant I 20.54
30362 - Paralegal/Legal Assistant II 25.44
30363 - Paralegal/Legal Assistant III 31.11
30364 - Paralegal/Legal Assistant IV 37.64
30375 - Petroleum Supply Specialist 29.31
30390 - Photo-Optics Technician 23.96
30395 - Radiation Control Technician 29.31
30461 - Technical Writer I 24.30
30462 - Technical Writer II 29.73
30463 - Technical Writer III 35.96
30491 - Unexploded Ordnance (UXO) Technician I 25.72
30492 - Unexploded Ordnance (UXO) Technician II 31.12
30493 - Unexploded Ordnance (UXO) Technician III 37.30
30494 - Unexploded (UXO) Safety Escort 25.72
30495 - Unexploded (UXO) Sweep Personnel 25.72
30501 - Weather Forecaster I 26.91
30502 - Weather Forecaster II 32.73
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.87
30621 - Weather Observer Senior (see 2) 24.30
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.12
31020 - Bus Aide 12.10
31030 - Bus Driver 17.35

31043 - Driver Courier	14.29
31260 - Parking and Lot Attendant	10.99
31290 - Shuttle Bus Driver	15.41
31310 - Taxi Driver	13.65
31361 - Truckdriver Light	15.41
31362 - Truckdriver Medium	16.89
31363 - Truckdriver Heavy	20.23
31364 - Truckdriver Tractor-Trailer	20.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	9.82
99050 - Desk Clerk	12.47
99095 - Embalmer	25.72
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	13.46
99252 - Laboratory Animal Caretaker II	14.76
99260 - Marketing Analyst	24.91
99310 - Mortician	25.72
99410 - Pest Controller	17.58
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	17.71
99711 - Recycling Specialist	22.08
99730 - Refuse Collector	15.55
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	15.13
99830 - Survey Party Chief	21.64
99831 - Surveying Aide	12.52
99832 - Surveying Technician	20.72
99840 - Vending Machine Attendant	16.68
99841 - Vending Machine Repairer	21.29
99842 - Vending Machine Repairer Helper	17.44

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5085
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Jasper Newton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.07
01012 - Accounting Clerk II		14.67
01013 - Accounting Clerk III		16.42
01020 - Administrative Assistant		23.52
01035 - Court Reporter		14.71
01041 - Customer Service Representative I		11.95
01042 - Customer Service Representative II		13.44
01043 - Customer Service Representative III		14.66
01051 - Data Entry Operator I		11.97
01052 - Data Entry Operator II		13.06
01060 - Dispatcher Motor Vehicle		18.13
01070 - Document Preparation Clerk		11.71
01090 - Duplicating Machine Operator		11.71
01111 - General Clerk I		11.60
01112 - General Clerk II		12.66

01113 - General Clerk III 14.21
01120 - Housing Referral Assistant 16.40
01141 - Messenger Courier 14.55
01191 - Order Clerk I 13.91
01192 - Order Clerk II 15.17
01261 - Personnel Assistant (Employment) I 14.36
01262 - Personnel Assistant (Employment) II 16.06
01263 - Personnel Assistant (Employment) III 17.90
01270 - Production Control Clerk 20.05
01290 - Rental Clerk 15.40
01300 - Scheduler Maintenance 13.15
01311 - Secretary I 13.15
01312 - Secretary II 14.71
01313 - Secretary III 16.40
01320 - Service Order Dispatcher 16.20
01410 - Supply Technician 23.52
01420 - Survey Worker 14.97
01460 - Switchboard Operator/Receptionist 12.25
01531 - Travel Clerk I 13.50
01532 - Travel Clerk II 14.54
01533 - Travel Clerk III 15.67
01611 - Word Processor I 11.71
01612 - Word Processor II 13.15
01613 - Word Processor III 14.71
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.23
05010 - Automotive Electrician 16.87
05040 - Automotive Glass Installer 15.76
05070 - Automotive Worker 15.76
05110 - Mobile Equipment Servicer 14.19
05130 - Motor Equipment Metal Mechanic 17.31
05160 - Motor Equipment Metal Worker 15.76
05190 - Motor Vehicle Mechanic 17.31
05220 - Motor Vehicle Mechanic Helper 13.33
05250 - Motor Vehicle Upholstery Worker 15.36
05280 - Motor Vehicle Wrecker 15.76
05310 - Painter Automotive 16.62
05340 - Radiator Repair Specialist 15.76
05370 - Tire Repairer 12.40
05400 - Transmission Repair Specialist 17.31
07000 - Food Preparation And Service Occupations
07010 - Baker 12.92
07041 - Cook I 9.73
07042 - Cook II 11.12
07070 - Dishwasher 9.93
07130 - Food Service Worker 11.20
07210 - Meat Cutter 13.73
07260 - Waiter/Waitress 9.22
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 15.84

09040 - Furniture Handler 10.52
09080 - Furniture Refinisher 15.84
09090 - Furniture Refinisher Helper 12.95
09110 - Furniture Repairer Minor 14.06
09130 - Upholsterer 14.59
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.73
11060 - Elevator Operator 12.33
11090 - Gardener 14.73
11122 - Housekeeping Aide 12.33
11150 - Janitor 12.33
11210 - Laborer Grounds Maintenance 11.42
11240 - Maid or Houseman 10.83
11260 - Pruner 11.41
11270 - Tractor Operator 13.68
11330 - Trail Maintenance Worker 11.42
11360 - Window Cleaner 13.58
12000 - Health Occupations
12010 - Ambulance Driver 17.27
12011 - Breath Alcohol Technician 17.38
12012 - Certified Occupational Therapist Assistant 23.85
12015 - Certified Physical Therapist Assistant 24.88
12020 - Dental Assistant 17.79
12025 - Dental Hygienist 34.68
12030 - EKG Technician 26.55
12035 - Electroneurodiagnostic Technologist 26.55
12040 - Emergency Medical Technician 17.27
12071 - Licensed Practical Nurse I 15.54
12072 - Licensed Practical Nurse II 17.38
12073 - Licensed Practical Nurse III 19.38
12100 - Medical Assistant 14.03
12130 - Medical Laboratory Technician 21.25
12160 - Medical Record Clerk 15.14
12190 - Medical Record Technician 16.94
12195 - Medical Transcriptionist 15.96
12210 - Nuclear Medicine Technologist 38.50
12221 - Nursing Assistant I 11.60
12222 - Nursing Assistant II 13.04
12223 - Nursing Assistant III 14.23
12224 - Nursing Assistant IV 15.97
12235 - Optical Dispenser 17.38
12236 - Optical Technician 15.54
12250 - Pharmacy Technician 14.39
12280 - Phlebotomist 17.91
12305 - Radiologic Technologist 23.89
12311 - Registered Nurse I 22.36
12312 - Registered Nurse II 27.36
12313 - Registered Nurse II Specialist 27.36
12314 - Registered Nurse III 33.10
12315 - Registered Nurse III Anesthetist 33.10

12316 - Registered Nurse IV		39.67
12317 - Scheduler (Drug and Alcohol Testing)		21.53
12320 - Substance Abuse Treatment Counselor		20.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.13
13012 - Exhibits Specialist II		22.20
13013 - Exhibits Specialist III		26.50
13041 - Illustrator I		18.13
13042 - Illustrator II		22.20
13043 - Illustrator III		26.50
13047 - Librarian		24.00
13050 - Library Aide/Clerk		13.73
13054 - Library Information Technology Systems Administrator		21.67
13058 - Library Technician		17.39
13061 - Media Specialist I		15.64
13062 - Media Specialist II		17.49
13063 - Media Specialist III		19.51
13071 - Photographer I		15.54
13072 - Photographer II		17.39
13073 - Photographer III		21.67
13074 - Photographer IV		26.50
13075 - Photographer V		32.07
13090 - Technical Order Library Clerk		17.25
13110 - Video Teleconference Technician		15.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		16.91
14043 - Computer Operator III		18.84
14044 - Computer Operator IV		20.94
14045 - Computer Operator V		23.20
14071 - Computer Programmer I	(see 1)	19.31
14072 - Computer Programmer II	(see 1)	23.93
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.11
14160 - Personal Computer Support Technician		20.94
14170 - System Support Specialist		24.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.61
15030 - Air Crew Training Devices Instructor (Pilot)		40.83
15050 - Computer Based Training Specialist / Instructor		28.62
15060 - Educational Technologist		27.12
15070 - Flight Instructor (Pilot)		40.83
15080 - Graphic Artist		20.17
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.80

15086 - Maintenance Test Pilot Rotary Wing 40.80
15088 - Non-Maintenance Test/Co-Pilot 40.80
15090 - Technical Instructor 19.65
15095 - Technical Instructor/Course Developer 24.04
15110 - Test Proctor 15.87
15120 - Tutor 15.87
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.63
16030 - Counter Attendant 10.63
16040 - Dry Cleaner 13.41
16070 - Finisher Flatwork Machine 10.63
16090 - Presser Hand 10.63
16110 - Presser Machine Drycleaning 10.63
16130 - Presser Machine Shirts 10.63
16160 - Presser Machine Wearing Apparel Laundry 10.63
16190 - Sewing Machine Operator 14.40
16220 - Tailor 15.40
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.26
19040 - Tool And Die Maker 21.25
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.58
21030 - Material Coordinator 19.88
21040 - Material Expediter 19.88
21050 - Material Handling Laborer 14.06
21071 - Order Filler 11.66
21080 - Production Line Worker (Food Processing) 16.58
21110 - Shipping Packer 14.85
21130 - Shipping/Receiving Clerk 14.85
21140 - Store Worker I 11.76
21150 - Stock Clerk 15.80
21210 - Tools And Parts Attendant 16.58
21410 - Warehouse Specialist 16.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.89
23019 - Aircraft Logs and Records Technician 18.74
23021 - Aircraft Mechanic I 22.58
23022 - Aircraft Mechanic II 23.89
23023 - Aircraft Mechanic III 25.12
23040 - Aircraft Mechanic Helper 16.10
23050 - Aircraft Painter 21.30
23060 - Aircraft Servicer 18.74
23070 - Aircraft Survival Flight Equipment Technician 21.30
23080 - Aircraft Worker 19.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.97
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.58
23110 - Appliance Mechanic 20.29

23120 - Bicycle Repairer 17.29
23125 - Cable Splicer 36.97
23130 - Carpenter Maintenance 17.82
23140 - Carpet Layer 20.01
23160 - Electrician Maintenance 22.63
23181 - Electronics Technician Maintenance I 24.78
23182 - Electronics Technician Maintenance II 26.44
23183 - Electronics Technician Maintenance III 28.02
23260 - Fabric Worker 18.74
23290 - Fire Alarm System Mechanic 22.58
23310 - Fire Extinguisher Repairer 17.47
23311 - Fuel Distribution System Mechanic 22.58
23312 - Fuel Distribution System Operator 17.47
23370 - General Maintenance Worker 17.21
23380 - Ground Support Equipment Mechanic 22.58
23381 - Ground Support Equipment Servicer 18.74
23382 - Ground Support Equipment Worker 19.97
23391 - Gunsmith I 17.47
23392 - Gunsmith II 19.97
23393 - Gunsmith III 22.58
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.54
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.33
23430 - Heavy Equipment Mechanic 22.44
23440 - Heavy Equipment Operator 22.31
23460 - Instrument Mechanic 22.58
23465 - Laboratory/Shelter Mechanic 21.30
23470 - Laborer 14.06
23510 - Locksmith 21.30
23530 - Machinery Maintenance Mechanic 22.25
23550 - Machinist Maintenance 17.93
23580 - Maintenance Trades Helper 16.10
23591 - Metrology Technician I 22.58
23592 - Metrology Technician II 23.89
23593 - Metrology Technician III 25.12
23640 - Millwright 22.58
23710 - Office Appliance Repairer 17.16
23760 - Painter Maintenance 19.18
23790 - Pipefitter Maintenance 28.64
23810 - Plumber Maintenance 25.68
23820 - Pneudraulic Systems Mechanic 22.58
23850 - Rigger 22.58
23870 - Scale Mechanic 19.97
23890 - Sheet-Metal Worker Maintenance 21.51
23910 - Small Engine Mechanic 19.97
23931 - Telecommunications Mechanic I 23.03
23932 - Telecommunications Mechanic II 24.36
23950 - Telephone Lineman 25.83
23960 - Welder Combination Maintenance 17.61

23965 - Well Driller	22.58
23970 - Woodcraft Worker	22.58
23980 - Woodworker	17.47
24000 - Personal Needs Occupations	
24550 - Case Manager	13.90
24570 - Child Care Attendant	9.57
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	10.34
24620 - Family Readiness And Support Services Coordinator	13.90
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.58
25040 - Sewage Plant Operator	18.93
25070 - Stationary Engineer	22.58
25190 - Ventilation Equipment Tender	16.10
25210 - Water Treatment Plant Operator	18.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.57
27007 - Baggage Inspector	11.29
27008 - Corrections Officer	18.04
27010 - Court Security Officer	17.21
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	18.04
27070 - Firefighter	17.21
27101 - Guard I	11.29
27102 - Guard II	16.84
27131 - Police Officer I	19.06
27132 - Police Officer II	21.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.99
28042 - Carnival Equipment Repairer	14.09
28043 - Carnival Worker	9.86
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.83
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.84
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.70
29020 - Hatch Tender	20.70
29030 - Line Handler	20.70
29041 - Stevedore I	19.42
29042 - Stevedore II	22.09
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 18.08
30022 - Archeological Technician II 20.36
30023 - Archeological Technician III 25.22
30030 - Cartographic Technician 25.22
30040 - Civil Engineering Technician 25.06
30051 - Cryogenic Technician I 27.75
30052 - Cryogenic Technician II 30.65
30061 - Drafter/CAD Operator I 18.08
30062 - Drafter/CAD Operator II 20.36
30063 - Drafter/CAD Operator III 22.70
30064 - Drafter/CAD Operator IV 27.94
30081 - Engineering Technician I 16.10
30082 - Engineering Technician II 18.08
30083 - Engineering Technician III 20.41
30084 - Engineering Technician IV 25.28
30085 - Engineering Technician V 30.92
30086 - Engineering Technician VI 37.41
30090 - Environmental Technician 25.22
30095 - Evidence Control Specialist 25.06
30210 - Laboratory Technician 22.70
30221 - Latent Fingerprint Technician I 27.75
30222 - Latent Fingerprint Technician II 30.65
30240 - Mathematical Technician 25.22
30361 - Paralegal/Legal Assistant I 17.82
30362 - Paralegal/Legal Assistant II 22.07
30363 - Paralegal/Legal Assistant III 27.00
30364 - Paralegal/Legal Assistant IV 32.67
30375 - Petroleum Supply Specialist 30.65
30390 - Photo-Optics Technician 22.93
30395 - Radiation Control Technician 30.65
30461 - Technical Writer I 25.06
30462 - Technical Writer II 30.65
30463 - Technical Writer III 37.08
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.75
30502 - Weather Forecaster II 33.75
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.70
30621 - Weather Observer Senior (see 2) 25.06
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.39
31030 - Bus Driver 20.02
31043 - Driver Courier 14.29
31260 - Parking and Lot Attendant 13.06
31290 - Shuttle Bus Driver 15.41

31310 - Taxi Driver	10.46
31361 - Truckdriver Light	15.41
31362 - Truckdriver Medium	16.89
31363 - Truckdriver Heavy	21.34
31364 - Truckdriver Tractor-Trailer	21.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.04
99050 - Desk Clerk	11.08
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.57
99252 - Laboratory Animal Caretaker II	14.70
99260 - Marketing Analyst	25.08
99310 - Mortician	25.35
99410 - Pest Controller	20.07
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.42
99711 - Recycling Specialist	17.25
99730 - Refuse Collector	13.09
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	13.09
99830 - Survey Party Chief	18.38
99831 - Surveying Aide	10.64
99832 - Surveying Technician	17.60
99840 - Vending Machine Attendant	16.68
99841 - Vending Machine Repairer	21.29
99842 - Vending Machine Repairer Helper	17.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5086
Revision No.: 13
Date Of Last Revision: 06/25/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Jasper Newton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.07
01012 - Accounting Clerk II		14.67
01013 - Accounting Clerk III		16.42
01020 - Administrative Assistant		23.52
01035 - Court Reporter		14.71
01041 - Customer Service Representative I		11.95
01042 - Customer Service Representative II		13.44
01043 - Customer Service Representative III		14.66
01051 - Data Entry Operator I		11.97
01052 - Data Entry Operator II		13.06
01060 - Dispatcher Motor Vehicle		18.13
01070 - Document Preparation Clerk		11.71

01090 - Duplicating Machine Operator 11.71
01111 - General Clerk I 11.60
01112 - General Clerk II 12.66
01113 - General Clerk III 14.21
01120 - Housing Referral Assistant 16.40
01141 - Messenger Courier 14.55
01191 - Order Clerk I 13.91
01192 - Order Clerk II 15.17
01261 - Personnel Assistant (Employment) I 14.36
01262 - Personnel Assistant (Employment) II 16.06
01263 - Personnel Assistant (Employment) III 17.90
01270 - Production Control Clerk 20.05
01290 - Rental Clerk 15.40
01300 - Scheduler Maintenance 13.15
01311 - Secretary I 13.15
01312 - Secretary II 14.71
01313 - Secretary III 16.40
01320 - Service Order Dispatcher 16.20
01410 - Supply Technician 23.52
01420 - Survey Worker 14.97
01460 - Switchboard Operator/Receptionist 12.25
01531 - Travel Clerk I 13.50
01532 - Travel Clerk II 14.54
01533 - Travel Clerk III 15.67
01611 - Word Processor I 11.71
01612 - Word Processor II 13.15
01613 - Word Processor III 14.71
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.23
05010 - Automotive Electrician 16.87
05040 - Automotive Glass Installer 15.76
05070 - Automotive Worker 15.76
05110 - Mobile Equipment Servicer 14.19
05130 - Motor Equipment Metal Mechanic 17.31
05160 - Motor Equipment Metal Worker 15.76
05190 - Motor Vehicle Mechanic 17.31
05220 - Motor Vehicle Mechanic Helper 13.33
05250 - Motor Vehicle Upholstery Worker 15.36
05280 - Motor Vehicle Wrecker 15.76
05310 - Painter Automotive 16.62
05340 - Radiator Repair Specialist 15.76
05370 - Tire Repairer 12.40
05400 - Transmission Repair Specialist 17.31
07000 - Food Preparation And Service Occupations
07010 - Baker 12.92
07041 - Cook I 9.73
07042 - Cook II 11.12
07070 - Dishwasher 9.93
07130 - Food Service Worker 11.20
07210 - Meat Cutter 13.73

07260 - Waiter/Waitress	9.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.84
09040 - Furniture Handler	10.52
09080 - Furniture Refinisher	15.84
09090 - Furniture Refinisher Helper	12.95
09110 - Furniture Repairer Minor	14.06
09130 - Upholsterer	14.59
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.73
11060 - Elevator Operator	12.33
11090 - Gardener	14.73
11122 - Housekeeping Aide	12.33
11150 - Janitor	12.33
11210 - Laborer Grounds Maintenance	11.42
11240 - Maid or Houseman	10.83
11260 - Pruner	11.41
11270 - Tractor Operator	13.68
11330 - Trail Maintenance Worker	11.42
11360 - Window Cleaner	13.58
12000 - Health Occupations	
12010 - Ambulance Driver	17.27
12011 - Breath Alcohol Technician	17.38
12012 - Certified Occupational Therapist Assistant	23.85
12015 - Certified Physical Therapist Assistant	24.88
12020 - Dental Assistant	17.79
12025 - Dental Hygienist	34.68
12030 - EKG Technician	26.55
12035 - Electroneurodiagnostic Technologist	26.55
12040 - Emergency Medical Technician	17.27
12071 - Licensed Practical Nurse I	15.54
12072 - Licensed Practical Nurse II	17.38
12073 - Licensed Practical Nurse III	19.38
12100 - Medical Assistant	14.03
12130 - Medical Laboratory Technician	21.25
12160 - Medical Record Clerk	15.14
12190 - Medical Record Technician	16.94
12195 - Medical Transcriptionist	15.96
12210 - Nuclear Medicine Technologist	38.50
12221 - Nursing Assistant I	11.60
12222 - Nursing Assistant II	13.04
12223 - Nursing Assistant III	14.23
12224 - Nursing Assistant IV	15.97
12235 - Optical Dispenser	17.38
12236 - Optical Technician	15.54
12250 - Pharmacy Technician	14.39
12280 - Phlebotomist	17.91
12305 - Radiologic Technologist	23.89
12311 - Registered Nurse I	22.36
12312 - Registered Nurse II	27.36

12313 - Registered Nurse II Specialist		27.36
12314 - Registered Nurse III		33.10
12315 - Registered Nurse III Anesthetist		33.10
12316 - Registered Nurse IV		39.67
12317 - Scheduler (Drug and Alcohol Testing)		21.53
12320 - Substance Abuse Treatment Counselor		20.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.13
13012 - Exhibits Specialist II		22.20
13013 - Exhibits Specialist III		26.50
13041 - Illustrator I		18.13
13042 - Illustrator II		22.20
13043 - Illustrator III		26.50
13047 - Librarian		24.00
13050 - Library Aide/Clerk		13.73
13054 - Library Information Technology Systems Administrator		21.67
13058 - Library Technician		17.39
13061 - Media Specialist I		15.64
13062 - Media Specialist II		17.49
13063 - Media Specialist III		19.51
13071 - Photographer I		15.54
13072 - Photographer II		17.39
13073 - Photographer III		21.67
13074 - Photographer IV		26.50
13075 - Photographer V		32.07
13090 - Technical Order Library Clerk		17.25
13110 - Video Teleconference Technician		15.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		16.91
14043 - Computer Operator III		18.84
14044 - Computer Operator IV		20.94
14045 - Computer Operator V		23.20
14071 - Computer Programmer I	(see 1)	19.31
14072 - Computer Programmer II	(see 1)	23.93
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.11
14160 - Personal Computer Support Technician		20.94
14170 - System Support Specialist		24.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.61
15030 - Air Crew Training Devices Instructor (Pilot)		40.83
15050 - Computer Based Training Specialist / Instructor		28.62
15060 - Educational Technologist		27.12

15070 - Flight Instructor (Pilot) 40.83
15080 - Graphic Artist 20.17
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.80
15086 - Maintenance Test Pilot Rotary Wing 40.80
15088 - Non-Maintenance Test/Co-Pilot 40.80
15090 - Technical Instructor 19.65
15095 - Technical Instructor/Course Developer 24.04
15110 - Test Proctor 15.87
15120 - Tutor 15.87
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.63
16030 - Counter Attendant 10.63
16040 - Dry Cleaner 13.41
16070 - Finisher Flatwork Machine 10.63
16090 - Presser Hand 10.63
16110 - Presser Machine Drycleaning 10.63
16130 - Presser Machine Shirts 10.63
16160 - Presser Machine Wearing Apparel Laundry 10.63
16190 - Sewing Machine Operator 14.40
16220 - Tailor 15.40
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.26
19040 - Tool And Die Maker 21.25
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.58
21030 - Material Coordinator 19.88
21040 - Material Expediter 19.88
21050 - Material Handling Laborer 14.06
21071 - Order Filler 11.66
21080 - Production Line Worker (Food Processing) 16.58
21110 - Shipping Packer 14.85
21130 - Shipping/Receiving Clerk 14.85
21140 - Store Worker I 11.76
21150 - Stock Clerk 15.80
21210 - Tools And Parts Attendant 16.58
21410 - Warehouse Specialist 16.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.89
23019 - Aircraft Logs and Records Technician 18.74
23021 - Aircraft Mechanic I 22.58
23022 - Aircraft Mechanic II 23.89
23023 - Aircraft Mechanic III 25.12
23040 - Aircraft Mechanic Helper 16.10
23050 - Aircraft Painter 21.30
23060 - Aircraft Servicer 18.74
23070 - Aircraft Survival Flight Equipment Technician 21.30
23080 - Aircraft Worker 19.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.97

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.58
23110 - Appliance Mechanic 20.29
23120 - Bicycle Repairer 17.29
23125 - Cable Splicer 36.97
23130 - Carpenter Maintenance 17.82
23140 - Carpet Layer 20.01
23160 - Electrician Maintenance 22.63
23181 - Electronics Technician Maintenance I 24.78
23182 - Electronics Technician Maintenance II 26.44
23183 - Electronics Technician Maintenance III 28.02
23260 - Fabric Worker 18.74
23290 - Fire Alarm System Mechanic 22.58
23310 - Fire Extinguisher Repairer 17.47
23311 - Fuel Distribution System Mechanic 22.58
23312 - Fuel Distribution System Operator 17.47
23370 - General Maintenance Worker 17.21
23380 - Ground Support Equipment Mechanic 22.58
23381 - Ground Support Equipment Servicer 18.74
23382 - Ground Support Equipment Worker 19.97
23391 - Gunsmith I 17.47
23392 - Gunsmith II 19.97
23393 - Gunsmith III 22.58
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.54
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.33
23430 - Heavy Equipment Mechanic 22.44
23440 - Heavy Equipment Operator 22.31
23460 - Instrument Mechanic 22.58
23465 - Laboratory/Shelter Mechanic 21.30
23470 - Laborer 14.06
23510 - Locksmith 21.30
23530 - Machinery Maintenance Mechanic 22.25
23550 - Machinist Maintenance 17.93
23580 - Maintenance Trades Helper 16.10
23591 - Metrology Technician I 22.58
23592 - Metrology Technician II 23.89
23593 - Metrology Technician III 25.12
23640 - Millwright 22.58
23710 - Office Appliance Repairer 17.16
23760 - Painter Maintenance 19.18
23790 - Pipefitter Maintenance 28.64
23810 - Plumber Maintenance 25.68
23820 - Pneudraulic Systems Mechanic 22.58
23850 - Rigger 22.58
23870 - Scale Mechanic 19.97
23890 - Sheet-Metal Worker Maintenance 21.51
23910 - Small Engine Mechanic 19.97
23931 - Telecommunications Mechanic I 23.03

23932 - Telecommunications Mechanic II 24.36
23950 - Telephone Lineman 25.83
23960 - Welder Combination Maintenance 17.61
23965 - Well Driller 22.58
23970 - Woodcraft Worker 22.58
23980 - Woodworker 17.47
24000 - Personal Needs Occupations
24550 - Case Manager 13.90
24570 - Child Care Attendant 9.57
24580 - Child Care Center Clerk 13.26
24610 - Chore Aide 10.34
24620 - Family Readiness And Support Services Coordinator 13.90
24630 - Homemaker 15.27
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.58
25040 - Sewage Plant Operator 18.93
25070 - Stationary Engineer 22.58
25190 - Ventilation Equipment Tender 16.10
25210 - Water Treatment Plant Operator 18.93
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.57
27007 - Baggage Inspector 11.29
27008 - Corrections Officer 18.04
27010 - Court Security Officer 17.21
27030 - Detection Dog Handler 16.84
27040 - Detention Officer 18.04
27070 - Firefighter 17.21
27101 - Guard I 11.29
27102 - Guard II 16.84
27131 - Police Officer I 19.06
27132 - Police Officer II 21.18
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.99
28042 - Carnival Equipment Repairer 14.09
28043 - Carnival Worker 9.86
28210 - Gate Attendant/Gate Tender 12.73
28310 - Lifeguard 10.83
28350 - Park Attendant (Aide) 14.24
28510 - Recreation Aide/Health Facility Attendant 10.09
28515 - Recreation Specialist 16.84
28630 - Sports Official 11.34
28690 - Swimming Pool Operator 17.18
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.70
29020 - Hatch Tender 20.70
29030 - Line Handler 20.70
29041 - Stevedore I 19.42
29042 - Stevedore II 22.09
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.08
30022 - Archeological Technician II 20.36
30023 - Archeological Technician III 25.22
30030 - Cartographic Technician 25.22
30040 - Civil Engineering Technician 25.06
30051 - Cryogenic Technician I 27.75
30052 - Cryogenic Technician II 30.65
30061 - Drafter/CAD Operator I 18.08
30062 - Drafter/CAD Operator II 20.36
30063 - Drafter/CAD Operator III 22.70
30064 - Drafter/CAD Operator IV 27.94
30081 - Engineering Technician I 16.10
30082 - Engineering Technician II 18.08
30083 - Engineering Technician III 20.41
30084 - Engineering Technician IV 25.28
30085 - Engineering Technician V 30.92
30086 - Engineering Technician VI 37.41
30090 - Environmental Technician 25.22
30095 - Evidence Control Specialist 25.06
30210 - Laboratory Technician 22.70
30221 - Latent Fingerprint Technician I 27.75
30222 - Latent Fingerprint Technician II 30.65
30240 - Mathematical Technician 25.22
30361 - Paralegal/Legal Assistant I 17.82
30362 - Paralegal/Legal Assistant II 22.07
30363 - Paralegal/Legal Assistant III 27.00
30364 - Paralegal/Legal Assistant IV 32.67
30375 - Petroleum Supply Specialist 30.65
30390 - Photo-Optics Technician 22.93
30395 - Radiation Control Technician 30.65
30461 - Technical Writer I 25.06
30462 - Technical Writer II 30.65
30463 - Technical Writer III 37.08
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.75
30502 - Weather Forecaster II 33.75
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.70
30621 - Weather Observer Senior (see 2) 25.06
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.39
31030 - Bus Driver 20.02

31043 - Driver Courier	14.29
31260 - Parking and Lot Attendant	13.06
31290 - Shuttle Bus Driver	15.41
31310 - Taxi Driver	10.46
31361 - Truckdriver Light	15.41
31362 - Truckdriver Medium	16.89
31363 - Truckdriver Heavy	21.34
31364 - Truckdriver Tractor-Trailer	21.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.04
99050 - Desk Clerk	11.08
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.57
99252 - Laboratory Animal Caretaker II	14.70
99260 - Marketing Analyst	25.08
99310 - Mortician	25.35
99410 - Pest Controller	20.07
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.42
99711 - Recycling Specialist	17.25
99730 - Refuse Collector	13.09
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	13.09
99830 - Survey Party Chief	18.38
99831 - Surveying Aide	10.64
99832 - Surveying Technician	17.60
99840 - Vending Machine Attendant	16.68
99841 - Vending Machine Repairer	21.29
99842 - Vending Machine Repairer Helper	17.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5087
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Christian Dallas Greene Polk Webster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.85
01012 - Accounting Clerk II		14.43
01013 - Accounting Clerk III		16.15
01020 - Administrative Assistant		21.81
01035 - Court Reporter		16.24
01041 - Customer Service Representative I		11.84
01042 - Customer Service Representative II		13.31
01043 - Customer Service Representative III		14.52
01051 - Data Entry Operator I		12.24
01052 - Data Entry Operator II		13.35
01060 - Dispatcher Motor Vehicle		21.97
01070 - Document Preparation Clerk		14.43
01090 - Duplicating Machine Operator		14.43
01111 - General Clerk I		11.78
01112 - General Clerk II		12.85

01113 - General Clerk III 14.43
01120 - Housing Referral Assistant 18.09
01141 - Messenger Courier 13.50
01191 - Order Clerk I 12.41
01192 - Order Clerk II 13.54
01261 - Personnel Assistant (Employment) I 15.14
01262 - Personnel Assistant (Employment) II 16.94
01263 - Personnel Assistant (Employment) III 18.89
01270 - Production Control Clerk 18.26
01290 - Rental Clerk 13.22
01300 - Scheduler Maintenance 14.51
01311 - Secretary I 14.51
01312 - Secretary II 16.24
01313 - Secretary III 18.09
01320 - Service Order Dispatcher 19.64
01410 - Supply Technician 21.81
01420 - Survey Worker 14.87
01460 - Switchboard Operator/Receptionist 11.46
01531 - Travel Clerk I 14.05
01532 - Travel Clerk II 15.17
01533 - Travel Clerk III 16.29
01611 - Word Processor I 14.54
01612 - Word Processor II 16.32
01613 - Word Processor III 18.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.23
05010 - Automotive Electrician 19.61
05040 - Automotive Glass Installer 18.38
05070 - Automotive Worker 18.38
05110 - Mobile Equipment Servicer 16.08
05130 - Motor Equipment Metal Mechanic 20.79
05160 - Motor Equipment Metal Worker 18.38
05190 - Motor Vehicle Mechanic 20.79
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 17.25
05280 - Motor Vehicle Wrecker 18.38
05310 - Painter Automotive 19.61
05340 - Radiator Repair Specialist 18.38
05370 - Tire Repairer 15.13
05400 - Transmission Repair Specialist 20.79
07000 - Food Preparation And Service Occupations
07010 - Baker 13.04
07041 - Cook I 10.84
07042 - Cook II 12.39
07070 - Dishwasher 9.92
07130 - Food Service Worker 10.58
07210 - Meat Cutter 14.00
07260 - Waiter/Waitress 9.12
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.59

09040 - Furniture Handler 11.76
09080 - Furniture Refinisher 18.59
09090 - Furniture Refinisher Helper 14.07
09110 - Furniture Repairer Minor 16.35
09130 - Upholsterer 17.66
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.44
11060 - Elevator Operator 11.55
11090 - Gardener 15.88
11122 - Housekeeping Aide 11.55
11150 - Janitor 11.55
11210 - Laborer Grounds Maintenance 12.28
11240 - Maid or Houseman 10.75
11260 - Pruner 11.41
11270 - Tractor Operator 14.67
11330 - Trail Maintenance Worker 12.28
11360 - Window Cleaner 12.73
12000 - Health Occupations
12010 - Ambulance Driver 18.11
12011 - Breath Alcohol Technician 18.55
12012 - Certified Occupational Therapist Assistant 28.41
12015 - Certified Physical Therapist Assistant 26.02
12020 - Dental Assistant 19.27
12025 - Dental Hygienist 36.82
12030 - EKG Technician 23.85
12035 - Electroneurodiagnostic Technologist 23.85
12040 - Emergency Medical Technician 18.11
12071 - Licensed Practical Nurse I 16.59
12072 - Licensed Practical Nurse II 18.57
12073 - Licensed Practical Nurse III 20.70
12100 - Medical Assistant 13.33
12130 - Medical Laboratory Technician 17.91
12160 - Medical Record Clerk 16.47
12190 - Medical Record Technician 18.43
12195 - Medical Transcriptionist 17.59
12210 - Nuclear Medicine Technologist 38.44
12221 - Nursing Assistant I 12.09
12222 - Nursing Assistant II 13.59
12223 - Nursing Assistant III 14.83
12224 - Nursing Assistant IV 16.64
12235 - Optical Dispenser 16.00
12236 - Optical Technician 16.59
12250 - Pharmacy Technician 14.61
12280 - Phlebotomist 14.19
12305 - Radiologic Technologist 23.85
12311 - Registered Nurse I 22.22
12312 - Registered Nurse II 27.19
12313 - Registered Nurse II Specialist 27.19
12314 - Registered Nurse III 32.90
12315 - Registered Nurse III Anesthetist 32.90

12316 - Registered Nurse IV		39.43
12317 - Scheduler (Drug and Alcohol Testing)		22.97
12320 - Substance Abuse Treatment Counselor		16.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.13
13012 - Exhibits Specialist II		22.20
13013 - Exhibits Specialist III		25.99
13041 - Illustrator I		18.13
13042 - Illustrator II		22.20
13043 - Illustrator III		25.99
13047 - Librarian		23.53
13050 - Library Aide/Clerk		12.51
13054 - Library Information Technology Systems Administrator		21.24
13058 - Library Technician		15.57
13061 - Media Specialist I		15.33
13062 - Media Specialist II		17.15
13063 - Media Specialist III		19.12
13071 - Photographer I		12.42
13072 - Photographer II		15.34
13073 - Photographer III		19.91
13074 - Photographer IV		24.34
13075 - Photographer V		30.59
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		18.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.91
14042 - Computer Operator II		16.68
14043 - Computer Operator III		18.59
14044 - Computer Operator IV		20.65
14045 - Computer Operator V		22.88
14071 - Computer Programmer I	(see 1)	20.54
14072 - Computer Programmer II	(see 1)	25.43
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.91
14160 - Personal Computer Support Technician		20.65
14170 - System Support Specialist		24.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.11
15020 - Aircrew Training Devices Instructor (Rated)		35.22
15030 - Air Crew Training Devices Instructor (Pilot)		42.22
15050 - Computer Based Training Specialist / Instructor		29.11
15060 - Educational Technologist		26.88
15070 - Flight Instructor (Pilot)		42.22
15080 - Graphic Artist		20.17
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.22

15086 - Maintenance Test Pilot Rotary Wing 42.22
15088 - Non-Maintenance Test/Co-Pilot 42.22
15090 - Technical Instructor 17.80
15095 - Technical Instructor/Course Developer 21.78
15110 - Test Proctor 14.37
15120 - Tutor 14.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.63
16030 - Counter Attendant 10.63
16040 - Dry Cleaner 13.41
16070 - Finisher Flatwork Machine 10.63
16090 - Presser Hand 10.63
16110 - Presser Machine Drycleaning 10.63
16130 - Presser Machine Shirts 10.63
16160 - Presser Machine Wearing Apparel Laundry 10.63
16190 - Sewing Machine Operator 14.40
16220 - Tailor 15.40
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.51
19040 - Tool And Die Maker 27.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.90
21030 - Material Coordinator 18.26
21040 - Material Expediter 18.26
21050 - Material Handling Laborer 13.69
21071 - Order Filler 12.14
21080 - Production Line Worker (Food Processing) 14.90
21110 - Shipping Packer 14.44
21130 - Shipping/Receiving Clerk 14.44
21140 - Store Worker I 11.76
21150 - Stock Clerk 15.80
21210 - Tools And Parts Attendant 14.90
21410 - Warehouse Specialist 14.90
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.38
23019 - Aircraft Logs and Records Technician 19.12
23021 - Aircraft Mechanic I 23.04
23022 - Aircraft Mechanic II 24.38
23023 - Aircraft Mechanic III 25.64
23040 - Aircraft Mechanic Helper 16.47
23050 - Aircraft Painter 21.74
23060 - Aircraft Servicer 19.12
23070 - Aircraft Survival Flight Equipment Technician 21.74
23080 - Aircraft Worker 20.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.04
23110 - Appliance Mechanic 24.21

23120 - Bicycle Repairer 17.67
23125 - Cable Splicer 38.34
23130 - Carpenter Maintenance 18.42
23140 - Carpet Layer 21.65
23160 - Electrician Maintenance 27.38
23181 - Electronics Technician Maintenance I 22.37
23182 - Electronics Technician Maintenance II 23.87
23183 - Electronics Technician Maintenance III 25.30
23260 - Fabric Worker 20.32
23290 - Fire Alarm System Mechanic 23.62
23310 - Fire Extinguisher Repairer 18.94
23311 - Fuel Distribution System Mechanic 26.94
23312 - Fuel Distribution System Operator 20.85
23370 - General Maintenance Worker 16.43
23380 - Ground Support Equipment Mechanic 23.04
23381 - Ground Support Equipment Servicer 19.12
23382 - Ground Support Equipment Worker 20.38
23391 - Gunsmith I 18.94
23392 - Gunsmith II 21.65
23393 - Gunsmith III 24.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.65
23430 - Heavy Equipment Mechanic 24.08
23440 - Heavy Equipment Operator 22.31
23460 - Instrument Mechanic 24.49
23465 - Laboratory/Shelter Mechanic 23.10
23470 - Laborer 13.72
23510 - Locksmith 25.08
23530 - Machinery Maintenance Mechanic 23.83
23550 - Machinist Maintenance 20.19
23580 - Maintenance Trades Helper 13.28
23591 - Metrology Technician I 24.49
23592 - Metrology Technician II 25.90
23593 - Metrology Technician III 27.24
23640 - Millwright 24.49
23710 - Office Appliance Repairer 17.16
23760 - Painter Maintenance 20.38
23790 - Pipefitter Maintenance 28.53
23810 - Plumber Maintenance 25.38
23820 - Pneudraulic Systems Mechanic 24.49
23850 - Rigger 24.49
23870 - Scale Mechanic 21.65
23890 - Sheet-Metal Worker Maintenance 19.55
23910 - Small Engine Mechanic 21.06
23931 - Telecommunications Mechanic I 25.18
23932 - Telecommunications Mechanic II 26.64
23950 - Telephone Lineman 31.25
23960 - Welder Combination Maintenance 20.53

23965 - Well Driller	24.49
23970 - Woodcraft Worker	24.49
23980 - Woodworker	18.94
24000 - Personal Needs Occupations	
24550 - Case Manager	13.23
24570 - Child Care Attendant	9.46
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	10.88
24620 - Family Readiness And Support Services Coordinator	13.23
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.49
25040 - Sewage Plant Operator	19.19
25070 - Stationary Engineer	24.49
25190 - Ventilation Equipment Tender	17.46
25210 - Water Treatment Plant Operator	19.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.21
27007 - Baggage Inspector	13.28
27008 - Corrections Officer	20.22
27010 - Court Security Officer	18.45
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	20.22
27070 - Firefighter	18.47
27101 - Guard I	13.28
27102 - Guard II	16.84
27131 - Police Officer I	19.59
27132 - Police Officer II	21.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.20
28042 - Carnival Equipment Repairer	13.24
28043 - Carnival Worker	9.35
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.83
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.84
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.36
29020 - Hatch Tender	19.36
29030 - Line Handler	19.36
29041 - Stevedore I	18.16
29042 - Stevedore II	20.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.00
30022 - Archeological Technician II		19.03
30023 - Archeological Technician III		23.56
30030 - Cartographic Technician		23.56
30040 - Civil Engineering Technician		23.55
30051 - Cryogenic Technician I		26.10
30052 - Cryogenic Technician II		28.83
30061 - Drafter/CAD Operator I		17.00
30062 - Drafter/CAD Operator II		19.03
30063 - Drafter/CAD Operator III		21.21
30064 - Drafter/CAD Operator IV		26.10
30081 - Engineering Technician I		13.82
30082 - Engineering Technician II		15.82
30083 - Engineering Technician III		20.33
30084 - Engineering Technician IV		25.19
30085 - Engineering Technician V		30.82
30086 - Engineering Technician VI		37.29
30090 - Environmental Technician		23.56
30095 - Evidence Control Specialist		23.56
30210 - Laboratory Technician		22.70
30221 - Latent Fingerprint Technician I		24.72
30222 - Latent Fingerprint Technician II		27.30
30240 - Mathematical Technician		23.56
30361 - Paralegal/Legal Assistant I		18.02
30362 - Paralegal/Legal Assistant II		22.32
30363 - Paralegal/Legal Assistant III		27.30
30364 - Paralegal/Legal Assistant IV		33.03
30375 - Petroleum Supply Specialist		28.83
30390 - Photo-Optics Technician		23.56
30395 - Radiation Control Technician		28.83
30461 - Technical Writer I		23.56
30462 - Technical Writer II		28.83
30463 - Technical Writer III		35.01
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.10
30502 - Weather Forecaster II		31.75
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.21
30621 - Weather Observer Senior	(see 2)	23.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.74
31030 - Bus Driver		19.12
31043 - Driver Courier		14.29
31260 - Parking and Lot Attendant		11.43
31290 - Shuttle Bus Driver		15.41

31310 - Taxi Driver	12.14
31361 - Truckdriver Light	15.41
31362 - Truckdriver Medium	16.89
31363 - Truckdriver Heavy	20.38
31364 - Truckdriver Tractor-Trailer	20.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.11
99050 - Desk Clerk	11.11
99095 - Embalmer	22.74
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.36
99252 - Laboratory Animal Caretaker II	13.39
99260 - Marketing Analyst	21.56
99310 - Mortician	22.02
99410 - Pest Controller	15.65
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.73
99711 - Recycling Specialist	23.54
99730 - Refuse Collector	17.92
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	13.09
99830 - Survey Party Chief	20.16
99831 - Surveying Aide	11.66
99832 - Surveying Technician	19.31
99840 - Vending Machine Attendant	13.81
99841 - Vending Machine Repairer	17.59
99842 - Vending Machine Repairer Helper	14.60

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5088
Revision No.: 13
Date Of Last Revision: 06/25/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Christian Dallas Greene Polk Webster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.85
01012 - Accounting Clerk II		14.43
01013 - Accounting Clerk III		16.15
01020 - Administrative Assistant		21.81
01035 - Court Reporter		16.24
01041 - Customer Service Representative I		11.84
01042 - Customer Service Representative II		13.31
01043 - Customer Service Representative III		14.52
01051 - Data Entry Operator I		12.24
01052 - Data Entry Operator II		13.35
01060 - Dispatcher Motor Vehicle		21.97
01070 - Document Preparation Clerk		14.43

01090 - Duplicating Machine Operator 14.43
01111 - General Clerk I 11.78
01112 - General Clerk II 12.85
01113 - General Clerk III 14.43
01120 - Housing Referral Assistant 18.09
01141 - Messenger Courier 13.50
01191 - Order Clerk I 12.41
01192 - Order Clerk II 13.54
01261 - Personnel Assistant (Employment) I 15.14
01262 - Personnel Assistant (Employment) II 16.94
01263 - Personnel Assistant (Employment) III 18.89
01270 - Production Control Clerk 18.26
01290 - Rental Clerk 13.22
01300 - Scheduler Maintenance 14.51
01311 - Secretary I 14.51
01312 - Secretary II 16.24
01313 - Secretary III 18.09
01320 - Service Order Dispatcher 19.64
01410 - Supply Technician 21.81
01420 - Survey Worker 14.87
01460 - Switchboard Operator/Receptionist 11.46
01531 - Travel Clerk I 14.05
01532 - Travel Clerk II 15.17
01533 - Travel Clerk III 16.29
01611 - Word Processor I 14.54
01612 - Word Processor II 16.32
01613 - Word Processor III 18.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.23
05010 - Automotive Electrician 19.61
05040 - Automotive Glass Installer 18.38
05070 - Automotive Worker 18.38
05110 - Mobile Equipment Servicer 16.08
05130 - Motor Equipment Metal Mechanic 20.79
05160 - Motor Equipment Metal Worker 18.38
05190 - Motor Vehicle Mechanic 20.79
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 17.25
05280 - Motor Vehicle Wrecker 18.38
05310 - Painter Automotive 19.61
05340 - Radiator Repair Specialist 18.38
05370 - Tire Repairer 15.13
05400 - Transmission Repair Specialist 20.79
07000 - Food Preparation And Service Occupations
07010 - Baker 13.04
07041 - Cook I 10.84
07042 - Cook II 12.39
07070 - Dishwasher 9.92
07130 - Food Service Worker 10.58
07210 - Meat Cutter 14.00

07260 - Waiter/Waitress	9.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.59
09040 - Furniture Handler	11.76
09080 - Furniture Refinisher	18.59
09090 - Furniture Refinisher Helper	14.07
09110 - Furniture Repairer Minor	16.35
09130 - Upholsterer	17.66
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.44
11060 - Elevator Operator	11.55
11090 - Gardener	15.88
11122 - Housekeeping Aide	11.55
11150 - Janitor	11.55
11210 - Laborer Grounds Maintenance	12.28
11240 - Maid or Houseman	10.75
11260 - Pruner	11.41
11270 - Tractor Operator	14.67
11330 - Trail Maintenance Worker	12.28
11360 - Window Cleaner	12.73
12000 - Health Occupations	
12010 - Ambulance Driver	18.11
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	28.41
12015 - Certified Physical Therapist Assistant	26.02
12020 - Dental Assistant	19.27
12025 - Dental Hygienist	36.82
12030 - EKG Technician	23.85
12035 - Electroneurodiagnostic Technologist	23.85
12040 - Emergency Medical Technician	18.11
12071 - Licensed Practical Nurse I	16.59
12072 - Licensed Practical Nurse II	18.57
12073 - Licensed Practical Nurse III	20.70
12100 - Medical Assistant	13.33
12130 - Medical Laboratory Technician	17.91
12160 - Medical Record Clerk	16.47
12190 - Medical Record Technician	18.43
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine Technologist	38.44
12221 - Nursing Assistant I	12.09
12222 - Nursing Assistant II	13.59
12223 - Nursing Assistant III	14.83
12224 - Nursing Assistant IV	16.64
12235 - Optical Dispenser	16.00
12236 - Optical Technician	16.59
12250 - Pharmacy Technician	14.61
12280 - Phlebotomist	14.19
12305 - Radiologic Technologist	23.85
12311 - Registered Nurse I	22.22
12312 - Registered Nurse II	27.19

12313 - Registered Nurse II Specialist		27.19
12314 - Registered Nurse III		32.90
12315 - Registered Nurse III Anesthetist		32.90
12316 - Registered Nurse IV		39.43
12317 - Scheduler (Drug and Alcohol Testing)		22.97
12320 - Substance Abuse Treatment Counselor		16.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.13
13012 - Exhibits Specialist II		22.20
13013 - Exhibits Specialist III		25.99
13041 - Illustrator I		18.13
13042 - Illustrator II		22.20
13043 - Illustrator III		25.99
13047 - Librarian		23.53
13050 - Library Aide/Clerk		12.51
13054 - Library Information Technology Systems Administrator		21.24
13058 - Library Technician		15.57
13061 - Media Specialist I		15.33
13062 - Media Specialist II		17.15
13063 - Media Specialist III		19.12
13071 - Photographer I		12.42
13072 - Photographer II		15.34
13073 - Photographer III		19.91
13074 - Photographer IV		24.34
13075 - Photographer V		30.59
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		18.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.91
14042 - Computer Operator II		16.68
14043 - Computer Operator III		18.59
14044 - Computer Operator IV		20.65
14045 - Computer Operator V		22.88
14071 - Computer Programmer I	(see 1)	20.54
14072 - Computer Programmer II	(see 1)	25.43
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.91
14160 - Personal Computer Support Technician		20.65
14170 - System Support Specialist		24.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.11
15020 - Aircrew Training Devices Instructor (Rated)		35.22
15030 - Air Crew Training Devices Instructor (Pilot)		42.22
15050 - Computer Based Training Specialist / Instructor		29.11
15060 - Educational Technologist		26.88

15070 - Flight Instructor (Pilot) 42.22
15080 - Graphic Artist 20.17
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.22
15086 - Maintenance Test Pilot Rotary Wing 42.22
15088 - Non-Maintenance Test/Co-Pilot 42.22
15090 - Technical Instructor 17.80
15095 - Technical Instructor/Course Developer 21.78
15110 - Test Proctor 14.37
15120 - Tutor 14.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.63
16030 - Counter Attendant 10.63
16040 - Dry Cleaner 13.41
16070 - Finisher Flatwork Machine 10.63
16090 - Presser Hand 10.63
16110 - Presser Machine Drycleaning 10.63
16130 - Presser Machine Shirts 10.63
16160 - Presser Machine Wearing Apparel Laundry 10.63
16190 - Sewing Machine Operator 14.40
16220 - Tailor 15.40
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.51
19040 - Tool And Die Maker 27.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.90
21030 - Material Coordinator 18.26
21040 - Material Expediter 18.26
21050 - Material Handling Laborer 13.69
21071 - Order Filler 12.14
21080 - Production Line Worker (Food Processing) 14.90
21110 - Shipping Packer 14.44
21130 - Shipping/Receiving Clerk 14.44
21140 - Store Worker I 11.76
21150 - Stock Clerk 15.80
21210 - Tools And Parts Attendant 14.90
21410 - Warehouse Specialist 14.90
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.38
23019 - Aircraft Logs and Records Technician 19.12
23021 - Aircraft Mechanic I 23.04
23022 - Aircraft Mechanic II 24.38
23023 - Aircraft Mechanic III 25.64
23040 - Aircraft Mechanic Helper 16.47
23050 - Aircraft Painter 21.74
23060 - Aircraft Servicer 19.12
23070 - Aircraft Survival Flight Equipment Technician 21.74
23080 - Aircraft Worker 20.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.38

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.04
23110 - Appliance Mechanic 24.21
23120 - Bicycle Repairer 17.67
23125 - Cable Splicer 38.34
23130 - Carpenter Maintenance 18.42
23140 - Carpet Layer 21.65
23160 - Electrician Maintenance 27.38
23181 - Electronics Technician Maintenance I 22.37
23182 - Electronics Technician Maintenance II 23.87
23183 - Electronics Technician Maintenance III 25.30
23260 - Fabric Worker 20.32
23290 - Fire Alarm System Mechanic 23.62
23310 - Fire Extinguisher Repairer 18.94
23311 - Fuel Distribution System Mechanic 26.94
23312 - Fuel Distribution System Operator 20.85
23370 - General Maintenance Worker 16.43
23380 - Ground Support Equipment Mechanic 23.04
23381 - Ground Support Equipment Servicer 19.12
23382 - Ground Support Equipment Worker 20.38
23391 - Gunsmith I 18.94
23392 - Gunsmith II 21.65
23393 - Gunsmith III 24.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.65
23430 - Heavy Equipment Mechanic 24.08
23440 - Heavy Equipment Operator 22.31
23460 - Instrument Mechanic 24.49
23465 - Laboratory/Shelter Mechanic 23.10
23470 - Laborer 13.72
23510 - Locksmith 25.08
23530 - Machinery Maintenance Mechanic 23.83
23550 - Machinist Maintenance 20.19
23580 - Maintenance Trades Helper 13.28
23591 - Metrology Technician I 24.49
23592 - Metrology Technician II 25.90
23593 - Metrology Technician III 27.24
23640 - Millwright 24.49
23710 - Office Appliance Repairer 17.16
23760 - Painter Maintenance 20.38
23790 - Pipefitter Maintenance 28.53
23810 - Plumber Maintenance 25.38
23820 - Pneudraulic Systems Mechanic 24.49
23850 - Rigger 24.49
23870 - Scale Mechanic 21.65
23890 - Sheet-Metal Worker Maintenance 19.55
23910 - Small Engine Mechanic 21.06
23931 - Telecommunications Mechanic I 25.18

23932 - Telecommunications Mechanic II	26.64
23950 - Telephone Lineman	31.25
23960 - Welder Combination Maintenance	20.53
23965 - Well Driller	24.49
23970 - Woodcraft Worker	24.49
23980 - Woodworker	18.94
24000 - Personal Needs Occupations	
24550 - Case Manager	13.23
24570 - Child Care Attendant	9.46
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	10.88
24620 - Family Readiness And Support Services Coordinator	13.23
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.49
25040 - Sewage Plant Operator	19.19
25070 - Stationary Engineer	24.49
25190 - Ventilation Equipment Tender	17.46
25210 - Water Treatment Plant Operator	19.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.21
27007 - Baggage Inspector	13.28
27008 - Corrections Officer	20.22
27010 - Court Security Officer	18.45
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	20.22
27070 - Firefighter	18.47
27101 - Guard I	13.28
27102 - Guard II	16.84
27131 - Police Officer I	19.59
27132 - Police Officer II	21.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.20
28042 - Carnival Equipment Repairer	13.24
28043 - Carnival Worker	9.35
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.83
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.84
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.36
29020 - Hatch Tender	19.36
29030 - Line Handler	19.36
29041 - Stevedore I	18.16
29042 - Stevedore II	20.65
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.00
30022 - Archeological Technician II 19.03
30023 - Archeological Technician III 23.56
30030 - Cartographic Technician 23.56
30040 - Civil Engineering Technician 23.55
30051 - Cryogenic Technician I 26.10
30052 - Cryogenic Technician II 28.83
30061 - Drafter/CAD Operator I 17.00
30062 - Drafter/CAD Operator II 19.03
30063 - Drafter/CAD Operator III 21.21
30064 - Drafter/CAD Operator IV 26.10
30081 - Engineering Technician I 13.82
30082 - Engineering Technician II 15.82
30083 - Engineering Technician III 20.33
30084 - Engineering Technician IV 25.19
30085 - Engineering Technician V 30.82
30086 - Engineering Technician VI 37.29
30090 - Environmental Technician 23.56
30095 - Evidence Control Specialist 23.56
30210 - Laboratory Technician 22.70
30221 - Latent Fingerprint Technician I 24.72
30222 - Latent Fingerprint Technician II 27.30
30240 - Mathematical Technician 23.56
30361 - Paralegal/Legal Assistant I 18.02
30362 - Paralegal/Legal Assistant II 22.32
30363 - Paralegal/Legal Assistant III 27.30
30364 - Paralegal/Legal Assistant IV 33.03
30375 - Petroleum Supply Specialist 28.83
30390 - Photo-Optics Technician 23.56
30395 - Radiation Control Technician 28.83
30461 - Technical Writer I 23.56
30462 - Technical Writer II 28.83
30463 - Technical Writer III 35.01
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.10
30502 - Weather Forecaster II 31.75
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.21
30621 - Weather Observer Senior (see 2) 23.56
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.74
31030 - Bus Driver 19.12

31043 - Driver Courier	14.29
31260 - Parking and Lot Attendant	11.43
31290 - Shuttle Bus Driver	15.41
31310 - Taxi Driver	12.14
31361 - Truckdriver Light	15.41
31362 - Truckdriver Medium	16.89
31363 - Truckdriver Heavy	20.38
31364 - Truckdriver Tractor-Trailer	20.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.11
99050 - Desk Clerk	11.11
99095 - Embalmer	22.74
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.36
99252 - Laboratory Animal Caretaker II	13.39
99260 - Marketing Analyst	21.56
99310 - Mortician	22.02
99410 - Pest Controller	15.65
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.73
99711 - Recycling Specialist	23.54
99730 - Refuse Collector	17.92
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	13.09
99830 - Survey Party Chief	20.16
99831 - Surveying Aide	11.66
99832 - Surveying Technician	19.31
99840 - Vending Machine Attendant	13.81
99841 - Vending Machine Repairer	17.59
99842 - Vending Machine Repairer Helper	14.60

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5089
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Cooper Henry Howard Johnson Pettis Saline

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.97
01012 - Accounting Clerk II		15.69
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		23.31
01035 - Court Reporter		18.32
01041 - Customer Service Representative I		11.70
01042 - Customer Service Representative II		13.15
01043 - Customer Service Representative III		14.36
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.09
01060 - Dispatcher Motor Vehicle		18.76
01070 - Document Preparation Clerk		15.64
01090 - Duplicating Machine Operator		15.64
01111 - General Clerk I		12.95
01112 - General Clerk II		14.22

01113 - General Clerk III 15.96
01120 - Housing Referral Assistant 20.79
01141 - Messenger Courier 12.47
01191 - Order Clerk I 14.00
01192 - Order Clerk II 16.19
01261 - Personnel Assistant (Employment) I 16.17
01262 - Personnel Assistant (Employment) II 17.97
01263 - Personnel Assistant (Employment) III 20.54
01270 - Production Control Clerk 21.30
01290 - Rental Clerk 14.97
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.90
01313 - Secretary III 20.79
01320 - Service Order Dispatcher 21.18
01410 - Supply Technician 23.31
01420 - Survey Worker 17.02
01460 - Switchboard Operator/Receptionist 13.87
01531 - Travel Clerk I 13.50
01532 - Travel Clerk II 14.54
01533 - Travel Clerk III 15.67
01611 - Word Processor I 14.09
01612 - Word Processor II 15.81
01613 - Word Processor III 17.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.63
05010 - Automotive Electrician 19.32
05040 - Automotive Glass Installer 18.59
05070 - Automotive Worker 18.59
05110 - Mobile Equipment Servicer 16.51
05130 - Motor Equipment Metal Mechanic 20.03
05160 - Motor Equipment Metal Worker 18.59
05190 - Motor Vehicle Mechanic 21.70
05220 - Motor Vehicle Mechanic Helper 15.47
05250 - Motor Vehicle Upholstery Worker 17.54
05280 - Motor Vehicle Wrecker 18.59
05310 - Painter Automotive 19.32
05340 - Radiator Repair Specialist 18.59
05370 - Tire Repairer 15.18
05400 - Transmission Repair Specialist 20.03
07000 - Food Preparation And Service Occupations
07010 - Baker 14.52
07041 - Cook I 10.88
07042 - Cook II 12.54
07070 - Dishwasher 9.60
07130 - Food Service Worker 10.31
07210 - Meat Cutter 15.84
07260 - Waiter/Waitress 9.30
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.23

09040 - Furniture Handler 15.75
09080 - Furniture Refinisher 21.23
09090 - Furniture Refinisher Helper 17.01
09110 - Furniture Repairer Minor 19.27
09130 - Upholsterer 14.00
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.24
11060 - Elevator Operator 12.93
11090 - Gardener 17.40
11122 - Housekeeping Aide 12.93
11150 - Janitor 12.93
11210 - Laborer Grounds Maintenance 13.34
11240 - Maid or Houseman 10.52
11260 - Pruner 12.93
11270 - Tractor Operator 15.94
11330 - Trail Maintenance Worker 13.34
11360 - Window Cleaner 13.61
12000 - Health Occupations
12010 - Ambulance Driver 17.12
12011 - Breath Alcohol Technician 17.71
12012 - Certified Occupational Therapist Assistant 24.30
12015 - Certified Physical Therapist Assistant 22.74
12020 - Dental Assistant 16.52
12025 - Dental Hygienist 34.35
12030 - EKG Technician 28.08
12035 - Electroneurodiagnostic Technologist 28.08
12040 - Emergency Medical Technician 17.12
12071 - Licensed Practical Nurse I 15.83
12072 - Licensed Practical Nurse II 17.71
12073 - Licensed Practical Nurse III 19.75
12100 - Medical Assistant 14.08
12130 - Medical Laboratory Technician 20.66
12160 - Medical Record Clerk 17.70
12190 - Medical Record Technician 19.80
12195 - Medical Transcriptionist 17.05
12210 - Nuclear Medicine Technologist 38.92
12221 - Nursing Assistant I 10.97
12222 - Nursing Assistant II 12.33
12223 - Nursing Assistant III 13.46
12224 - Nursing Assistant IV 15.11
12235 - Optical Dispenser 14.41
12236 - Optical Technician 15.83
12250 - Pharmacy Technician 14.84
12280 - Phlebotomist 13.74
12305 - Radiologic Technologist 25.29
12311 - Registered Nurse I 23.68
12312 - Registered Nurse II 28.86
12313 - Registered Nurse II Specialist 28.86
12314 - Registered Nurse III 34.91
12315 - Registered Nurse III Anesthetist 34.91

12316 - Registered Nurse IV		41.85
12317 - Scheduler (Drug and Alcohol Testing)		21.94
12320 - Substance Abuse Treatment Counselor		18.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.11
13012 - Exhibits Specialist II		27.35
13013 - Exhibits Specialist III		29.94
13041 - Illustrator I		18.65
13042 - Illustrator II		22.33
13043 - Illustrator III		27.90
13047 - Librarian		30.95
13050 - Library Aide/Clerk		10.37
13054 - Library Information Technology Systems Administrator		23.49
13058 - Library Technician		16.36
13061 - Media Specialist I		17.03
13062 - Media Specialist II		19.04
13063 - Media Specialist III		21.24
13071 - Photographer I		17.20
13072 - Photographer II		19.24
13073 - Photographer III		23.84
13074 - Photographer IV		29.17
13075 - Photographer V		35.29
13090 - Technical Order Library Clerk		15.50
13110 - Video Teleconference Technician		18.54
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		24.61
14071 - Computer Programmer I	(see 1)	22.38
14072 - Computer Programmer II	(see 1)	26.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.03
14160 - Personal Computer Support Technician		23.48
14170 - System Support Specialist		24.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.38
15020 - Aircrew Training Devices Instructor (Rated)		33.12
15030 - Air Crew Training Devices Instructor (Pilot)		39.69
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		29.44
15070 - Flight Instructor (Pilot)		39.69
15080 - Graphic Artist		25.30
15085 - Maintenance Test Pilot Fixed Jet/Prop		37.48

15086 - Maintenance Test Pilot Rotary Wing 37.48
15088 - Non-Maintenance Test/Co-Pilot 37.48
15090 - Technical Instructor 20.74
15095 - Technical Instructor/Course Developer 25.38
15110 - Test Proctor 17.30
15120 - Tutor 17.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.33
16030 - Counter Attendant 10.33
16040 - Dry Cleaner 13.03
16070 - Finisher Flatwork Machine 10.33
16090 - Presser Hand 10.33
16110 - Presser Machine Drycleaning 10.33
16130 - Presser Machine Shirts 10.33
16160 - Presser Machine Wearing Apparel Laundry 10.33
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.97
16250 - Washer Machine 11.13
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.23
19040 - Tool And Die Maker 27.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.24
21030 - Material Coordinator 21.30
21040 - Material Expediter 21.30
21050 - Material Handling Laborer 16.19
21071 - Order Filler 14.87
21080 - Production Line Worker (Food Processing) 19.24
21110 - Shipping Packer 15.57
21130 - Shipping/Receiving Clerk 15.57
21140 - Store Worker I 13.53
21150 - Stock Clerk 19.19
21210 - Tools And Parts Attendant 19.24
21410 - Warehouse Specialist 19.24
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.31
23019 - Aircraft Logs and Records Technician 26.36
23021 - Aircraft Mechanic I 30.11
23022 - Aircraft Mechanic II 31.31
23023 - Aircraft Mechanic III 32.40
23040 - Aircraft Mechanic Helper 22.85
23050 - Aircraft Painter 28.95
23060 - Aircraft Servicer 26.36
23070 - Aircraft Survival Flight Equipment Technician 28.95
23080 - Aircraft Worker 27.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.11
23110 - Appliance Mechanic 20.77

23120 - Bicycle Repairer 19.59
23125 - Cable Splicer 33.93
23130 - Carpenter Maintenance 23.76
23140 - Carpet Layer 25.78
23160 - Electrician Maintenance 29.98
23181 - Electronics Technician Maintenance I 32.46
23182 - Electronics Technician Maintenance II 34.33
23183 - Electronics Technician Maintenance III 35.95
23260 - Fabric Worker 21.12
23290 - Fire Alarm System Mechanic 25.06
23310 - Fire Extinguisher Repairer 19.59
23311 - Fuel Distribution System Mechanic 25.39
23312 - Fuel Distribution System Operator 19.91
23370 - General Maintenance Worker 20.36
23380 - Ground Support Equipment Mechanic 30.11
23381 - Ground Support Equipment Servicer 26.36
23382 - Ground Support Equipment Worker 27.94
23391 - Gunsmith I 19.59
23392 - Gunsmith II 22.63
23393 - Gunsmith III 25.06
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.80
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.71
23430 - Heavy Equipment Mechanic 25.81
23440 - Heavy Equipment Operator 23.00
23460 - Instrument Mechanic 25.06
23465 - Laboratory/Shelter Mechanic 23.93
23470 - Laborer 13.44
23510 - Locksmith 23.93
23530 - Machinery Maintenance Mechanic 25.86
23550 - Machinist Maintenance 22.01
23580 - Maintenance Trades Helper 17.94
23591 - Metrology Technician I 25.06
23592 - Metrology Technician II 26.11
23593 - Metrology Technician III 27.17
23640 - Millwright 25.77
23710 - Office Appliance Repairer 23.52
23760 - Painter Maintenance 21.23
23790 - Pipefitter Maintenance 27.67
23810 - Plumber Maintenance 24.62
23820 - Pneudraulic Systems Mechanic 25.06
23850 - Rigger 25.06
23870 - Scale Mechanic 22.63
23890 - Sheet-Metal Worker Maintenance 29.58
23910 - Small Engine Mechanic 21.10
23931 - Telecommunications Mechanic I 26.50
23932 - Telecommunications Mechanic II 27.62
23950 - Telephone Lineman 30.89
23960 - Welder Combination Maintenance 22.01

23965 - Well Driller	25.06
23970 - Woodcraft Worker	25.06
23980 - Woodworker	19.59
24000 - Personal Needs Occupations	
24550 - Case Manager	13.98
24570 - Child Care Attendant	10.63
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	10.97
24620 - Family Readiness And Support Services Coordinator	13.98
24630 - Homemaker	16.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.44
25040 - Sewage Plant Operator	21.30
25070 - Stationary Engineer	26.44
25190 - Ventilation Equipment Tender	18.93
25210 - Water Treatment Plant Operator	21.23
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.02
27007 - Baggage Inspector	15.07
27008 - Corrections Officer	18.89
27010 - Court Security Officer	20.41
27030 - Detection Dog Handler	17.95
27040 - Detention Officer	18.89
27070 - Firefighter	21.35
27101 - Guard I	15.07
27102 - Guard II	17.95
27131 - Police Officer I	22.07
27132 - Police Officer II	24.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.06
28042 - Carnival Equipment Repairer	14.23
28043 - Carnival Worker	9.68
28210 - Gate Attendant/Gate Tender	15.25
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.05
28510 - Recreation Aide/Health Facility Attendant	12.45
28515 - Recreation Specialist	19.43
28630 - Sports Official	13.59
28690 - Swimming Pool Operator	19.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.29
29020 - Hatch Tender	23.29
29030 - Line Handler	23.29
29041 - Stevedore I	21.62
29042 - Stevedore II	24.53
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.60

30021 - Archeological Technician I 18.04
30022 - Archeological Technician II 20.18
30023 - Archeological Technician III 24.76
30030 - Cartographic Technician 25.01
30040 - Civil Engineering Technician 25.17
30051 - Cryogenic Technician I 25.72
30052 - Cryogenic Technician II 28.41
30061 - Drafter/CAD Operator I 18.04
30062 - Drafter/CAD Operator II 20.18
30063 - Drafter/CAD Operator III 22.51
30064 - Drafter/CAD Operator IV 27.69
30081 - Engineering Technician I 15.54
30082 - Engineering Technician II 19.08
30083 - Engineering Technician III 21.95
30084 - Engineering Technician IV 24.41
30085 - Engineering Technician V 29.54
30086 - Engineering Technician VI 36.00
30090 - Environmental Technician 23.22
30095 - Evidence Control Specialist 23.22
30210 - Laboratory Technician 22.08
30221 - Latent Fingerprint Technician I 25.72
30222 - Latent Fingerprint Technician II 28.41
30240 - Mathematical Technician 25.01
30361 - Paralegal/Legal Assistant I 18.91
30362 - Paralegal/Legal Assistant II 23.97
30363 - Paralegal/Legal Assistant III 29.33
30364 - Paralegal/Legal Assistant IV 35.48
30375 - Petroleum Supply Specialist 28.41
30390 - Photo-Optics Technician 25.01
30395 - Radiation Control Technician 28.41
30461 - Technical Writer I 23.22
30462 - Technical Writer II 28.41
30463 - Technical Writer III 34.37
30491 - Unexploded Ordnance (UXO) Technician I 25.61
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.14
30494 - Unexploded (UXO) Safety Escort 25.61
30495 - Unexploded (UXO) Sweep Personnel 25.61
30501 - Weather Forecaster I 27.07
30502 - Weather Forecaster II 32.92
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.51
30621 - Weather Observer Senior (see 2) 25.01
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 13.40
31030 - Bus Driver 19.01
31043 - Driver Courier 14.65
31260 - Parking and Lot Attendant 12.07
31290 - Shuttle Bus Driver 15.99

31310 - Taxi Driver	12.80
31361 - Truckdriver Light	15.99
31362 - Truckdriver Medium	21.15
31363 - Truckdriver Heavy	21.54
31364 - Truckdriver Tractor-Trailer	21.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	10.19
99050 - Desk Clerk	9.60
99095 - Embalmer	32.55
99130 - Flight Follower	25.61
99251 - Laboratory Animal Caretaker I	13.22
99252 - Laboratory Animal Caretaker II	14.43
99260 - Marketing Analyst	22.02
99310 - Mortician	36.59
99410 - Pest Controller	17.98
99510 - Photofinishing Worker	13.46
99710 - Recycling Laborer	17.20
99711 - Recycling Specialist	20.67
99730 - Refuse Collector	15.37
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	15.39
99830 - Survey Party Chief	23.16
99831 - Surveying Aide	14.40
99832 - Surveying Technician	19.71
99840 - Vending Machine Attendant	17.56
99841 - Vending Machine Repairer	21.12
99842 - Vending Machine Repairer Helper	17.56

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5090
Revision No.: 14
Date Of Last Revision: 05/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Cooper Henry Howard Johnson Pettis Saline

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.97
01012 - Accounting Clerk II		15.69
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		23.31
01035 - Court Reporter		18.32
01041 - Customer Service Representative I		11.70
01042 - Customer Service Representative II		13.15
01043 - Customer Service Representative III		14.36
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.09
01060 - Dispatcher Motor Vehicle		18.76
01070 - Document Preparation Clerk		15.64

01090 - Duplicating Machine Operator 15.64
01111 - General Clerk I 12.95
01112 - General Clerk II 14.22
01113 - General Clerk III 15.96
01120 - Housing Referral Assistant 20.79
01141 - Messenger Courier 12.47
01191 - Order Clerk I 14.00
01192 - Order Clerk II 16.19
01261 - Personnel Assistant (Employment) I 16.17
01262 - Personnel Assistant (Employment) II 17.97
01263 - Personnel Assistant (Employment) III 20.54
01270 - Production Control Clerk 21.30
01290 - Rental Clerk 14.97
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.90
01313 - Secretary III 20.79
01320 - Service Order Dispatcher 21.18
01410 - Supply Technician 23.31
01420 - Survey Worker 17.02
01460 - Switchboard Operator/Receptionist 13.87
01531 - Travel Clerk I 13.50
01532 - Travel Clerk II 14.54
01533 - Travel Clerk III 15.67
01611 - Word Processor I 14.09
01612 - Word Processor II 15.81
01613 - Word Processor III 17.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.63
05010 - Automotive Electrician 19.32
05040 - Automotive Glass Installer 18.59
05070 - Automotive Worker 18.59
05110 - Mobile Equipment Servicer 16.51
05130 - Motor Equipment Metal Mechanic 20.03
05160 - Motor Equipment Metal Worker 18.59
05190 - Motor Vehicle Mechanic 21.70
05220 - Motor Vehicle Mechanic Helper 15.47
05250 - Motor Vehicle Upholstery Worker 17.54
05280 - Motor Vehicle Wrecker 18.59
05310 - Painter Automotive 19.32
05340 - Radiator Repair Specialist 18.59
05370 - Tire Repairer 15.18
05400 - Transmission Repair Specialist 20.03
07000 - Food Preparation And Service Occupations
07010 - Baker 14.52
07041 - Cook I 10.88
07042 - Cook II 12.54
07070 - Dishwasher 9.60
07130 - Food Service Worker 10.31
07210 - Meat Cutter 15.84

07260 - Waiter/Waitress	9.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	15.75
09080 - Furniture Refinisher	21.23
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer Minor	19.27
09130 - Upholsterer	14.00
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.24
11060 - Elevator Operator	12.93
11090 - Gardener	17.40
11122 - Housekeeping Aide	12.93
11150 - Janitor	12.93
11210 - Laborer Grounds Maintenance	13.34
11240 - Maid or Houseman	10.52
11260 - Pruner	12.93
11270 - Tractor Operator	15.94
11330 - Trail Maintenance Worker	13.34
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.12
12011 - Breath Alcohol Technician	17.71
12012 - Certified Occupational Therapist Assistant	24.30
12015 - Certified Physical Therapist Assistant	22.74
12020 - Dental Assistant	16.52
12025 - Dental Hygienist	34.35
12030 - EKG Technician	28.08
12035 - Electroneurodiagnostic Technologist	28.08
12040 - Emergency Medical Technician	17.12
12071 - Licensed Practical Nurse I	15.83
12072 - Licensed Practical Nurse II	17.71
12073 - Licensed Practical Nurse III	19.75
12100 - Medical Assistant	14.08
12130 - Medical Laboratory Technician	20.66
12160 - Medical Record Clerk	17.70
12190 - Medical Record Technician	19.80
12195 - Medical Transcriptionist	17.05
12210 - Nuclear Medicine Technologist	38.92
12221 - Nursing Assistant I	10.97
12222 - Nursing Assistant II	12.33
12223 - Nursing Assistant III	13.46
12224 - Nursing Assistant IV	15.11
12235 - Optical Dispenser	14.41
12236 - Optical Technician	15.83
12250 - Pharmacy Technician	14.84
12280 - Phlebotomist	13.74
12305 - Radiologic Technologist	25.29
12311 - Registered Nurse I	23.68
12312 - Registered Nurse II	28.86

12313 - Registered Nurse II Specialist		28.86
12314 - Registered Nurse III		34.91
12315 - Registered Nurse III Anesthetist		34.91
12316 - Registered Nurse IV		41.85
12317 - Scheduler (Drug and Alcohol Testing)		21.94
12320 - Substance Abuse Treatment Counselor		18.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.11
13012 - Exhibits Specialist II		27.35
13013 - Exhibits Specialist III		29.94
13041 - Illustrator I		18.65
13042 - Illustrator II		22.33
13043 - Illustrator III		27.90
13047 - Librarian		30.95
13050 - Library Aide/Clerk		10.37
13054 - Library Information Technology Systems Administrator		23.49
13058 - Library Technician		16.36
13061 - Media Specialist I		17.03
13062 - Media Specialist II		19.04
13063 - Media Specialist III		21.24
13071 - Photographer I		17.20
13072 - Photographer II		19.24
13073 - Photographer III		23.84
13074 - Photographer IV		29.17
13075 - Photographer V		35.29
13090 - Technical Order Library Clerk		15.50
13110 - Video Teleconference Technician		18.54
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		24.61
14071 - Computer Programmer I	(see 1)	22.38
14072 - Computer Programmer II	(see 1)	26.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.03
14160 - Personal Computer Support Technician		23.48
14170 - System Support Specialist		24.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.38
15020 - Aircrew Training Devices Instructor (Rated)		33.12
15030 - Air Crew Training Devices Instructor (Pilot)		39.69
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		29.44

15070 - Flight Instructor (Pilot) 39.69
15080 - Graphic Artist 25.30
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.48
15086 - Maintenance Test Pilot Rotary Wing 37.48
15088 - Non-Maintenance Test/Co-Pilot 37.48
15090 - Technical Instructor 20.74
15095 - Technical Instructor/Course Developer 25.38
15110 - Test Proctor 17.30
15120 - Tutor 17.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.33
16030 - Counter Attendant 10.33
16040 - Dry Cleaner 13.03
16070 - Finisher Flatwork Machine 10.33
16090 - Presser Hand 10.33
16110 - Presser Machine Drycleaning 10.33
16130 - Presser Machine Shirts 10.33
16160 - Presser Machine Wearing Apparel Laundry 10.33
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.97
16250 - Washer Machine 11.13
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.23
19040 - Tool And Die Maker 27.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.24
21030 - Material Coordinator 21.30
21040 - Material Expediter 21.30
21050 - Material Handling Laborer 16.19
21071 - Order Filler 14.87
21080 - Production Line Worker (Food Processing) 19.24
21110 - Shipping Packer 15.57
21130 - Shipping/Receiving Clerk 15.57
21140 - Store Worker I 13.53
21150 - Stock Clerk 19.19
21210 - Tools And Parts Attendant 19.24
21410 - Warehouse Specialist 19.24
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.31
23019 - Aircraft Logs and Records Technician 26.36
23021 - Aircraft Mechanic I 30.11
23022 - Aircraft Mechanic II 31.31
23023 - Aircraft Mechanic III 32.40
23040 - Aircraft Mechanic Helper 22.85
23050 - Aircraft Painter 28.95
23060 - Aircraft Servicer 26.36
23070 - Aircraft Survival Flight Equipment Technician 28.95
23080 - Aircraft Worker 27.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.94

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.11
23110 - Appliance Mechanic 20.77
23120 - Bicycle Repairer 19.59
23125 - Cable Splicer 33.93
23130 - Carpenter Maintenance 23.76
23140 - Carpet Layer 25.78
23160 - Electrician Maintenance 29.98
23181 - Electronics Technician Maintenance I 32.46
23182 - Electronics Technician Maintenance II 34.33
23183 - Electronics Technician Maintenance III 35.95
23260 - Fabric Worker 21.12
23290 - Fire Alarm System Mechanic 25.06
23310 - Fire Extinguisher Repairer 19.59
23311 - Fuel Distribution System Mechanic 25.39
23312 - Fuel Distribution System Operator 19.91
23370 - General Maintenance Worker 20.36
23380 - Ground Support Equipment Mechanic 30.11
23381 - Ground Support Equipment Servicer 26.36
23382 - Ground Support Equipment Worker 27.94
23391 - Gunsmith I 19.59
23392 - Gunsmith II 22.63
23393 - Gunsmith III 25.06
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.80
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.71
23430 - Heavy Equipment Mechanic 25.81
23440 - Heavy Equipment Operator 23.00
23460 - Instrument Mechanic 25.06
23465 - Laboratory/Shelter Mechanic 23.93
23470 - Laborer 13.44
23510 - Locksmith 23.93
23530 - Machinery Maintenance Mechanic 25.86
23550 - Machinist Maintenance 22.01
23580 - Maintenance Trades Helper 17.94
23591 - Metrology Technician I 25.06
23592 - Metrology Technician II 26.11
23593 - Metrology Technician III 27.17
23640 - Millwright 25.77
23710 - Office Appliance Repairer 23.52
23760 - Painter Maintenance 21.23
23790 - Pipefitter Maintenance 27.67
23810 - Plumber Maintenance 24.62
23820 - Pneudraulic Systems Mechanic 25.06
23850 - Rigger 25.06
23870 - Scale Mechanic 22.63
23890 - Sheet-Metal Worker Maintenance 29.58
23910 - Small Engine Mechanic 21.10
23931 - Telecommunications Mechanic I 26.50

23932 - Telecommunications Mechanic II 27.62
23950 - Telephone Lineman 30.89
23960 - Welder Combination Maintenance 22.01
23965 - Well Driller 25.06
23970 - Woodcraft Worker 25.06
23980 - Woodworker 19.59
24000 - Personal Needs Occupations
24550 - Case Manager 13.98
24570 - Child Care Attendant 10.63
24580 - Child Care Center Clerk 14.51
24610 - Chore Aide 10.97
24620 - Family Readiness And Support Services Coordinator 13.98
24630 - Homemaker 16.12
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.44
25040 - Sewage Plant Operator 21.30
25070 - Stationary Engineer 26.44
25190 - Ventilation Equipment Tender 18.93
25210 - Water Treatment Plant Operator 21.23
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.02
27007 - Baggage Inspector 15.07
27008 - Corrections Officer 18.89
27010 - Court Security Officer 20.41
27030 - Detection Dog Handler 17.95
27040 - Detention Officer 18.89
27070 - Firefighter 21.35
27101 - Guard I 15.07
27102 - Guard II 17.95
27131 - Police Officer I 22.07
27132 - Police Officer II 24.51
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.06
28042 - Carnival Equipment Repairer 14.23
28043 - Carnival Worker 9.68
28210 - Gate Attendant/Gate Tender 15.25
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 17.05
28510 - Recreation Aide/Health Facility Attendant 12.45
28515 - Recreation Specialist 19.43
28630 - Sports Official 13.59
28690 - Swimming Pool Operator 19.20
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.29
29020 - Hatch Tender 23.29
29030 - Line Handler 23.29
29041 - Stevedore I 21.62
29042 - Stevedore II 24.53
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) 40.29
30011 - Air Traffic Control Specialist Station (HFO) 27.78
30012 - Air Traffic Control Specialist Terminal (HFO) 30.60
30021 - Archeological Technician I 18.04
30022 - Archeological Technician II 20.18
30023 - Archeological Technician III 24.76
30030 - Cartographic Technician 25.01
30040 - Civil Engineering Technician 25.17
30051 - Cryogenic Technician I 25.72
30052 - Cryogenic Technician II 28.41
30061 - Drafter/CAD Operator I 18.04
30062 - Drafter/CAD Operator II 20.18
30063 - Drafter/CAD Operator III 22.51
30064 - Drafter/CAD Operator IV 27.69
30081 - Engineering Technician I 15.54
30082 - Engineering Technician II 19.08
30083 - Engineering Technician III 21.95
30084 - Engineering Technician IV 24.41
30085 - Engineering Technician V 29.54
30086 - Engineering Technician VI 36.00
30090 - Environmental Technician 23.22
30095 - Evidence Control Specialist 23.22
30210 - Laboratory Technician 22.08
30221 - Latent Fingerprint Technician I 25.72
30222 - Latent Fingerprint Technician II 28.41
30240 - Mathematical Technician 25.01
30361 - Paralegal/Legal Assistant I 18.91
30362 - Paralegal/Legal Assistant II 23.97
30363 - Paralegal/Legal Assistant III 29.33
30364 - Paralegal/Legal Assistant IV 35.48
30375 - Petroleum Supply Specialist 28.41
30390 - Photo-Optics Technician 25.01
30395 - Radiation Control Technician 28.41
30461 - Technical Writer I 23.22
30462 - Technical Writer II 28.41
30463 - Technical Writer III 34.37
30491 - Unexploded Ordnance (UXO) Technician I 25.61
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.14
30494 - Unexploded (UXO) Safety Escort 25.61
30495 - Unexploded (UXO) Sweep Personnel 25.61
30501 - Weather Forecaster I 27.07
30502 - Weather Forecaster II 32.92
30620 - Weather Observer Combined Upper Air Or 22.51
Surface Programs
30621 - Weather Observer Senior 25.01
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 13.40
31030 - Bus Driver 19.01

31043 - Driver Courier	14.65
31260 - Parking and Lot Attendant	12.07
31290 - Shuttle Bus Driver	15.99
31310 - Taxi Driver	12.80
31361 - Truckdriver Light	15.99
31362 - Truckdriver Medium	21.15
31363 - Truckdriver Heavy	21.54
31364 - Truckdriver Tractor-Trailer	21.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	10.19
99050 - Desk Clerk	9.60
99095 - Embalmer	32.55
99130 - Flight Follower	25.61
99251 - Laboratory Animal Caretaker I	13.22
99252 - Laboratory Animal Caretaker II	14.43
99260 - Marketing Analyst	22.02
99310 - Mortician	36.59
99410 - Pest Controller	17.98
99510 - Photofinishing Worker	13.46
99710 - Recycling Laborer	17.20
99711 - Recycling Specialist	20.67
99730 - Refuse Collector	15.37
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	15.39
99830 - Survey Party Chief	23.16
99831 - Surveying Aide	14.40
99832 - Surveying Technician	19.71
99840 - Vending Machine Attendant	17.56
99841 - Vending Machine Repairer	21.12
99842 - Vending Machine Repairer Helper	17.56

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5091
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Crawford Gasconade

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service Representative I		11.70
01042 - Customer Service Representative II		13.15
01043 - Customer Service Representative III		14.36
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.09
01060 - Dispatcher Motor Vehicle		19.05
01070 - Document Preparation Clerk		14.86
01090 - Duplicating Machine Operator		14.86
01111 - General Clerk I		12.54
01112 - General Clerk II		15.00

01113 - General Clerk III 17.07
01120 - Housing Referral Assistant 20.96
01141 - Messenger Courier 12.47
01191 - Order Clerk I 14.29
01192 - Order Clerk II 15.60
01261 - Personnel Assistant (Employment) I 16.33
01262 - Personnel Assistant (Employment) II 19.05
01263 - Personnel Assistant (Employment) III 20.73
01270 - Production Control Clerk 21.30
01290 - Rental Clerk 16.06
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.85
01313 - Secretary III 20.96
01320 - Service Order Dispatcher 18.12
01410 - Supply Technician 24.14
01420 - Survey Worker 19.05
01460 - Switchboard Operator/Receptionist 15.10
01531 - Travel Clerk I 13.50
01532 - Travel Clerk II 14.54
01533 - Travel Clerk III 15.67
01611 - Word Processor I 13.51
01612 - Word Processor II 16.06
01613 - Word Processor III 19.05
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.08
05010 - Automotive Electrician 20.59
05040 - Automotive Glass Installer 19.74
05070 - Automotive Worker 19.74
05110 - Mobile Equipment Servicer 18.01
05130 - Motor Equipment Metal Mechanic 21.46
05160 - Motor Equipment Metal Worker 19.74
05190 - Motor Vehicle Mechanic 20.40
05220 - Motor Vehicle Mechanic Helper 16.72
05250 - Motor Vehicle Upholstery Worker 18.88
05280 - Motor Vehicle Wrecker 19.74
05310 - Painter Automotive 20.59
05340 - Radiator Repair Specialist 19.74
05370 - Tire Repairer 15.80
05400 - Transmission Repair Specialist 21.46
07000 - Food Preparation And Service Occupations
07010 - Baker 12.77
07041 - Cook I 11.02
07042 - Cook II 12.50
07070 - Dishwasher 9.47
07130 - Food Service Worker 10.05
07210 - Meat Cutter 16.34
07260 - Waiter/Waitress 9.30
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.56

09040 - Furniture Handler 13.35
09080 - Furniture Refinisher 20.56
09090 - Furniture Refinisher Helper 16.55
09110 - Furniture Repairer Minor 18.84
09130 - Upholsterer 22.61
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.74
11060 - Elevator Operator 12.16
11090 - Gardener 17.40
11122 - Housekeeping Aide 12.16
11150 - Janitor 12.16
11210 - Laborer Grounds Maintenance 13.09
11240 - Maid or Houseman 9.61
11260 - Pruner 11.70
11270 - Tractor Operator 15.94
11330 - Trail Maintenance Worker 13.09
11360 - Window Cleaner 13.61
12000 - Health Occupations
12010 - Ambulance Driver 19.90
12011 - Breath Alcohol Technician 17.71
12012 - Certified Occupational Therapist Assistant 24.30
12015 - Certified Physical Therapist Assistant 22.74
12020 - Dental Assistant 16.87
12025 - Dental Hygienist 31.34
12030 - EKG Technician 28.08
12035 - Electroneurodiagnostic Technologist 28.08
12040 - Emergency Medical Technician 19.90
12071 - Licensed Practical Nurse I 15.83
12072 - Licensed Practical Nurse II 17.71
12073 - Licensed Practical Nurse III 19.75
12100 - Medical Assistant 13.28
12130 - Medical Laboratory Technician 22.81
12160 - Medical Record Clerk 17.70
12190 - Medical Record Technician 19.80
12195 - Medical Transcriptionist 17.05
12210 - Nuclear Medicine Technologist 38.92
12221 - Nursing Assistant I 10.97
12222 - Nursing Assistant II 12.33
12223 - Nursing Assistant III 13.46
12224 - Nursing Assistant IV 15.11
12235 - Optical Dispenser 16.07
12236 - Optical Technician 15.99
12250 - Pharmacy Technician 15.52
12280 - Phlebotomist 14.07
12305 - Radiologic Technologist 25.09
12311 - Registered Nurse I 26.36
12312 - Registered Nurse II 29.18
12313 - Registered Nurse II Specialist 29.18
12314 - Registered Nurse III 35.30
12315 - Registered Nurse III Anesthetist 35.30

12316 - Registered Nurse IV		42.33
12317 - Scheduler (Drug and Alcohol Testing)		21.94
12320 - Substance Abuse Treatment Counselor		18.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.31
13012 - Exhibits Specialist II		22.69
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		20.80
13042 - Illustrator II		25.56
13043 - Illustrator III		30.15
13047 - Librarian		26.36
13050 - Library Aide/Clerk		12.34
13054 - Library Information Technology Systems Administrator		23.81
13058 - Library Technician		16.36
13061 - Media Specialist I		17.18
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.43
13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library Clerk		15.50
13110 - Video Teleconference Technician		18.54
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	22.01
14072 - Computer Programmer II	(see 1)	26.17
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.31
14170 - System Support Specialist		25.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		34.92
15060 - Educational Technologist		31.61
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		21.87
15085 - Maintenance Test Pilot Fixed Jet/Prop		37.48

15086 - Maintenance Test Pilot Rotary Wing 37.48
15088 - Non-Maintenance Test/Co-Pilot 37.48
15090 - Technical Instructor 20.66
15095 - Technical Instructor/Course Developer 25.27
15110 - Test Proctor 16.67
15120 - Tutor 16.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.33
16030 - Counter Attendant 10.33
16040 - Dry Cleaner 13.03
16070 - Finisher Flatwork Machine 10.33
16090 - Presser Hand 10.33
16110 - Presser Machine Drycleaning 10.33
16130 - Presser Machine Shirts 10.33
16160 - Presser Machine Wearing Apparel Laundry 10.33
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.97
16250 - Washer Machine 11.13
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.05
19040 - Tool And Die Maker 25.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.14
21030 - Material Coordinator 21.30
21040 - Material Expediter 21.30
21050 - Material Handling Laborer 19.18
21071 - Order Filler 14.20
21080 - Production Line Worker (Food Processing) 19.14
21110 - Shipping Packer 15.18
21130 - Shipping/Receiving Clerk 15.18
21140 - Store Worker I 13.53
21150 - Stock Clerk 19.09
21210 - Tools And Parts Attendant 19.14
21410 - Warehouse Specialist 19.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.82
23019 - Aircraft Logs and Records Technician 26.28
23021 - Aircraft Mechanic I 30.66
23022 - Aircraft Mechanic II 31.82
23023 - Aircraft Mechanic III 33.04
23040 - Aircraft Mechanic Helper 22.85
23050 - Aircraft Painter 29.13
23060 - Aircraft Servicer 26.28
23070 - Aircraft Survival Flight Equipment Technician 29.13
23080 - Aircraft Worker 27.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.66
23110 - Appliance Mechanic 22.59

23120 - Bicycle Repairer	19.59
23125 - Cable Splicer	33.93
23130 - Carpenter Maintenance	26.52
23140 - Carpet Layer	22.63
23160 - Electrician Maintenance	30.81
23181 - Electronics Technician Maintenance I	32.46
23182 - Electronics Technician Maintenance II	34.33
23183 - Electronics Technician Maintenance III	35.95
23260 - Fabric Worker	21.12
23290 - Fire Alarm System Mechanic	25.06
23310 - Fire Extinguisher Repairer	19.59
23311 - Fuel Distribution System Mechanic	25.06
23312 - Fuel Distribution System Operator	19.59
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment Mechanic	30.66
23381 - Ground Support Equipment Servicer	26.28
23382 - Ground Support Equipment Worker	27.48
23391 - Gunsmith I	19.59
23392 - Gunsmith II	22.63
23393 - Gunsmith III	25.06
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.39
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.24
23430 - Heavy Equipment Mechanic	25.81
23440 - Heavy Equipment Operator	25.39
23460 - Instrument Mechanic	25.06
23465 - Laboratory/Shelter Mechanic	23.93
23470 - Laborer	17.17
23510 - Locksmith	23.93
23530 - Machinery Maintenance Mechanic	27.80
23550 - Machinist Maintenance	24.17
23580 - Maintenance Trades Helper	18.37
23591 - Metrology Technician I	25.06
23592 - Metrology Technician II	26.11
23593 - Metrology Technician III	27.17
23640 - Millwright	27.07
23710 - Office Appliance Repairer	23.93
23760 - Painter Maintenance	23.03
23790 - Pipefitter Maintenance	30.12
23810 - Plumber Maintenance	28.85
23820 - Pneudraulic Systems Mechanic	25.06
23850 - Rigger	25.06
23870 - Scale Mechanic	22.63
23890 - Sheet-Metal Worker Maintenance	29.21
23910 - Small Engine Mechanic	21.36
23931 - Telecommunications Mechanic I	26.69
23932 - Telecommunications Mechanic II	27.81
23950 - Telephone Lineman	30.89
23960 - Welder Combination Maintenance	23.21

23965 - Well Driller	25.06
23970 - Woodcraft Worker	25.06
23980 - Woodworker	19.59
24000 - Personal Needs Occupations	
24550 - Case Manager	13.98
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	10.97
24620 - Family Readiness And Support Services Coordinator	13.98
24630 - Homemaker	13.98
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.44
25040 - Sewage Plant Operator	23.34
25070 - Stationary Engineer	26.44
25190 - Ventilation Equipment Tender	18.93
25210 - Water Treatment Plant Operator	23.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.23
27007 - Baggage Inspector	15.07
27008 - Corrections Officer	18.82
27010 - Court Security Officer	22.13
27030 - Detection Dog Handler	17.95
27040 - Detention Officer	18.82
27070 - Firefighter	25.67
27101 - Guard I	15.07
27102 - Guard II	17.95
27131 - Police Officer I	22.39
27132 - Police Officer II	24.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.16
28042 - Carnival Equipment Repairer	14.34
28043 - Carnival Worker	9.68
28210 - Gate Attendant/Gate Tender	13.93
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	15.58
28510 - Recreation Aide/Health Facility Attendant	11.37
28515 - Recreation Specialist	19.30
28630 - Sports Official	12.41
28690 - Swimming Pool Operator	16.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.72
29020 - Hatch Tender	23.72
29030 - Line Handler	23.72
29041 - Stevedore I	22.09
29042 - Stevedore II	24.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.60

30021 - Archeological Technician I		19.36
30022 - Archeological Technician II		21.56
30023 - Archeological Technician III		25.04
30030 - Cartographic Technician		27.52
30040 - Civil Engineering Technician		23.22
30051 - Cryogenic Technician I		25.72
30052 - Cryogenic Technician II		28.41
30061 - Drafter/CAD Operator I		19.36
30062 - Drafter/CAD Operator II		21.56
30063 - Drafter/CAD Operator III		24.15
30064 - Drafter/CAD Operator IV		29.71
30081 - Engineering Technician I		17.67
30082 - Engineering Technician II		19.83
30083 - Engineering Technician III		22.18
30084 - Engineering Technician IV		27.48
30085 - Engineering Technician V		33.62
30086 - Engineering Technician VI		40.68
30090 - Environmental Technician		23.22
30095 - Evidence Control Specialist		23.22
30210 - Laboratory Technician		22.61
30221 - Latent Fingerprint Technician I		25.72
30222 - Latent Fingerprint Technician II		28.41
30240 - Mathematical Technician		26.82
30361 - Paralegal/Legal Assistant I		20.04
30362 - Paralegal/Legal Assistant II		24.86
30363 - Paralegal/Legal Assistant III		30.37
30364 - Paralegal/Legal Assistant IV		36.75
30375 - Petroleum Supply Specialist		28.41
30390 - Photo-Optics Technician		26.82
30395 - Radiation Control Technician		28.41
30461 - Technical Writer I		23.51
30462 - Technical Writer II		28.76
30463 - Technical Writer III		34.79
30491 - Unexploded Ordnance (UXO) Technician I		25.61
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.14
30494 - Unexploded (UXO) Safety Escort		25.61
30495 - Unexploded (UXO) Sweep Personnel		25.61
30501 - Weather Forecaster I		27.07
30502 - Weather Forecaster II		32.92
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.15
30621 - Weather Observer Senior	(see 2)	26.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.40
31030 - Bus Driver		18.17
31043 - Driver Courier		15.43
31260 - Parking and Lot Attendant		11.20
31290 - Shuttle Bus Driver		16.94

31310 - Taxi Driver	12.80
31361 - Truckdriver Light	16.94
31362 - Truckdriver Medium	17.97
31363 - Truckdriver Heavy	20.79
31364 - Truckdriver Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	10.11
99050 - Desk Clerk	9.86
99095 - Embalmer	36.18
99130 - Flight Follower	25.61
99251 - Laboratory Animal Caretaker I	13.22
99252 - Laboratory Animal Caretaker II	14.43
99260 - Marketing Analyst	22.02
99310 - Mortician	36.95
99410 - Pest Controller	16.01
99510 - Photofinishing Worker	13.46
99710 - Recycling Laborer	18.45
99711 - Recycling Specialist	22.00
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.39
99830 - Survey Party Chief	21.68
99831 - Surveying Aide	14.38
99832 - Surveying Technician	19.71
99840 - Vending Machine Attendant	15.68
99841 - Vending Machine Repairer	18.32
99842 - Vending Machine Repairer Helper	15.68

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5092
Revision No.: 14
Date Of Last Revision: 05/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Crawford Gasconade

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service Representative I		11.70
01042 - Customer Service Representative II		13.15
01043 - Customer Service Representative III		14.36
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.09
01060 - Dispatcher Motor Vehicle		19.05
01070 - Document Preparation Clerk		14.86

01090 - Duplicating Machine Operator	14.86
01111 - General Clerk I	12.54
01112 - General Clerk II	15.00
01113 - General Clerk III	17.07
01120 - Housing Referral Assistant	20.96
01141 - Messenger Courier	12.47
01191 - Order Clerk I	14.29
01192 - Order Clerk II	15.60
01261 - Personnel Assistant (Employment) I	16.33
01262 - Personnel Assistant (Employment) II	19.05
01263 - Personnel Assistant (Employment) III	20.73
01270 - Production Control Clerk	21.30
01290 - Rental Clerk	16.06
01300 - Scheduler Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.85
01313 - Secretary III	20.96
01320 - Service Order Dispatcher	18.12
01410 - Supply Technician	24.14
01420 - Survey Worker	19.05
01460 - Switchboard Operator/Receptionist	15.10
01531 - Travel Clerk I	13.50
01532 - Travel Clerk II	14.54
01533 - Travel Clerk III	15.67
01611 - Word Processor I	13.51
01612 - Word Processor II	16.06
01613 - Word Processor III	19.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.08
05010 - Automotive Electrician	20.59
05040 - Automotive Glass Installer	19.74
05070 - Automotive Worker	19.74
05110 - Mobile Equipment Servicer	18.01
05130 - Motor Equipment Metal Mechanic	21.46
05160 - Motor Equipment Metal Worker	19.74
05190 - Motor Vehicle Mechanic	20.40
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter Automotive	20.59
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	15.80
05400 - Transmission Repair Specialist	21.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.77
07041 - Cook I	11.02
07042 - Cook II	12.50
07070 - Dishwasher	9.47
07130 - Food Service Worker	10.05
07210 - Meat Cutter	16.34

07260 - Waiter/Waitress	9.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.56
09040 - Furniture Handler	13.35
09080 - Furniture Refinisher	20.56
09090 - Furniture Refinisher Helper	16.55
09110 - Furniture Repairer Minor	18.84
09130 - Upholsterer	22.61
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.74
11060 - Elevator Operator	12.16
11090 - Gardener	17.40
11122 - Housekeeping Aide	12.16
11150 - Janitor	12.16
11210 - Laborer Grounds Maintenance	13.09
11240 - Maid or Houseman	9.61
11260 - Pruner	11.70
11270 - Tractor Operator	15.94
11330 - Trail Maintenance Worker	13.09
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	19.90
12011 - Breath Alcohol Technician	17.71
12012 - Certified Occupational Therapist Assistant	24.30
12015 - Certified Physical Therapist Assistant	22.74
12020 - Dental Assistant	16.87
12025 - Dental Hygienist	31.34
12030 - EKG Technician	28.08
12035 - Electroneurodiagnostic Technologist	28.08
12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	15.83
12072 - Licensed Practical Nurse II	17.71
12073 - Licensed Practical Nurse III	19.75
12100 - Medical Assistant	13.28
12130 - Medical Laboratory Technician	22.81
12160 - Medical Record Clerk	17.70
12190 - Medical Record Technician	19.80
12195 - Medical Transcriptionist	17.05
12210 - Nuclear Medicine Technologist	38.92
12221 - Nursing Assistant I	10.97
12222 - Nursing Assistant II	12.33
12223 - Nursing Assistant III	13.46
12224 - Nursing Assistant IV	15.11
12235 - Optical Dispenser	16.07
12236 - Optical Technician	15.99
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	14.07
12305 - Radiologic Technologist	25.09
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	29.18

12313 - Registered Nurse II Specialist		29.18
12314 - Registered Nurse III		35.30
12315 - Registered Nurse III Anesthetist		35.30
12316 - Registered Nurse IV		42.33
12317 - Scheduler (Drug and Alcohol Testing)		21.94
12320 - Substance Abuse Treatment Counselor		18.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.31
13012 - Exhibits Specialist II		22.69
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		20.80
13042 - Illustrator II		25.56
13043 - Illustrator III		30.15
13047 - Librarian		26.36
13050 - Library Aide/Clerk		12.34
13054 - Library Information Technology Systems Administrator		23.81
13058 - Library Technician		16.36
13061 - Media Specialist I		17.18
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.43
13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library Clerk		15.50
13110 - Video Teleconference Technician		18.54
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	22.01
14072 - Computer Programmer II	(see 1)	26.17
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.31
14170 - System Support Specialist		25.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		34.92
15060 - Educational Technologist		31.61

15070 - Flight Instructor (Pilot) 50.64
15080 - Graphic Artist 21.87
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.48
15086 - Maintenance Test Pilot Rotary Wing 37.48
15088 - Non-Maintenance Test/Co-Pilot 37.48
15090 - Technical Instructor 20.66
15095 - Technical Instructor/Course Developer 25.27
15110 - Test Proctor 16.67
15120 - Tutor 16.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.33
16030 - Counter Attendant 10.33
16040 - Dry Cleaner 13.03
16070 - Finisher Flatwork Machine 10.33
16090 - Presser Hand 10.33
16110 - Presser Machine Drycleaning 10.33
16130 - Presser Machine Shirts 10.33
16160 - Presser Machine Wearing Apparel Laundry 10.33
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.97
16250 - Washer Machine 11.13
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.05
19040 - Tool And Die Maker 25.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.14
21030 - Material Coordinator 21.30
21040 - Material Expediter 21.30
21050 - Material Handling Laborer 19.18
21071 - Order Filler 14.20
21080 - Production Line Worker (Food Processing) 19.14
21110 - Shipping Packer 15.18
21130 - Shipping/Receiving Clerk 15.18
21140 - Store Worker I 13.53
21150 - Stock Clerk 19.09
21210 - Tools And Parts Attendant 19.14
21410 - Warehouse Specialist 19.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.82
23019 - Aircraft Logs and Records Technician 26.28
23021 - Aircraft Mechanic I 30.66
23022 - Aircraft Mechanic II 31.82
23023 - Aircraft Mechanic III 33.04
23040 - Aircraft Mechanic Helper 22.85
23050 - Aircraft Painter 29.13
23060 - Aircraft Servicer 26.28
23070 - Aircraft Survival Flight Equipment Technician 29.13
23080 - Aircraft Worker 27.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.48

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.66
23110 - Appliance Mechanic 22.59
23120 - Bicycle Repairer 19.59
23125 - Cable Splicer 33.93
23130 - Carpenter Maintenance 26.52
23140 - Carpet Layer 22.63
23160 - Electrician Maintenance 30.81
23181 - Electronics Technician Maintenance I 32.46
23182 - Electronics Technician Maintenance II 34.33
23183 - Electronics Technician Maintenance III 35.95
23260 - Fabric Worker 21.12
23290 - Fire Alarm System Mechanic 25.06
23310 - Fire Extinguisher Repairer 19.59
23311 - Fuel Distribution System Mechanic 25.06
23312 - Fuel Distribution System Operator 19.59
23370 - General Maintenance Worker 20.67
23380 - Ground Support Equipment Mechanic 30.66
23381 - Ground Support Equipment Servicer 26.28
23382 - Ground Support Equipment Worker 27.48
23391 - Gunsmith I 19.59
23392 - Gunsmith II 22.63
23393 - Gunsmith III 25.06
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.39
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.24
23430 - Heavy Equipment Mechanic 25.81
23440 - Heavy Equipment Operator 25.39
23460 - Instrument Mechanic 25.06
23465 - Laboratory/Shelter Mechanic 23.93
23470 - Laborer 17.17
23510 - Locksmith 23.93
23530 - Machinery Maintenance Mechanic 27.80
23550 - Machinist Maintenance 24.17
23580 - Maintenance Trades Helper 18.37
23591 - Metrology Technician I 25.06
23592 - Metrology Technician II 26.11
23593 - Metrology Technician III 27.17
23640 - Millwright 27.07
23710 - Office Appliance Repairer 23.93
23760 - Painter Maintenance 23.03
23790 - Pipefitter Maintenance 30.12
23810 - Plumber Maintenance 28.85
23820 - Pneudraulic Systems Mechanic 25.06
23850 - Rigger 25.06
23870 - Scale Mechanic 22.63
23890 - Sheet-Metal Worker Maintenance 29.21
23910 - Small Engine Mechanic 21.36
23931 - Telecommunications Mechanic I 26.69

23932 - Telecommunications Mechanic II 27.81
23950 - Telephone Lineman 30.89
23960 - Welder Combination Maintenance 23.21
23965 - Well Driller 25.06
23970 - Woodcraft Worker 25.06
23980 - Woodworker 19.59
24000 - Personal Needs Occupations
24550 - Case Manager 13.98
24570 - Child Care Attendant 9.61
24580 - Child Care Center Clerk 13.39
24610 - Chore Aide 10.97
24620 - Family Readiness And Support Services Coordinator 13.98
24630 - Homemaker 13.98
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.44
25040 - Sewage Plant Operator 23.34
25070 - Stationary Engineer 26.44
25190 - Ventilation Equipment Tender 18.93
25210 - Water Treatment Plant Operator 23.34
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.23
27007 - Baggage Inspector 15.07
27008 - Corrections Officer 18.82
27010 - Court Security Officer 22.13
27030 - Detection Dog Handler 17.95
27040 - Detention Officer 18.82
27070 - Firefighter 25.67
27101 - Guard I 15.07
27102 - Guard II 17.95
27131 - Police Officer I 22.39
27132 - Police Officer II 24.88
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.16
28042 - Carnival Equipment Repairer 14.34
28043 - Carnival Worker 9.68
28210 - Gate Attendant/Gate Tender 13.93
28310 - Lifeguard 11.59
28350 - Park Attendant (Aide) 15.58
28510 - Recreation Aide/Health Facility Attendant 11.37
28515 - Recreation Specialist 19.30
28630 - Sports Official 12.41
28690 - Swimming Pool Operator 16.54
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.72
29020 - Hatch Tender 23.72
29030 - Line Handler 23.72
29041 - Stevedore I 22.09
29042 - Stevedore II 24.90
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.60
30021 - Archeological Technician I 19.36
30022 - Archeological Technician II 21.56
30023 - Archeological Technician III 25.04
30030 - Cartographic Technician 27.52
30040 - Civil Engineering Technician 23.22
30051 - Cryogenic Technician I 25.72
30052 - Cryogenic Technician II 28.41
30061 - Drafter/CAD Operator I 19.36
30062 - Drafter/CAD Operator II 21.56
30063 - Drafter/CAD Operator III 24.15
30064 - Drafter/CAD Operator IV 29.71
30081 - Engineering Technician I 17.67
30082 - Engineering Technician II 19.83
30083 - Engineering Technician III 22.18
30084 - Engineering Technician IV 27.48
30085 - Engineering Technician V 33.62
30086 - Engineering Technician VI 40.68
30090 - Environmental Technician 23.22
30095 - Evidence Control Specialist 23.22
30210 - Laboratory Technician 22.61
30221 - Latent Fingerprint Technician I 25.72
30222 - Latent Fingerprint Technician II 28.41
30240 - Mathematical Technician 26.82
30361 - Paralegal/Legal Assistant I 20.04
30362 - Paralegal/Legal Assistant II 24.86
30363 - Paralegal/Legal Assistant III 30.37
30364 - Paralegal/Legal Assistant IV 36.75
30375 - Petroleum Supply Specialist 28.41
30390 - Photo-Optics Technician 26.82
30395 - Radiation Control Technician 28.41
30461 - Technical Writer I 23.51
30462 - Technical Writer II 28.76
30463 - Technical Writer III 34.79
30491 - Unexploded Ordnance (UXO) Technician I 25.61
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.14
30494 - Unexploded (UXO) Safety Escort 25.61
30495 - Unexploded (UXO) Sweep Personnel 25.61
30501 - Weather Forecaster I 27.07
30502 - Weather Forecaster II 32.92
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.15
30621 - Weather Observer Senior (see 2) 26.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 13.40
31030 - Bus Driver 18.17

31043 - Driver Courier	15.43
31260 - Parking and Lot Attendant	11.20
31290 - Shuttle Bus Driver	16.94
31310 - Taxi Driver	12.80
31361 - Truckdriver Light	16.94
31362 - Truckdriver Medium	17.97
31363 - Truckdriver Heavy	20.79
31364 - Truckdriver Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	10.11
99050 - Desk Clerk	9.86
99095 - Embalmer	36.18
99130 - Flight Follower	25.61
99251 - Laboratory Animal Caretaker I	13.22
99252 - Laboratory Animal Caretaker II	14.43
99260 - Marketing Analyst	22.02
99310 - Mortician	36.95
99410 - Pest Controller	16.01
99510 - Photofinishing Worker	13.46
99710 - Recycling Laborer	18.45
99711 - Recycling Specialist	22.00
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.39
99830 - Survey Party Chief	21.68
99831 - Surveying Aide	14.38
99832 - Surveying Technician	19.71
99840 - Vending Machine Attendant	15.68
99841 - Vending Machine Repairer	18.32
99842 - Vending Machine Repairer Helper	15.68

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5093
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Benton Camden Dent Hickory Laclede Maries Miller Morgan Phelps Pulaski St Clair

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.57
01012 - Accounting Clerk II		15.23
01013 - Accounting Clerk III		17.03
01020 - Administrative Assistant		23.31
01035 - Court Reporter		15.98
01041 - Customer Service Representative I		11.70
01042 - Customer Service Representative II		13.15
01043 - Customer Service Representative III		14.36
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.09
01060 - Dispatcher Motor Vehicle		18.76
01070 - Document Preparation Clerk		13.85
01090 - Duplicating Machine Operator		13.85
01111 - General Clerk I		12.54

01112 - General Clerk II	13.68
01113 - General Clerk III	15.36
01120 - Housing Referral Assistant	17.82
01141 - Messenger Courier	11.87
01191 - Order Clerk I	13.40
01192 - Order Clerk II	14.63
01261 - Personnel Assistant (Employment) I	15.89
01262 - Personnel Assistant (Employment) II	17.77
01263 - Personnel Assistant (Employment) III	19.81
01270 - Production Control Clerk	21.30
01290 - Rental Clerk	13.88
01300 - Scheduler Maintenance	14.29
01311 - Secretary I	14.29
01312 - Secretary II	15.98
01313 - Secretary III	17.82
01320 - Service Order Dispatcher	16.77
01410 - Supply Technician	23.31
01420 - Survey Worker	14.95
01460 - Switchboard Operator/Receptionist	12.15
01531 - Travel Clerk I	13.50
01532 - Travel Clerk II	14.54
01533 - Travel Clerk III	15.67
01611 - Word Processor I	12.73
01612 - Word Processor II	14.29
01613 - Word Processor III	15.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.45
05010 - Automotive Electrician	16.87
05040 - Automotive Glass Installer	15.95
05070 - Automotive Worker	15.95
05110 - Mobile Equipment Servicer	14.19
05130 - Motor Equipment Metal Mechanic	17.73
05160 - Motor Equipment Metal Worker	15.95
05190 - Motor Vehicle Mechanic	17.73
05220 - Motor Vehicle Mechanic Helper	13.33
05250 - Motor Vehicle Upholstery Worker	15.36
05280 - Motor Vehicle Wrecker	15.95
05310 - Painter Automotive	16.86
05340 - Radiator Repair Specialist	15.95
05370 - Tire Repairer	11.40
05400 - Transmission Repair Specialist	17.73
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.02
07041 - Cook I	10.82
07042 - Cook II	12.50
07070 - Dishwasher	9.47
07130 - Food Service Worker	9.51
07210 - Meat Cutter	15.66
07260 - Waiter/Waitress	9.30
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 15.84
09040 - Furniture Handler 10.52
09080 - Furniture Refinisher 15.84
09090 - Furniture Refinisher Helper 12.95
09110 - Furniture Repairer Minor 14.06
09130 - Upholsterer 14.97
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.01
11060 - Elevator Operator 12.16
11090 - Gardener 17.40
11122 - Housekeeping Aide 12.16
11150 - Janitor 12.16
11210 - Laborer Grounds Maintenance 13.09
11240 - Maid or Houseman 9.61
11260 - Pruner 11.70
11270 - Tractor Operator 15.94
11330 - Trail Maintenance Worker 13.09
11360 - Window Cleaner 13.61
12000 - Health Occupations
12010 - Ambulance Driver 17.12
12011 - Breath Alcohol Technician 17.71
12012 - Certified Occupational Therapist Assistant 24.30
12015 - Certified Physical Therapist Assistant 22.74
12020 - Dental Assistant 15.94
12025 - Dental Hygienist 31.34
12030 - EKG Technician 28.08
12035 - Electroneurodiagnostic Technologist 28.08
12040 - Emergency Medical Technician 17.12
12071 - Licensed Practical Nurse I 15.83
12072 - Licensed Practical Nurse II 17.71
12073 - Licensed Practical Nurse III 19.75
12100 - Medical Assistant 13.08
12130 - Medical Laboratory Technician 19.69
12160 - Medical Record Clerk 17.70
12190 - Medical Record Technician 19.80
12195 - Medical Transcriptionist 17.05
12210 - Nuclear Medicine Technologist 38.92
12221 - Nursing Assistant I 10.97
12222 - Nursing Assistant II 12.33
12223 - Nursing Assistant III 13.46
12224 - Nursing Assistant IV 15.11
12235 - Optical Dispenser 14.23
12236 - Optical Technician 15.83
12250 - Pharmacy Technician 14.36
12280 - Phlebotomist 14.19
12305 - Radiologic Technologist 23.85
12311 - Registered Nurse I 23.59
12312 - Registered Nurse II 28.86
12313 - Registered Nurse II Specialist 28.86
12314 - Registered Nurse III 34.91

12315 - Registered Nurse III Anesthetist		34.91
12316 - Registered Nurse IV		41.85
12317 - Scheduler (Drug and Alcohol Testing)		21.94
12320 - Substance Abuse Treatment Counselor		18.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.13
13012 - Exhibits Specialist II		22.20
13013 - Exhibits Specialist III		24.99
13041 - Illustrator I		18.13
13042 - Illustrator II		22.20
13043 - Illustrator III		24.99
13047 - Librarian		22.63
13050 - Library Aide/Clerk		12.51
13054 - Library Information Technology Systems Administrator		20.44
13058 - Library Technician		16.36
13061 - Media Specialist I		14.75
13062 - Media Specialist II		16.49
13063 - Media Specialist III		18.38
13071 - Photographer I		13.79
13072 - Photographer II		15.47
13073 - Photographer III		19.91
13074 - Photographer IV		24.34
13075 - Photographer V		30.59
13090 - Technical Order Library Clerk		15.50
13110 - Video Teleconference Technician		18.05
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.31
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.96
14071 - Computer Programmer I	(see 1)	19.31
14072 - Computer Programmer II	(see 1)	23.93
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.31
14160 - Personal Computer Support Technician		19.84
14170 - System Support Specialist		23.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.61
15030 - Air Crew Training Devices Instructor (Pilot)		39.95
15050 - Computer Based Training Specialist / Instructor		28.62
15060 - Educational Technologist		29.44
15070 - Flight Instructor (Pilot)		39.95
15080 - Graphic Artist		20.17

15085 - Maintenance Test Pilot Fixed Jet/Prop 37.48
15086 - Maintenance Test Pilot Rotary Wing 37.48
15088 - Non-Maintenance Test/Co-Pilot 37.48
15090 - Technical Instructor 18.49
15095 - Technical Instructor/Course Developer 22.61
15110 - Test Proctor 14.92
15120 - Tutor 14.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.33
16030 - Counter Attendant 10.33
16040 - Dry Cleaner 13.03
16070 - Finisher Flatwork Machine 10.33
16090 - Presser Hand 10.33
16110 - Presser Machine Drycleaning 10.33
16130 - Presser Machine Shirts 10.33
16160 - Presser Machine Wearing Apparel Laundry 10.33
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.97
16250 - Washer Machine 11.13
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.53
19040 - Tool And Die Maker 22.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.45
21030 - Material Coordinator 21.00
21040 - Material Expediter 21.00
21050 - Material Handling Laborer 12.78
21071 - Order Filler 12.78
21080 - Production Line Worker (Food Processing) 16.45
21110 - Shipping Packer 15.18
21130 - Shipping/Receiving Clerk 15.18
21140 - Store Worker I 13.53
21150 - Stock Clerk 19.09
21210 - Tools And Parts Attendant 16.45
21410 - Warehouse Specialist 16.45
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.11
23019 - Aircraft Logs and Records Technician 21.12
23021 - Aircraft Mechanic I 25.06
23022 - Aircraft Mechanic II 26.11
23023 - Aircraft Mechanic III 27.19
23040 - Aircraft Mechanic Helper 18.84
23050 - Aircraft Painter 23.93
23060 - Aircraft Servicer 21.12
23070 - Aircraft Survival Flight Equipment Technician 23.93
23080 - Aircraft Worker 22.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.63
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.06

23110 - Appliance Mechanic 20.74
23120 - Bicycle Repairer 17.67
23125 - Cable Splicer 33.24
23130 - Carpenter Maintenance 19.60
23140 - Carpet Layer 22.63
23160 - Electrician Maintenance 23.02
23181 - Electronics Technician Maintenance I 31.06
23182 - Electronics Technician Maintenance II 33.13
23183 - Electronics Technician Maintenance III 35.62
23260 - Fabric Worker 21.12
23290 - Fire Alarm System Mechanic 25.06
23310 - Fire Extinguisher Repairer 19.59
23311 - Fuel Distribution System Mechanic 25.06
23312 - Fuel Distribution System Operator 19.59
23370 - General Maintenance Worker 17.81
23380 - Ground Support Equipment Mechanic 25.06
23381 - Ground Support Equipment Servicer 21.12
23382 - Ground Support Equipment Worker 22.63
23391 - Gunsmith I 19.59
23392 - Gunsmith II 22.63
23393 - Gunsmith III 25.06
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.83
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.70
23430 - Heavy Equipment Mechanic 25.81
23440 - Heavy Equipment Operator 22.52
23460 - Instrument Mechanic 25.06
23465 - Laboratory/Shelter Mechanic 23.93
23470 - Laborer 13.72
23510 - Locksmith 23.93
23530 - Machinery Maintenance Mechanic 25.86
23550 - Machinist Maintenance 21.27
23580 - Maintenance Trades Helper 17.94
23591 - Metrology Technician I 25.06
23592 - Metrology Technician II 26.11
23593 - Metrology Technician III 27.17
23640 - Millwright 25.06
23710 - Office Appliance Repairer 18.88
23760 - Painter Maintenance 17.47
23790 - Pipefitter Maintenance 26.04
23810 - Plumber Maintenance 24.28
23820 - Pneudraulic Systems Mechanic 25.06
23850 - Rigger 25.06
23870 - Scale Mechanic 22.63
23890 - Sheet-Metal Worker Maintenance 26.37
23910 - Small Engine Mechanic 18.80
23931 - Telecommunications Mechanic I 26.50
23932 - Telecommunications Mechanic II 27.62
23950 - Telephone Lineman 28.93

23960 - Welder Combination Maintenance		17.87
23965 - Well Driller		25.06
23970 - Woodcraft Worker		25.06
23980 - Woodworker		19.59
24000 - Personal Needs Occupations		
24550 - Case Manager		13.98
24570 - Child Care Attendant		9.47
24580 - Child Care Center Clerk		13.26
24610 - Chore Aide		10.97
24620 - Family Readiness And Support Services Coordinator		13.98
24630 - Homemaker		15.27
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.27
25040 - Sewage Plant Operator		18.82
25070 - Stationary Engineer		26.27
25190 - Ventilation Equipment Tender		18.89
25210 - Water Treatment Plant Operator		18.82
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.33
27007 - Baggage Inspector		14.44
27008 - Corrections Officer		18.04
27010 - Court Security Officer		17.21
27030 - Detection Dog Handler		17.95
27040 - Detention Officer		18.04
27070 - Firefighter		18.93
27101 - Guard I		14.44
27102 - Guard II		17.95
27131 - Police Officer I		18.60
27132 - Police Officer II		20.68
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.06
28042 - Carnival Equipment Repairer		14.23
28043 - Carnival Worker		9.68
28210 - Gate Attendant/Gate Tender		13.93
28310 - Lifeguard		10.83
28350 - Park Attendant (Aide)		15.58
28510 - Recreation Aide/Health Facility Attendant		11.37
28515 - Recreation Specialist		19.30
28630 - Sports Official		12.41
28690 - Swimming Pool Operator		17.18
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.63
29020 - Hatch Tender		22.63
29030 - Line Handler		22.63
29041 - Stevedore I		21.12
29042 - Stevedore II		23.93
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.60
30021 - Archeological Technician I 16.76
30022 - Archeological Technician II 18.75
30023 - Archeological Technician III 23.22
30030 - Cartographic Technician 23.22
30040 - Civil Engineering Technician 23.22
30051 - Cryogenic Technician I 25.72
30052 - Cryogenic Technician II 28.41
30061 - Drafter/CAD Operator I 16.76
30062 - Drafter/CAD Operator II 18.75
30063 - Drafter/CAD Operator III 20.90
30064 - Drafter/CAD Operator IV 25.72
30081 - Engineering Technician I 13.73
30082 - Engineering Technician II 15.82
30083 - Engineering Technician III 20.33
30084 - Engineering Technician IV 25.19
30085 - Engineering Technician V 30.82
30086 - Engineering Technician VI 37.29
30090 - Environmental Technician 23.22
30095 - Evidence Control Specialist 23.22
30210 - Laboratory Technician 22.70
30221 - Latent Fingerprint Technician I 25.72
30222 - Latent Fingerprint Technician II 28.41
30240 - Mathematical Technician 23.22
30361 - Paralegal/Legal Assistant I 18.48
30362 - Paralegal/Legal Assistant II 22.89
30363 - Paralegal/Legal Assistant III 28.00
30364 - Paralegal/Legal Assistant IV 33.87
30375 - Petroleum Supply Specialist 28.41
30390 - Photo-Optics Technician 22.93
30395 - Radiation Control Technician 28.41
30461 - Technical Writer I 23.22
30462 - Technical Writer II 28.41
30463 - Technical Writer III 34.37
30491 - Unexploded Ordnance (UXO) Technician I 25.61
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.14
30494 - Unexploded (UXO) Safety Escort 25.61
30495 - Unexploded (UXO) Sweep Personnel 25.61
30501 - Weather Forecaster I 25.72
30502 - Weather Forecaster II 31.29
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.90
30621 - Weather Observer Senior (see 2) 23.22
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 13.31
31030 - Bus Driver 18.18
31043 - Driver Courier 14.65
31260 - Parking and Lot Attendant 11.97

31290 - Shuttle Bus Driver	15.99
31310 - Taxi Driver	12.66
31361 - Truckdriver Light	15.99
31362 - Truckdriver Medium	17.24
31363 - Truckdriver Heavy	20.58
31364 - Truckdriver Tractor-Trailer	20.58
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	10.11
99050 - Desk Clerk	9.60
99095 - Embalmer	29.39
99130 - Flight Follower	25.61
99251 - Laboratory Animal Caretaker I	13.22
99252 - Laboratory Animal Caretaker II	14.43
99260 - Marketing Analyst	22.02
99310 - Mortician	26.72
99410 - Pest Controller	15.82
99510 - Photofinishing Worker	13.46
99710 - Recycling Laborer	16.97
99711 - Recycling Specialist	20.66
99730 - Refuse Collector	15.17
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	15.39
99830 - Survey Party Chief	18.38
99831 - Surveying Aide	10.64
99832 - Surveying Technician	17.60
99840 - Vending Machine Attendant	12.53
99841 - Vending Machine Repairer	15.99
99842 - Vending Machine Repairer Helper	13.27

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5094
Revision No.: 14
Date Of Last Revision: 05/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Benton Camden Dent Hickory Laclede Maries Miller Morgan Phelps Pulaski St Clair

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.57
01012 - Accounting Clerk II		15.23
01013 - Accounting Clerk III		17.03
01020 - Administrative Assistant		23.31
01035 - Court Reporter		15.98
01041 - Customer Service Representative I		11.70
01042 - Customer Service Representative II		13.15
01043 - Customer Service Representative III		14.36
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.09
01060 - Dispatcher Motor Vehicle		18.76

01070 - Document Preparation Clerk 13.85
01090 - Duplicating Machine Operator 13.85
01111 - General Clerk I 12.54
01112 - General Clerk II 13.68
01113 - General Clerk III 15.36
01120 - Housing Referral Assistant 17.82
01141 - Messenger Courier 11.87
01191 - Order Clerk I 13.40
01192 - Order Clerk II 14.63
01261 - Personnel Assistant (Employment) I 15.89
01262 - Personnel Assistant (Employment) II 17.77
01263 - Personnel Assistant (Employment) III 19.81
01270 - Production Control Clerk 21.30
01290 - Rental Clerk 13.88
01300 - Scheduler Maintenance 14.29
01311 - Secretary I 14.29
01312 - Secretary II 15.98
01313 - Secretary III 17.82
01320 - Service Order Dispatcher 16.77
01410 - Supply Technician 23.31
01420 - Survey Worker 14.95
01460 - Switchboard Operator/Receptionist 12.15
01531 - Travel Clerk I 13.50
01532 - Travel Clerk II 14.54
01533 - Travel Clerk III 15.67
01611 - Word Processor I 12.73
01612 - Word Processor II 14.29
01613 - Word Processor III 15.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.45
05010 - Automotive Electrician 16.87
05040 - Automotive Glass Installer 15.95
05070 - Automotive Worker 15.95
05110 - Mobile Equipment Servicer 14.19
05130 - Motor Equipment Metal Mechanic 17.73
05160 - Motor Equipment Metal Worker 15.95
05190 - Motor Vehicle Mechanic 17.73
05220 - Motor Vehicle Mechanic Helper 13.33
05250 - Motor Vehicle Upholstery Worker 15.36
05280 - Motor Vehicle Wrecker 15.95
05310 - Painter Automotive 16.86
05340 - Radiator Repair Specialist 15.95
05370 - Tire Repairer 11.40
05400 - Transmission Repair Specialist 17.73
07000 - Food Preparation And Service Occupations
07010 - Baker 12.02
07041 - Cook I 10.82
07042 - Cook II 12.50
07070 - Dishwasher 9.47
07130 - Food Service Worker 9.51

07210 - Meat Cutter	15.66
07260 - Waiter/Waitress	9.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.84
09040 - Furniture Handler	10.52
09080 - Furniture Refinisher	15.84
09090 - Furniture Refinisher Helper	12.95
09110 - Furniture Repairer Minor	14.06
09130 - Upholsterer	14.97
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.01
11060 - Elevator Operator	12.16
11090 - Gardener	17.40
11122 - Housekeeping Aide	12.16
11150 - Janitor	12.16
11210 - Laborer Grounds Maintenance	13.09
11240 - Maid or Houseman	9.61
11260 - Pruner	11.70
11270 - Tractor Operator	15.94
11330 - Trail Maintenance Worker	13.09
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.12
12011 - Breath Alcohol Technician	17.71
12012 - Certified Occupational Therapist Assistant	24.30
12015 - Certified Physical Therapist Assistant	22.74
12020 - Dental Assistant	15.94
12025 - Dental Hygienist	31.34
12030 - EKG Technician	28.08
12035 - Electroneurodiagnostic Technologist	28.08
12040 - Emergency Medical Technician	17.12
12071 - Licensed Practical Nurse I	15.83
12072 - Licensed Practical Nurse II	17.71
12073 - Licensed Practical Nurse III	19.75
12100 - Medical Assistant	13.08
12130 - Medical Laboratory Technician	19.69
12160 - Medical Record Clerk	17.70
12190 - Medical Record Technician	19.80
12195 - Medical Transcriptionist	17.05
12210 - Nuclear Medicine Technologist	38.92
12221 - Nursing Assistant I	10.97
12222 - Nursing Assistant II	12.33
12223 - Nursing Assistant III	13.46
12224 - Nursing Assistant IV	15.11
12235 - Optical Dispenser	14.23
12236 - Optical Technician	15.83
12250 - Pharmacy Technician	14.36
12280 - Phlebotomist	14.19
12305 - Radiologic Technologist	23.85
12311 - Registered Nurse I	23.59

12312 - Registered Nurse II		28.86
12313 - Registered Nurse II Specialist		28.86
12314 - Registered Nurse III		34.91
12315 - Registered Nurse III Anesthetist		34.91
12316 - Registered Nurse IV		41.85
12317 - Scheduler (Drug and Alcohol Testing)		21.94
12320 - Substance Abuse Treatment Counselor		18.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.13
13012 - Exhibits Specialist II		22.20
13013 - Exhibits Specialist III		24.99
13041 - Illustrator I		18.13
13042 - Illustrator II		22.20
13043 - Illustrator III		24.99
13047 - Librarian		22.63
13050 - Library Aide/Clerk		12.51
13054 - Library Information Technology Systems Administrator		20.44
13058 - Library Technician		16.36
13061 - Media Specialist I		14.75
13062 - Media Specialist II		16.49
13063 - Media Specialist III		18.38
13071 - Photographer I		13.79
13072 - Photographer II		15.47
13073 - Photographer III		19.91
13074 - Photographer IV		24.34
13075 - Photographer V		30.59
13090 - Technical Order Library Clerk		15.50
13110 - Video Teleconference Technician		18.05
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.31
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.96
14071 - Computer Programmer I	(see 1)	19.31
14072 - Computer Programmer II	(see 1)	23.93
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.31
14160 - Personal Computer Support Technician		19.84
14170 - System Support Specialist		23.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.61
15030 - Air Crew Training Devices Instructor (Pilot)		39.95
15050 - Computer Based Training Specialist / Instructor		28.62

15060 - Educational Technologist 29.44
15070 - Flight Instructor (Pilot) 39.95
15080 - Graphic Artist 20.17
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.48
15086 - Maintenance Test Pilot Rotary Wing 37.48
15088 - Non-Maintenance Test/Co-Pilot 37.48
15090 - Technical Instructor 18.49
15095 - Technical Instructor/Course Developer 22.61
15110 - Test Proctor 14.92
15120 - Tutor 14.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.33
16030 - Counter Attendant 10.33
16040 - Dry Cleaner 13.03
16070 - Finisher Flatwork Machine 10.33
16090 - Presser Hand 10.33
16110 - Presser Machine Drycleaning 10.33
16130 - Presser Machine Shirts 10.33
16160 - Presser Machine Wearing Apparel Laundry 10.33
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.97
16250 - Washer Machine 11.13
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.53
19040 - Tool And Die Maker 22.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.45
21030 - Material Coordinator 21.00
21040 - Material Expediter 21.00
21050 - Material Handling Laborer 12.78
21071 - Order Filler 12.78
21080 - Production Line Worker (Food Processing) 16.45
21110 - Shipping Packer 15.18
21130 - Shipping/Receiving Clerk 15.18
21140 - Store Worker I 13.53
21150 - Stock Clerk 19.09
21210 - Tools And Parts Attendant 16.45
21410 - Warehouse Specialist 16.45
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.11
23019 - Aircraft Logs and Records Technician 21.12
23021 - Aircraft Mechanic I 25.06
23022 - Aircraft Mechanic II 26.11
23023 - Aircraft Mechanic III 27.19
23040 - Aircraft Mechanic Helper 18.84
23050 - Aircraft Painter 23.93
23060 - Aircraft Servicer 21.12
23070 - Aircraft Survival Flight Equipment Technician 23.93
23080 - Aircraft Worker 22.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 22.63

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.06
II
23110 - Appliance Mechanic 20.74
23120 - Bicycle Repairer 17.67
23125 - Cable Splicer 33.24
23130 - Carpenter Maintenance 19.60
23140 - Carpet Layer 22.63
23160 - Electrician Maintenance 23.02
23181 - Electronics Technician Maintenance I 31.06
23182 - Electronics Technician Maintenance II 33.13
23183 - Electronics Technician Maintenance III 35.62
23260 - Fabric Worker 21.12
23290 - Fire Alarm System Mechanic 25.06
23310 - Fire Extinguisher Repairer 19.59
23311 - Fuel Distribution System Mechanic 25.06
23312 - Fuel Distribution System Operator 19.59
23370 - General Maintenance Worker 17.81
23380 - Ground Support Equipment Mechanic 25.06
23381 - Ground Support Equipment Servicer 21.12
23382 - Ground Support Equipment Worker 22.63
23391 - Gunsmith I 19.59
23392 - Gunsmith II 22.63
23393 - Gunsmith III 25.06
23410 - Heating Ventilation And Air-Conditioning 20.83
Mechanic
23411 - Heating Ventilation And Air Contidioning 21.70
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 25.81
23440 - Heavy Equipment Operator 22.52
23460 - Instrument Mechanic 25.06
23465 - Laboratory/Shelter Mechanic 23.93
23470 - Laborer 13.72
23510 - Locksmith 23.93
23530 - Machinery Maintenance Mechanic 25.86
23550 - Machinist Maintenance 21.27
23580 - Maintenance Trades Helper 17.94
23591 - Metrology Technician I 25.06
23592 - Metrology Technician II 26.11
23593 - Metrology Technician III 27.17
23640 - Millwright 25.06
23710 - Office Appliance Repairer 18.88
23760 - Painter Maintenance 17.47
23790 - Pipefitter Maintenance 26.04
23810 - Plumber Maintenance 24.28
23820 - Pneudraulic Systems Mechanic 25.06
23850 - Rigger 25.06
23870 - Scale Mechanic 22.63
23890 - Sheet-Metal Worker Maintenance 26.37
23910 - Small Engine Mechanic 18.80

23931 - Telecommunications Mechanic I	26.50
23932 - Telecommunications Mechanic II	27.62
23950 - Telephone Lineman	28.93
23960 - Welder Combination Maintenance	17.87
23965 - Well Driller	25.06
23970 - Woodcraft Worker	25.06
23980 - Woodworker	19.59
24000 - Personal Needs Occupations	
24550 - Case Manager	13.98
24570 - Child Care Attendant	9.47
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	10.97
24620 - Family Readiness And Support Services Coordinator	13.98
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.27
25040 - Sewage Plant Operator	18.82
25070 - Stationary Engineer	26.27
25190 - Ventilation Equipment Tender	18.89
25210 - Water Treatment Plant Operator	18.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	14.44
27008 - Corrections Officer	18.04
27010 - Court Security Officer	17.21
27030 - Detection Dog Handler	17.95
27040 - Detention Officer	18.04
27070 - Firefighter	18.93
27101 - Guard I	14.44
27102 - Guard II	17.95
27131 - Police Officer I	18.60
27132 - Police Officer II	20.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.06
28042 - Carnival Equipment Repairer	14.23
28043 - Carnival Worker	9.68
28210 - Gate Attendant/Gate Tender	13.93
28310 - Lifeguard	10.83
28350 - Park Attendant (Aide)	15.58
28510 - Recreation Aide/Health Facility Attendant	11.37
28515 - Recreation Specialist	19.30
28630 - Sports Official	12.41
28690 - Swimming Pool Operator	17.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.63
29020 - Hatch Tender	22.63
29030 - Line Handler	22.63
29041 - Stevedore I	21.12
29042 - Stevedore II	23.93

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.60
30021 - Archeological Technician I		16.76
30022 - Archeological Technician II		18.75
30023 - Archeological Technician III		23.22
30030 - Cartographic Technician		23.22
30040 - Civil Engineering Technician		23.22
30051 - Cryogenic Technician I		25.72
30052 - Cryogenic Technician II		28.41
30061 - Drafter/CAD Operator I		16.76
30062 - Drafter/CAD Operator II		18.75
30063 - Drafter/CAD Operator III		20.90
30064 - Drafter/CAD Operator IV		25.72
30081 - Engineering Technician I		13.73
30082 - Engineering Technician II		15.82
30083 - Engineering Technician III		20.33
30084 - Engineering Technician IV		25.19
30085 - Engineering Technician V		30.82
30086 - Engineering Technician VI		37.29
30090 - Environmental Technician		23.22
30095 - Evidence Control Specialist		23.22
30210 - Laboratory Technician		22.70
30221 - Latent Fingerprint Technician I		25.72
30222 - Latent Fingerprint Technician II		28.41
30240 - Mathematical Technician		23.22
30361 - Paralegal/Legal Assistant I		18.48
30362 - Paralegal/Legal Assistant II		22.89
30363 - Paralegal/Legal Assistant III		28.00
30364 - Paralegal/Legal Assistant IV		33.87
30375 - Petroleum Supply Specialist		28.41
30390 - Photo-Optics Technician		22.93
30395 - Radiation Control Technician		28.41
30461 - Technical Writer I		23.22
30462 - Technical Writer II		28.41
30463 - Technical Writer III		34.37
30491 - Unexploded Ordnance (UXO) Technician I		25.61
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.14
30494 - Unexploded (UXO) Safety Escort		25.61
30495 - Unexploded (UXO) Sweep Personnel		25.61
30501 - Weather Forecaster I		25.72
30502 - Weather Forecaster II		31.29
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.90
30621 - Weather Observer Senior	(see 2)	23.22

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.31

31030 - Bus Driver	18.18
31043 - Driver Courier	14.65
31260 - Parking and Lot Attendant	11.97
31290 - Shuttle Bus Driver	15.99
31310 - Taxi Driver	12.66
31361 - Truckdriver Light	15.99
31362 - Truckdriver Medium	17.24
31363 - Truckdriver Heavy	20.58
31364 - Truckdriver Tractor-Trailer	20.58
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	10.11
99050 - Desk Clerk	9.60
99095 - Embalmer	29.39
99130 - Flight Follower	25.61
99251 - Laboratory Animal Caretaker I	13.22
99252 - Laboratory Animal Caretaker II	14.43
99260 - Marketing Analyst	22.02
99310 - Mortician	26.72
99410 - Pest Controller	15.82
99510 - Photofinishing Worker	13.46
99710 - Recycling Laborer	16.97
99711 - Recycling Specialist	20.66
99730 - Refuse Collector	15.17
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	15.39
99830 - Survey Party Chief	18.38
99831 - Surveying Aide	10.64
99832 - Surveying Technician	17.60
99840 - Vending Machine Attendant	12.53
99841 - Vending Machine Repairer	15.99
99842 - Vending Machine Repairer Helper	13.27

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5096
Revision No.: 14
Date Of Last Revision: 05/19/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Adair Atchison Carroll Chariton Daviess Gentry Grundy Harrison Holt Linn Livingston Macon Mercer Nodaway Putnam Schuyler Sullivan Worth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.97
01012 - Accounting Clerk II		15.69
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		23.27
01035 - Court Reporter		18.32
01041 - Customer Service Representative I		12.23
01042 - Customer Service Representative II		13.75
01043 - Customer Service Representative III		15.00
01051 - Data Entry Operator I		13.72
01052 - Data Entry Operator II		15.55

01060 - Dispatcher Motor Vehicle 18.55
01070 - Document Preparation Clerk 14.22
01090 - Duplicating Machine Operator 14.22
01111 - General Clerk I 12.97
01112 - General Clerk II 14.22
01113 - General Clerk III 15.96
01120 - Housing Referral Assistant 20.79
01141 - Messenger Courier 11.41
01191 - Order Clerk I 13.53
01192 - Order Clerk II 15.29
01261 - Personnel Assistant (Employment) I 16.17
01262 - Personnel Assistant (Employment) II 17.97
01263 - Personnel Assistant (Employment) III 20.54
01270 - Production Control Clerk 20.04
01290 - Rental Clerk 14.97
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.90
01313 - Secretary III 20.79
01320 - Service Order Dispatcher 21.18
01410 - Supply Technician 23.27
01420 - Survey Worker 17.02
01460 - Switchboard Operator/Receptionist 13.87
01531 - Travel Clerk I 13.50
01532 - Travel Clerk II 14.54
01533 - Travel Clerk III 15.67
01611 - Word Processor I 14.09
01612 - Word Processor II 15.81
01613 - Word Processor III 17.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.30
05010 - Automotive Electrician 19.32
05040 - Automotive Glass Installer 18.59
05070 - Automotive Worker 18.59
05110 - Mobile Equipment Servicer 16.51
05130 - Motor Equipment Metal Mechanic 20.03
05160 - Motor Equipment Metal Worker 18.59
05190 - Motor Vehicle Mechanic 21.70
05220 - Motor Vehicle Mechanic Helper 15.47
05250 - Motor Vehicle Upholstery Worker 17.54
05280 - Motor Vehicle Wrecker 18.59
05310 - Painter Automotive 19.32
05340 - Radiator Repair Specialist 18.59
05370 - Tire Repairer 15.18
05400 - Transmission Repair Specialist 20.03
07000 - Food Preparation And Service Occupations
07010 - Baker 14.52
07041 - Cook I 10.88
07042 - Cook II 12.54
07070 - Dishwasher 9.60

07130 - Food Service Worker	10.31
07210 - Meat Cutter	15.48
07260 - Waiter/Waitress	9.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.17
09040 - Furniture Handler	15.75
09080 - Furniture Refinisher	22.17
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer Minor	19.56
09130 - Upholsterer	18.00
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.24
11060 - Elevator Operator	12.93
11090 - Gardener	16.01
11122 - Housekeeping Aide	12.93
11150 - Janitor	12.93
11210 - Laborer Grounds Maintenance	13.34
11240 - Maid or Houseman	10.52
11260 - Pruner	12.93
11270 - Tractor Operator	15.37
11330 - Trail Maintenance Worker	13.34
11360 - Window Cleaner	13.33
12000 - Health Occupations	
12010 - Ambulance Driver	18.64
12011 - Breath Alcohol Technician	18.64
12012 - Certified Occupational Therapist Assistant	25.80
12015 - Certified Physical Therapist Assistant	26.01
12020 - Dental Assistant	17.82
12025 - Dental Hygienist	34.35
12030 - EKG Technician	28.24
12035 - Electroneurodiagnostic Technologist	28.24
12040 - Emergency Medical Technician	18.64
12071 - Licensed Practical Nurse I	16.66
12072 - Licensed Practical Nurse II	18.64
12073 - Licensed Practical Nurse III	20.78
12100 - Medical Assistant	14.08
12130 - Medical Laboratory Technician	22.75
12160 - Medical Record Clerk	15.04
12190 - Medical Record Technician	18.51
12195 - Medical Transcriptionist	17.62
12210 - Nuclear Medicine Technologist	40.96
12221 - Nursing Assistant I	10.86
12222 - Nursing Assistant II	12.21
12223 - Nursing Assistant III	13.32
12224 - Nursing Assistant IV	14.95
12235 - Optical Dispenser	15.01
12236 - Optical Technician	16.66
12250 - Pharmacy Technician	14.84
12280 - Phlebotomist	16.41
12305 - Radiologic Technologist	25.29

12311 - Registered Nurse I		23.68
12312 - Registered Nurse II		27.27
12313 - Registered Nurse II Specialist		27.27
12314 - Registered Nurse III		33.15
12315 - Registered Nurse III Anesthetist		33.15
12316 - Registered Nurse IV		39.45
12317 - Scheduler (Drug and Alcohol Testing)		23.09
12320 - Substance Abuse Treatment Counselor		17.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.11
13012 - Exhibits Specialist II		27.35
13013 - Exhibits Specialist III		29.94
13041 - Illustrator I		18.65
13042 - Illustrator II		22.33
13043 - Illustrator III		27.90
13047 - Librarian		30.95
13050 - Library Aide/Clerk		10.37
13054 - Library Information Technology Systems Administrator		23.49
13058 - Library Technician		13.99
13061 - Media Specialist I		17.03
13062 - Media Specialist II		19.04
13063 - Media Specialist III		21.24
13071 - Photographer I		17.20
13072 - Photographer II		19.24
13073 - Photographer III		23.84
13074 - Photographer IV		29.17
13075 - Photographer V		35.29
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		24.61
14071 - Computer Programmer I	(see 1)	22.38
14072 - Computer Programmer II	(see 1)	26.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.03
14160 - Personal Computer Support Technician		23.48
14170 - System Support Specialist		24.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.84
15020 - Aircrew Training Devices Instructor (Rated)		34.89
15030 - Air Crew Training Devices Instructor (Pilot)		41.81

15050 - Computer Based Training Specialist / Instructor	28.84
15060 - Educational Technologist	26.64
15070 - Flight Instructor (Pilot)	41.81
15080 - Graphic Artist	25.30
15085 - Maintenance Test Pilot Fixed Jet/Prop	40.84
15086 - Maintenance Test Pilot Rotary Wing	40.84
15088 - Non-Maintenance Test/Co-Pilot	40.84
15090 - Technical Instructor	20.74
15095 - Technical Instructor/Course Developer	25.38
15110 - Test Proctor	17.30
15120 - Tutor	17.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.33
16030 - Counter Attendant	10.33
16040 - Dry Cleaner	13.03
16070 - Finisher Flatwork Machine	10.33
16090 - Presser Hand	10.33
16110 - Presser Machine Drycleaning	10.33
16130 - Presser Machine Shirts	10.33
16160 - Presser Machine Wearing Apparel Laundry	10.33
16190 - Sewing Machine Operator	14.00
16220 - Tailor	14.97
16250 - Washer Machine	11.13
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.23
19040 - Tool And Die Maker	27.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.24
21030 - Material Coordinator	20.04
21040 - Material Expediter	20.04
21050 - Material Handling Laborer	16.19
21071 - Order Filler	14.87
21080 - Production Line Worker (Food Processing)	19.24
21110 - Shipping Packer	15.60
21130 - Shipping/Receiving Clerk	15.60
21140 - Store Worker I	13.89
21150 - Stock Clerk	19.86
21210 - Tools And Parts Attendant	19.24
21410 - Warehouse Specialist	19.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.87
23019 - Aircraft Logs and Records Technician	21.78
23021 - Aircraft Mechanic I	24.88
23022 - Aircraft Mechanic II	25.87
23023 - Aircraft Mechanic III	26.77
23040 - Aircraft Mechanic Helper	19.23
23050 - Aircraft Painter	23.93
23060 - Aircraft Servicer	21.78
23070 - Aircraft Survival Flight Equipment Technician	23.93
23080 - Aircraft Worker	23.09

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.88
23110 - Appliance Mechanic 22.17
23120 - Bicycle Repairer 18.79
23125 - Cable Splicer 34.26
23130 - Carpenter Maintenance 24.03
23140 - Carpet Layer 25.78
23160 - Electrician Maintenance 30.95
23181 - Electronics Technician Maintenance I 24.99
23182 - Electronics Technician Maintenance II 27.18
23183 - Electronics Technician Maintenance III 27.74
23260 - Fabric Worker 20.30
23290 - Fire Alarm System Mechanic 23.98
23310 - Fire Extinguisher Repairer 18.79
23311 - Fuel Distribution System Mechanic 25.39
23312 - Fuel Distribution System Operator 19.91
23370 - General Maintenance Worker 20.36
23380 - Ground Support Equipment Mechanic 24.88
23381 - Ground Support Equipment Servicer 21.78
23382 - Ground Support Equipment Worker 23.09
23391 - Gunsmith I 18.79
23392 - Gunsmith II 21.78
23393 - Gunsmith III 23.98
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.80
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.71
23430 - Heavy Equipment Mechanic 23.02
23440 - Heavy Equipment Operator 23.00
23460 - Instrument Mechanic 23.98
23465 - Laboratory/Shelter Mechanic 22.97
23470 - Laborer 13.44
23510 - Locksmith 22.97
23530 - Machinery Maintenance Mechanic 25.10
23550 - Machinist Maintenance 22.01
23580 - Maintenance Trades Helper 17.19
23591 - Metrology Technician I 23.98
23592 - Metrology Technician II 24.92
23593 - Metrology Technician III 25.87
23640 - Millwright 25.77
23710 - Office Appliance Repairer 22.04
23760 - Painter Maintenance 21.30
23790 - Pipefitter Maintenance 33.08
23810 - Plumber Maintenance 29.79
23820 - Pneudraulic Systems Mechanic 23.98
23850 - Rigger 23.98
23870 - Scale Mechanic 21.78
23890 - Sheet-Metal Worker Maintenance 26.89

23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic I	25.53
23932 - Telecommunications Mechanic II	26.46
23950 - Telephone Lineman	31.69
23960 - Welder Combination Maintenance	22.01
23965 - Well Driller	23.98
23970 - Woodcraft Worker	23.98
23980 - Woodworker	18.79
24000 - Personal Needs Occupations	
24550 - Case Manager	16.53
24570 - Child Care Attendant	10.63
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	16.53
24630 - Homemaker	16.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.16
25040 - Sewage Plant Operator	21.93
25070 - Stationary Engineer	25.16
25190 - Ventilation Equipment Tender	17.01
25210 - Water Treatment Plant Operator	21.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.02
27007 - Baggage Inspector	13.88
27008 - Corrections Officer	18.89
27010 - Court Security Officer	20.41
27030 - Detection Dog Handler	16.62
27040 - Detention Officer	18.89
27070 - Firefighter	21.35
27101 - Guard I	13.88
27102 - Guard II	16.62
27131 - Police Officer I	22.07
27132 - Police Officer II	24.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.83
28042 - Carnival Equipment Repairer	14.03
28043 - Carnival Worker	9.33
28210 - Gate Attendant/Gate Tender	17.80
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	19.92
28510 - Recreation Aide/Health Facility Attendant	14.53
28515 - Recreation Specialist	24.20
28630 - Sports Official	15.85
28690 - Swimming Pool Operator	19.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.29
29020 - Hatch Tender	23.29
29030 - Line Handler	23.29
29041 - Stevedore I	21.62

29042 - Stevedore II		24.53
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.04
30022 - Archeological Technician II		20.18
30023 - Archeological Technician III		24.76
30030 - Cartographic Technician		25.01
30040 - Civil Engineering Technician		25.17
30051 - Cryogenic Technician I		23.90
30052 - Cryogenic Technician II		26.40
30061 - Drafter/CAD Operator I		18.04
30062 - Drafter/CAD Operator II		20.18
30063 - Drafter/CAD Operator III		22.51
30064 - Drafter/CAD Operator IV		27.69
30081 - Engineering Technician I		15.56
30082 - Engineering Technician II		19.08
30083 - Engineering Technician III		21.95
30084 - Engineering Technician IV		24.41
30085 - Engineering Technician V		29.54
30086 - Engineering Technician VI		36.00
30090 - Environmental Technician		21.58
30095 - Evidence Control Specialist		21.58
30210 - Laboratory Technician		24.29
30221 - Latent Fingerprint Technician I		23.90
30222 - Latent Fingerprint Technician II		26.40
30240 - Mathematical Technician		25.01
30361 - Paralegal/Legal Assistant I		17.22
30362 - Paralegal/Legal Assistant II		21.79
30363 - Paralegal/Legal Assistant III		26.66
30364 - Paralegal/Legal Assistant IV		32.25
30375 - Petroleum Supply Specialist		26.40
30390 - Photo-Optics Technician		25.01
30395 - Radiation Control Technician		26.40
30461 - Technical Writer I		21.58
30462 - Technical Writer II		26.40
30463 - Technical Writer III		31.94
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.69
30502 - Weather Forecaster II		33.69
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.51
30621 - Weather Observer Senior	(see 2)	25.01
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67

31020 - Bus Aide	12.60
31030 - Bus Driver	18.22
31043 - Driver Courier	14.58
31260 - Parking and Lot Attendant	12.07
31290 - Shuttle Bus Driver	15.77
31310 - Taxi Driver	12.39
31361 - Truckdriver Light	15.77
31362 - Truckdriver Medium	21.15
31363 - Truckdriver Heavy	21.54
31364 - Truckdriver Tractor-Trailer	21.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.19
99050 - Desk Clerk	9.46
99095 - Embalmer	30.24
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.20
99252 - Laboratory Animal Caretaker II	13.30
99260 - Marketing Analyst	21.67
99310 - Mortician	30.24
99410 - Pest Controller	19.78
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.98
99711 - Recycling Specialist	22.04
99730 - Refuse Collector	16.02
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	15.90
99830 - Survey Party Chief	22.49
99831 - Surveying Aide	13.98
99832 - Surveying Technician	19.14
99840 - Vending Machine Attendant	21.87
99841 - Vending Machine Repairer	27.70
99842 - Vending Machine Repairer Helper	21.87

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5097
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Audrain Clark Knox Lewis Marion Monroe Montgomery Pike Ralls Randolph Scotland Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service Representative I		12.23
01042 - Customer Service Representative II		13.75
01043 - Customer Service Representative III		15.00
01051 - Data Entry Operator I		13.44
01052 - Data Entry Operator II		15.84
01060 - Dispatcher Motor Vehicle		19.05
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.51
01111 - General Clerk I		12.97

01112 - General Clerk II	15.00
01113 - General Clerk III	17.07
01120 - Housing Referral Assistant	20.96
01141 - Messenger Courier	11.61
01191 - Order Clerk I	13.53
01192 - Order Clerk II	14.76
01261 - Personnel Assistant (Employment) I	16.33
01262 - Personnel Assistant (Employment) II	19.05
01263 - Personnel Assistant (Employment) III	20.73
01270 - Production Control Clerk	20.73
01290 - Rental Clerk	16.06
01300 - Scheduler Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.85
01313 - Secretary III	20.96
01320 - Service Order Dispatcher	18.12
01410 - Supply Technician	24.14
01420 - Survey Worker	19.05
01460 - Switchboard Operator/Receptionist	15.10
01531 - Travel Clerk I	13.50
01532 - Travel Clerk II	14.54
01533 - Travel Clerk III	15.67
01611 - Word Processor I	13.51
01612 - Word Processor II	16.06
01613 - Word Processor III	19.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.12
05010 - Automotive Electrician	20.59
05040 - Automotive Glass Installer	19.74
05070 - Automotive Worker	19.74
05110 - Mobile Equipment Servicer	18.01
05130 - Motor Equipment Metal Mechanic	21.46
05160 - Motor Equipment Metal Worker	19.74
05190 - Motor Vehicle Mechanic	20.40
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter Automotive	20.59
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	15.80
05400 - Transmission Repair Specialist	21.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.50
07041 - Cook I	11.02
07042 - Cook II	12.07
07070 - Dishwasher	9.18
07130 - Food Service Worker	10.05
07210 - Meat Cutter	16.34
07260 - Waiter/Waitress	9.61
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 22.17
09040 - Furniture Handler 13.53
09080 - Furniture Refinisher 22.17
09090 - Furniture Refinisher Helper 16.57
09110 - Furniture Repairer Minor 19.56
09130 - Upholsterer 22.61
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.74
11060 - Elevator Operator 11.85
11090 - Gardener 16.03
11122 - Housekeeping Aide 11.85
11150 - Janitor 11.85
11210 - Laborer Grounds Maintenance 12.55
11240 - Maid or Houseman 9.70
11260 - Pruner 11.10
11270 - Tractor Operator 15.03
11330 - Trail Maintenance Worker 12.55
11360 - Window Cleaner 13.30
12000 - Health Occupations
12010 - Ambulance Driver 19.90
12011 - Breath Alcohol Technician 18.64
12012 - Certified Occupational Therapist Assistant 26.25
12015 - Certified Physical Therapist Assistant 26.01
12020 - Dental Assistant 17.82
12025 - Dental Hygienist 34.13
12030 - EKG Technician 28.24
12035 - Electroneurodiagnostic Technologist 28.24
12040 - Emergency Medical Technician 19.90
12071 - Licensed Practical Nurse I 16.66
12072 - Licensed Practical Nurse II 18.64
12073 - Licensed Practical Nurse III 20.78
12100 - Medical Assistant 13.48
12130 - Medical Laboratory Technician 22.75
12160 - Medical Record Clerk 15.17
12190 - Medical Record Technician 18.64
12195 - Medical Transcriptionist 17.62
12210 - Nuclear Medicine Technologist 40.96
12221 - Nursing Assistant I 10.86
12222 - Nursing Assistant II 12.21
12223 - Nursing Assistant III 13.32
12224 - Nursing Assistant IV 14.95
12235 - Optical Dispenser 16.07
12236 - Optical Technician 16.66
12250 - Pharmacy Technician 15.52
12280 - Phlebotomist 16.41
12305 - Radiologic Technologist 25.14
12311 - Registered Nurse I 26.36
12312 - Registered Nurse II 29.18
12313 - Registered Nurse II Specialist 29.18
12314 - Registered Nurse III 35.30

12315 - Registered Nurse III Anesthetist		35.30
12316 - Registered Nurse IV		42.33
12317 - Scheduler (Drug and Alcohol Testing)		23.09
12320 - Substance Abuse Treatment Counselor		17.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.31
13012 - Exhibits Specialist II		22.69
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		20.80
13042 - Illustrator II		25.56
13043 - Illustrator III		30.15
13047 - Librarian		26.36
13050 - Library Aide/Clerk		12.34
13054 - Library Information Technology Systems Administrator		23.81
13058 - Library Technician		14.61
13061 - Media Specialist I		17.18
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.43
13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	22.01
14072 - Computer Programmer II	(see 1)	26.17
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.31
14170 - System Support Specialist		26.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		34.92
15060 - Educational Technologist		28.74
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		21.87

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.84
15086 - Maintenance Test Pilot Rotary Wing 40.84
15088 - Non-Maintenance Test/Co-Pilot 40.84
15090 - Technical Instructor 20.66
15095 - Technical Instructor/Course Developer 25.27
15110 - Test Proctor 16.67
15120 - Tutor 16.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.33
16030 - Counter Attendant 10.33
16040 - Dry Cleaner 13.03
16070 - Finisher Flatwork Machine 10.33
16090 - Presser Hand 10.33
16110 - Presser Machine Drycleaning 10.33
16130 - Presser Machine Shirts 10.33
16160 - Presser Machine Wearing Apparel Laundry 10.33
16190 - Sewing Machine Operator 14.00
16220 - Tailor 14.97
16250 - Washer Machine 11.13
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.05
19040 - Tool And Die Maker 25.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.14
21030 - Material Coordinator 20.64
21040 - Material Expediter 20.64
21050 - Material Handling Laborer 19.18
21071 - Order Filler 14.20
21080 - Production Line Worker (Food Processing) 19.14
21110 - Shipping Packer 15.60
21130 - Shipping/Receiving Clerk 15.60
21140 - Store Worker I 13.89
21150 - Stock Clerk 19.86
21210 - Tools And Parts Attendant 19.14
21410 - Warehouse Specialist 19.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.30
23019 - Aircraft Logs and Records Technician 21.72
23021 - Aircraft Mechanic I 25.34
23022 - Aircraft Mechanic II 26.30
23023 - Aircraft Mechanic III 27.31
23040 - Aircraft Mechanic Helper 19.24
23050 - Aircraft Painter 24.07
23060 - Aircraft Servicer 21.72
23070 - Aircraft Survival Flight Equipment Technician 24.07
23080 - Aircraft Worker 22.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.34

23110 - Appliance Mechanic 22.59
23120 - Bicycle Repairer 18.79
23125 - Cable Splicer 34.26
23130 - Carpenter Maintenance 26.52
23140 - Carpet Layer 22.39
23160 - Electrician Maintenance 30.95
23181 - Electronics Technician Maintenance I 24.99
23182 - Electronics Technician Maintenance II 26.36
23183 - Electronics Technician Maintenance III 27.52
23260 - Fabric Worker 20.30
23290 - Fire Alarm System Mechanic 23.98
23310 - Fire Extinguisher Repairer 18.79
23311 - Fuel Distribution System Mechanic 23.98
23312 - Fuel Distribution System Operator 18.79
23370 - General Maintenance Worker 20.67
23380 - Ground Support Equipment Mechanic 25.34
23381 - Ground Support Equipment Servicer 21.72
23382 - Ground Support Equipment Worker 22.71
23391 - Gunsmith I 18.79
23392 - Gunsmith II 21.78
23393 - Gunsmith III 23.98
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.39
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.24
23430 - Heavy Equipment Mechanic 23.21
23440 - Heavy Equipment Operator 25.39
23460 - Instrument Mechanic 23.98
23465 - Laboratory/Shelter Mechanic 22.97
23470 - Laborer 17.17
23510 - Locksmith 22.97
23530 - Machinery Maintenance Mechanic 27.80
23550 - Machinist Maintenance 24.17
23580 - Maintenance Trades Helper 18.37
23591 - Metrology Technician I 23.98
23592 - Metrology Technician II 24.92
23593 - Metrology Technician III 25.87
23640 - Millwright 27.07
23710 - Office Appliance Repairer 22.23
23760 - Painter Maintenance 23.03
23790 - Pipefitter Maintenance 33.13
23810 - Plumber Maintenance 31.74
23820 - Pneudraulic Systems Mechanic 23.98
23850 - Rigger 23.98
23870 - Scale Mechanic 21.78
23890 - Sheet-Metal Worker Maintenance 26.55
23910 - Small Engine Mechanic 21.36
23931 - Telecommunications Mechanic I 25.58
23932 - Telecommunications Mechanic II 26.58
23950 - Telephone Lineman 31.35

23960 - Welder Combination Maintenance		23.21
23965 - Well Driller		23.98
23970 - Woodcraft Worker		23.98
23980 - Woodworker		18.79
24000 - Personal Needs Occupations		
24550 - Case Manager		15.97
24570 - Child Care Attendant		10.05
24580 - Child Care Center Clerk		13.39
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services Coordinator		15.97
24630 - Homemaker		15.97
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.70
25040 - Sewage Plant Operator		23.34
25070 - Stationary Engineer		25.70
25190 - Ventilation Equipment Tender		18.44
25210 - Water Treatment Plant Operator		23.34
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.23
27007 - Baggage Inspector		13.88
27008 - Corrections Officer		18.82
27010 - Court Security Officer		22.13
27030 - Detection Dog Handler		16.66
27040 - Detention Officer		18.82
27070 - Firefighter		25.67
27101 - Guard I		13.88
27102 - Guard II		16.66
27131 - Police Officer I		22.39
27132 - Police Officer II		24.88
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.83
28042 - Carnival Equipment Repairer		14.03
28043 - Carnival Worker		9.33
28210 - Gate Attendant/Gate Tender		17.47
28310 - Lifeguard		11.59
28350 - Park Attendant (Aide)		19.55
28510 - Recreation Aide/Health Facility Attendant		14.26
28515 - Recreation Specialist		24.20
28630 - Sports Official		15.57
28690 - Swimming Pool Operator		16.53
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.72
29020 - Hatch Tender		23.72
29030 - Line Handler		23.72
29041 - Stevedore I		22.09
29042 - Stevedore II		24.90
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.36
30022 - Archeological Technician II 21.56
30023 - Archeological Technician III 25.04
30030 - Cartographic Technician 27.52
30040 - Civil Engineering Technician 22.72
30051 - Cryogenic Technician I 23.90
30052 - Cryogenic Technician II 26.40
30061 - Drafter/CAD Operator I 19.36
30062 - Drafter/CAD Operator II 21.56
30063 - Drafter/CAD Operator III 24.15
30064 - Drafter/CAD Operator IV 29.71
30081 - Engineering Technician I 17.67
30082 - Engineering Technician II 19.83
30083 - Engineering Technician III 22.18
30084 - Engineering Technician IV 27.48
30085 - Engineering Technician V 33.62
30086 - Engineering Technician VI 40.68
30090 - Environmental Technician 22.06
30095 - Evidence Control Specialist 21.58
30210 - Laboratory Technician 24.87
30221 - Latent Fingerprint Technician I 23.90
30222 - Latent Fingerprint Technician II 26.40
30240 - Mathematical Technician 26.82
30361 - Paralegal/Legal Assistant I 20.04
30362 - Paralegal/Legal Assistant II 24.86
30363 - Paralegal/Legal Assistant III 30.37
30364 - Paralegal/Legal Assistant IV 36.75
30375 - Petroleum Supply Specialist 26.40
30390 - Photo-Optics Technician 26.82
30395 - Radiation Control Technician 26.40
30461 - Technical Writer I 23.51
30462 - Technical Writer II 28.76
30463 - Technical Writer III 34.79
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 29.71
30502 - Weather Forecaster II 36.14
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.15
30621 - Weather Observer Senior (see 2) 26.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.60
31030 - Bus Driver 18.22
31043 - Driver Courier 15.43
31260 - Parking and Lot Attendant 11.22

31290 - Shuttle Bus Driver	16.94
31310 - Taxi Driver	12.35
31361 - Truckdriver Light	16.94
31362 - Truckdriver Medium	17.97
31363 - Truckdriver Heavy	20.79
31364 - Truckdriver Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.82
99050 - Desk Clerk	9.86
99095 - Embalmer	30.54
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.32
99252 - Laboratory Animal Caretaker II	13.48
99260 - Marketing Analyst	21.67
99310 - Mortician	30.54
99410 - Pest Controller	18.71
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.45
99711 - Recycling Specialist	22.18
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.90
99830 - Survey Party Chief	21.05
99831 - Surveying Aide	13.97
99832 - Surveying Technician	19.14
99840 - Vending Machine Attendant	20.88
99841 - Vending Machine Repairer	24.39
99842 - Vending Machine Repairer Helper	20.88

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5100
Revision No.: 13
Date Of Last Revision: 05/20/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of St Francois Ste Genevieve Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		25.23
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		10.97
01042 - Customer Service Representative II		12.33
01043 - Customer Service Representative III		13.45
01051 - Data Entry Operator I		13.54
01052 - Data Entry Operator II		14.78
01060 - Dispatcher Motor Vehicle		20.65
01070 - Document Preparation Clerk		14.53

01090 - Duplicating Machine Operator	14.53
01111 - General Clerk I	12.33
01112 - General Clerk II	15.00
01113 - General Clerk III	17.07
01120 - Housing Referral Assistant	20.96
01141 - Messenger Courier	13.53
01191 - Order Clerk I	14.29
01192 - Order Clerk II	15.60
01261 - Personnel Assistant (Employment) I	16.33
01262 - Personnel Assistant (Employment) II	19.05
01263 - Personnel Assistant (Employment) III	20.73
01270 - Production Control Clerk	22.97
01290 - Rental Clerk	16.06
01300 - Scheduler Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.85
01313 - Secretary III	20.96
01320 - Service Order Dispatcher	18.46
01410 - Supply Technician	25.23
01420 - Survey Worker	19.05
01460 - Switchboard Operator/Receptionist	15.10
01531 - Travel Clerk I	13.55
01532 - Travel Clerk II	14.39
01533 - Travel Clerk III	15.47
01611 - Word Processor I	13.51
01612 - Word Processor II	16.06
01613 - Word Processor III	19.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.08
05010 - Automotive Electrician	20.59
05040 - Automotive Glass Installer	19.74
05070 - Automotive Worker	19.74
05110 - Mobile Equipment Servicer	18.01
05130 - Motor Equipment Metal Mechanic	21.46
05160 - Motor Equipment Metal Worker	19.74
05190 - Motor Vehicle Mechanic	20.40
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter Automotive	20.59
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	15.80
05400 - Transmission Repair Specialist	21.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.77
07041 - Cook I	11.02
07042 - Cook II	12.07
07070 - Dishwasher	9.19
07130 - Food Service Worker	10.05
07210 - Meat Cutter	16.34

07260 - Waiter/Waitress	9.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.46
09040 - Furniture Handler	14.00
09080 - Furniture Refinisher	22.46
09090 - Furniture Refinisher Helper	16.75
09110 - Furniture Repairer Minor	19.78
09130 - Upholsterer	22.61
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.43
11060 - Elevator Operator	12.43
11090 - Gardener	17.17
11122 - Housekeeping Aide	11.49
11150 - Janitor	11.49
11210 - Laborer Grounds Maintenance	12.78
11240 - Maid or Houseman	9.48
11260 - Pruner	11.35
11270 - Tractor Operator	15.70
11330 - Trail Maintenance Worker	12.78
11360 - Window Cleaner	13.02
12000 - Health Occupations	
12010 - Ambulance Driver	19.90
12011 - Breath Alcohol Technician	18.21
12012 - Certified Occupational Therapist Assistant	27.34
12015 - Certified Physical Therapist Assistant	27.70
12020 - Dental Assistant	17.66
12025 - Dental Hygienist	32.12
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	15.81
12072 - Licensed Practical Nurse II	17.70
12073 - Licensed Practical Nurse III	19.72
12100 - Medical Assistant	14.37
12130 - Medical Laboratory Technician	23.91
12160 - Medical Record Clerk	16.38
12190 - Medical Record Technician	17.67
12195 - Medical Transcriptionist	17.65
12210 - Nuclear Medicine Technologist	38.82
12221 - Nursing Assistant I	11.02
12222 - Nursing Assistant II	12.39
12223 - Nursing Assistant III	13.52
12224 - Nursing Assistant IV	15.17
12235 - Optical Dispenser	16.07
12236 - Optical Technician	15.99
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	14.07
12305 - Radiologic Technologist	27.27
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	29.18

12313 - Registered Nurse II Specialist		29.18
12314 - Registered Nurse III		35.30
12315 - Registered Nurse III Anesthetist		35.30
12316 - Registered Nurse IV		42.33
12317 - Scheduler (Drug and Alcohol Testing)		21.91
12320 - Substance Abuse Treatment Counselor		18.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.14
13012 - Exhibits Specialist II		24.96
13013 - Exhibits Specialist III		30.54
13041 - Illustrator I		20.80
13042 - Illustrator II		25.56
13043 - Illustrator III		30.15
13047 - Librarian		26.36
13050 - Library Aide/Clerk		12.34
13054 - Library Information Technology Systems Administrator		23.81
13058 - Library Technician		14.61
13061 - Media Specialist I		17.18
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.43
13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library Clerk		15.84
13110 - Video Teleconference Technician		19.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	24.21
14072 - Computer Programmer II	(see 1)	26.17
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		26.16
14170 - System Support Specialist		31.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		34.92
15060 - Educational Technologist		28.74

15070 - Flight Instructor (Pilot) 50.64
15080 - Graphic Artist 22.88
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.04
15086 - Maintenance Test Pilot Rotary Wing 41.04
15088 - Non-Maintenance Test/Co-Pilot 41.04
15090 - Technical Instructor 22.63
15095 - Technical Instructor/Course Developer 27.68
15110 - Test Proctor 18.27
15120 - Tutor 18.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.24
19040 - Tool And Die Maker 26.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.14
21030 - Material Coordinator 22.97
21040 - Material Expediter 22.97
21050 - Material Handling Laborer 19.18
21071 - Order Filler 13.17
21080 - Production Line Worker (Food Processing) 19.14
21110 - Shipping Packer 16.62
21130 - Shipping/Receiving Clerk 16.62
21140 - Store Worker I 12.37
21150 - Stock Clerk 17.77
21210 - Tools And Parts Attendant 19.14
21410 - Warehouse Specialist 19.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.51
23019 - Aircraft Logs and Records Technician 21.72
23021 - Aircraft Mechanic I 25.53
23022 - Aircraft Mechanic II 26.51
23023 - Aircraft Mechanic III 27.51
23040 - Aircraft Mechanic Helper 19.24
23050 - Aircraft Painter 24.46
23060 - Aircraft Servicer 21.72
23070 - Aircraft Survival Flight Equipment Technician 24.46
23080 - Aircraft Worker 23.29
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.29

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.53
23110 - Appliance Mechanic 22.59
23120 - Bicycle Repairer 18.31
23125 - Cable Splicer 33.97
23130 - Carpenter Maintenance 27.37
23140 - Carpet Layer 24.63
23160 - Electrician Maintenance 30.81
23181 - Electronics Technician Maintenance I 25.80
23182 - Electronics Technician Maintenance II 27.09
23183 - Electronics Technician Maintenance III 28.28
23260 - Fabric Worker 22.14
23290 - Fire Alarm System Mechanic 23.64
23310 - Fire Extinguisher Repairer 20.43
23311 - Fuel Distribution System Mechanic 27.30
23312 - Fuel Distribution System Operator 21.67
23370 - General Maintenance Worker 20.67
23380 - Ground Support Equipment Mechanic 25.53
23381 - Ground Support Equipment Servicer 21.72
23382 - Ground Support Equipment Worker 23.29
23391 - Gunsmith I 20.43
23392 - Gunsmith II 23.67
23393 - Gunsmith III 25.94
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.29
23430 - Heavy Equipment Mechanic 26.23
23440 - Heavy Equipment Operator 27.93
23460 - Instrument Mechanic 23.64
23465 - Laboratory/Shelter Mechanic 24.85
23470 - Laborer 17.17
23510 - Locksmith 22.46
23530 - Machinery Maintenance Mechanic 27.80
23550 - Machinist Maintenance 24.17
23580 - Maintenance Trades Helper 18.37
23591 - Metrology Technician I 23.64
23592 - Metrology Technician II 24.77
23593 - Metrology Technician III 25.92
23640 - Millwright 27.07
23710 - Office Appliance Repairer 22.46
23760 - Painter Maintenance 25.33
23790 - Pipefitter Maintenance 33.13
23810 - Plumber Maintenance 31.74
23820 - Pneudraulic Systems Mechanic 25.94
23850 - Rigger 25.94
23870 - Scale Mechanic 23.67
23890 - Sheet-Metal Worker Maintenance 29.21
23910 - Small Engine Mechanic 21.36
23931 - Telecommunications Mechanic I 29.98

23932 - Telecommunications Mechanic II 31.41
23950 - Telephone Lineman 33.89
23960 - Welder Combination Maintenance 23.21
23965 - Well Driller 25.53
23970 - Woodcraft Worker 24.84
23980 - Woodworker 20.43
24000 - Personal Needs Occupations
24550 - Case Manager 14.91
24570 - Child Care Attendant 10.20
24580 - Child Care Center Clerk 13.54
24610 - Chore Aide 11.02
24620 - Family Readiness And Support Services Coordinator 14.91
24630 - Homemaker 14.91
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.27
25040 - Sewage Plant Operator 24.16
25070 - Stationary Engineer 28.27
25190 - Ventilation Equipment Tender 18.96
25210 - Water Treatment Plant Operator 24.16
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.59
27007 - Baggage Inspector 13.40
27008 - Corrections Officer 18.82
27010 - Court Security Officer 22.13
27030 - Detection Dog Handler 16.66
27040 - Detention Officer 18.82
27070 - Firefighter 26.01
27101 - Guard I 13.40
27102 - Guard II 16.66
27131 - Police Officer I 22.39
27132 - Police Officer II 24.88
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.65
28042 - Carnival Equipment Repairer 13.83
28043 - Carnival Worker 9.16
28210 - Gate Attendant/Gate Tender 15.51
28310 - Lifeguard 11.59
28350 - Park Attendant (Aide) 17.35
28510 - Recreation Aide/Health Facility Attendant 12.66
28515 - Recreation Specialist 21.49
28630 - Sports Official 13.82
28690 - Swimming Pool Operator 16.53
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.68
29020 - Hatch Tender 24.68
29030 - Line Handler 24.68
29041 - Stevedore I 22.99
29042 - Stevedore II 25.98
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.73
30021 - Archeological Technician I 19.36
30022 - Archeological Technician II 21.56
30023 - Archeological Technician III 25.04
30030 - Cartographic Technician 27.52
30040 - Civil Engineering Technician 23.14
30051 - Cryogenic Technician I 25.63
30052 - Cryogenic Technician II 28.30
30061 - Drafter/CAD Operator I 19.36
30062 - Drafter/CAD Operator II 21.56
30063 - Drafter/CAD Operator III 24.15
30064 - Drafter/CAD Operator IV 29.71
30081 - Engineering Technician I 17.67
30082 - Engineering Technician II 19.83
30083 - Engineering Technician III 22.18
30084 - Engineering Technician IV 27.48
30085 - Engineering Technician V 33.62
30086 - Engineering Technician VI 40.68
30090 - Environmental Technician 23.14
30095 - Evidence Control Specialist 23.14
30210 - Laboratory Technician 20.82
30221 - Latent Fingerprint Technician I 25.63
30222 - Latent Fingerprint Technician II 28.30
30240 - Mathematical Technician 26.82
30361 - Paralegal/Legal Assistant I 20.04
30362 - Paralegal/Legal Assistant II 24.86
30363 - Paralegal/Legal Assistant III 30.37
30364 - Paralegal/Legal Assistant IV 36.75
30375 - Petroleum Supply Specialist 28.30
30390 - Photo-Optics Technician 26.82
30395 - Radiation Control Technician 28.30
30461 - Technical Writer I 23.51
30462 - Technical Writer II 28.76
30463 - Technical Writer III 34.79
30491 - Unexploded Ordnance (UXO) Technician I 25.72
30492 - Unexploded Ordnance (UXO) Technician II 31.12
30493 - Unexploded Ordnance (UXO) Technician III 37.30
30494 - Unexploded (UXO) Safety Escort 25.72
30495 - Unexploded (UXO) Sweep Personnel 25.72
30501 - Weather Forecaster I 29.71
30502 - Weather Forecaster II 36.15
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.15
30621 - Weather Observer Senior (see 2) 26.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.12
31020 - Bus Aide 12.72
31030 - Bus Driver 18.17

31043 - Driver Courier	15.57
31260 - Parking and Lot Attendant	11.29
31290 - Shuttle Bus Driver	16.99
31310 - Taxi Driver	12.35
31361 - Truckdriver Light	16.99
31362 - Truckdriver Medium	18.36
31363 - Truckdriver Heavy	20.79
31364 - Truckdriver Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	9.69
99050 - Desk Clerk	9.98
99095 - Embalmer	30.54
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	10.84
99252 - Laboratory Animal Caretaker II	11.89
99260 - Marketing Analyst	29.13
99310 - Mortician	30.54
99410 - Pest Controller	19.37
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	18.66
99711 - Recycling Specialist	23.12
99730 - Refuse Collector	16.42
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	14.17
99830 - Survey Party Chief	22.43
99831 - Surveying Aide	14.88
99832 - Surveying Technician	20.39
99840 - Vending Machine Attendant	15.68
99841 - Vending Machine Repairer	18.32
99842 - Vending Machine Repairer Helper	15.68

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5101
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Butler Carter Douglas Dunklin Howell Iron Madison Mississippi New Madrid Oregon Ozark Pemiscot Perry Reynolds Ripley Scott Shannon Stoddard Texas Wayne Wright

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.56
01012 - Accounting Clerk II		15.22
01013 - Accounting Clerk III		17.03
01020 - Administrative Assistant		25.23
01035 - Court Reporter		15.73
01041 - Customer Service Representative I		10.97
01042 - Customer Service Representative II		12.33
01043 - Customer Service Representative III		13.45
01051 - Data Entry Operator I		13.54
01052 - Data Entry Operator II		14.78
01060 - Dispatcher Motor Vehicle		17.39
01070 - Document Preparation Clerk		12.52
01090 - Duplicating Machine Operator		12.52

01111 - General Clerk I	12.18
01112 - General Clerk II	13.30
01113 - General Clerk III	14.92
01120 - Housing Referral Assistant	17.52
01141 - Messenger Courier	13.53
01191 - Order Clerk I	13.51
01192 - Order Clerk II	14.74
01261 - Personnel Assistant (Employment) I	15.33
01262 - Personnel Assistant (Employment) II	17.15
01263 - Personnel Assistant (Employment) III	19.61
01270 - Production Control Clerk	22.06
01290 - Rental Clerk	12.69
01300 - Scheduler Maintenance	14.05
01311 - Secretary I	14.05
01312 - Secretary II	15.73
01313 - Secretary III	17.52
01320 - Service Order Dispatcher	15.55
01410 - Supply Technician	25.23
01420 - Survey Worker	13.59
01460 - Switchboard Operator/Receptionist	11.48
01531 - Travel Clerk I	13.55
01532 - Travel Clerk II	14.39
01533 - Travel Clerk III	15.47
01611 - Word Processor I	12.96
01612 - Word Processor II	14.54
01613 - Word Processor III	16.27
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.45
05010 - Automotive Electrician	16.87
05040 - Automotive Glass Installer	15.76
05070 - Automotive Worker	15.76
05110 - Mobile Equipment Servicer	14.19
05130 - Motor Equipment Metal Mechanic	17.31
05160 - Motor Equipment Metal Worker	15.76
05190 - Motor Vehicle Mechanic	17.31
05220 - Motor Vehicle Mechanic Helper	13.33
05250 - Motor Vehicle Upholstery Worker	15.36
05280 - Motor Vehicle Wrecker	15.76
05310 - Painter Automotive	16.62
05340 - Radiator Repair Specialist	15.76
05370 - Tire Repairer	13.27
05400 - Transmission Repair Specialist	17.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.02
07041 - Cook I	9.63
07042 - Cook II	11.16
07070 - Dishwasher	9.19
07130 - Food Service Worker	9.51
07210 - Meat Cutter	15.48
07260 - Waiter/Waitress	9.09

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.94
09040 - Furniture Handler	11.57
09080 - Furniture Refinisher	17.94
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer Minor	15.80
09130 - Upholsterer	17.94
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.33
11060 - Elevator Operator	12.43
11090 - Gardener	17.17
11122 - Housekeeping Aide	11.49
11150 - Janitor	11.49
11210 - Laborer Grounds Maintenance	12.78
11240 - Maid or Houseman	9.21
11260 - Pruner	11.41
11270 - Tractor Operator	15.70
11330 - Trail Maintenance Worker	12.78
11360 - Window Cleaner	12.94
12000 - Health Occupations	
12010 - Ambulance Driver	17.67
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	27.34
12015 - Certified Physical Therapist Assistant	26.18
12020 - Dental Assistant	17.30
12025 - Dental Hygienist	31.62
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	17.67
12071 - Licensed Practical Nurse I	15.79
12072 - Licensed Practical Nurse II	17.67
12073 - Licensed Practical Nurse III	19.69
12100 - Medical Assistant	14.37
12130 - Medical Laboratory Technician	21.25
12160 - Medical Record Clerk	15.00
12190 - Medical Record Technician	17.67
12195 - Medical Transcriptionist	14.07
12210 - Nuclear Medicine Technologist	38.82
12221 - Nursing Assistant I	11.02
12222 - Nursing Assistant II	12.39
12223 - Nursing Assistant III	13.52
12224 - Nursing Assistant IV	15.17
12235 - Optical Dispenser	14.81
12236 - Optical Technician	15.79
12250 - Pharmacy Technician	13.75
12280 - Phlebotomist	14.19
12305 - Radiologic Technologist	27.27
12311 - Registered Nurse I	22.54
12312 - Registered Nurse II	27.57
12313 - Registered Nurse II Specialist	27.57

12314 - Registered Nurse III		33.36
12315 - Registered Nurse III Anesthetist		33.36
12316 - Registered Nurse IV		39.98
12317 - Scheduler (Drug and Alcohol Testing)		21.88
12320 - Substance Abuse Treatment Counselor		18.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.13
13012 - Exhibits Specialist II		22.20
13013 - Exhibits Specialist III		24.73
13041 - Illustrator I		18.13
13042 - Illustrator II		22.20
13043 - Illustrator III		24.73
13047 - Librarian		21.91
13050 - Library Aide/Clerk		12.51
13054 - Library Information Technology Systems Administrator		19.78
13058 - Library Technician		14.15
13061 - Media Specialist I		14.27
13062 - Media Specialist II		15.96
13063 - Media Specialist III		17.80
13071 - Photographer I		14.31
13072 - Photographer II		16.87
13073 - Photographer III		21.03
13074 - Photographer IV		25.72
13075 - Photographer V		31.12
13090 - Technical Order Library Clerk		15.84
13110 - Video Teleconference Technician		14.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.31
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.96
14071 - Computer Programmer I	(see 1)	19.95
14072 - Computer Programmer II	(see 1)	24.71
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.31
14160 - Personal Computer Support Technician		19.84
14170 - System Support Specialist		25.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.61
15030 - Air Crew Training Devices Instructor (Pilot)		39.95
15050 - Computer Based Training Specialist / Instructor		28.62
15060 - Educational Technologist		27.90
15070 - Flight Instructor (Pilot)		39.95

15080 - Graphic Artist 20.17
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.05
15086 - Maintenance Test Pilot Rotary Wing 37.05
15088 - Non-Maintenance Test/Co-Pilot 37.05
15090 - Technical Instructor 18.02
15095 - Technical Instructor/Course Developer 22.04
15110 - Test Proctor 14.55
15120 - Tutor 14.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.24
19040 - Tool And Die Maker 26.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.53
21030 - Material Coordinator 20.98
21040 - Material Expediter 20.98
21050 - Material Handling Laborer 12.93
21071 - Order Filler 12.78
21080 - Production Line Worker (Food Processing) 14.53
21110 - Shipping Packer 16.27
21130 - Shipping/Receiving Clerk 16.27
21140 - Store Worker I 12.37
21150 - Stock Clerk 17.77
21210 - Tools And Parts Attendant 14.53
21410 - Warehouse Specialist 14.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.93
23019 - Aircraft Logs and Records Technician 20.71
23021 - Aircraft Mechanic I 24.75
23022 - Aircraft Mechanic II 25.93
23023 - Aircraft Mechanic III 27.14
23040 - Aircraft Mechanic Helper 17.55
23050 - Aircraft Painter 23.52
23060 - Aircraft Servicer 20.71
23070 - Aircraft Survival Flight Equipment Technician 23.52
23080 - Aircraft Worker 22.22
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.22
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 24.75

II
23110 - Appliance Mechanic 22.46
23120 - Bicycle Repairer 17.67
23125 - Cable Splicer 33.97
23130 - Carpenter Maintenance 22.13
23140 - Carpet Layer 21.22
23160 - Electrician Maintenance 24.89
23181 - Electronics Technician Maintenance I 21.22
23182 - Electronics Technician Maintenance II 22.46
23183 - Electronics Technician Maintenance III 23.64
23260 - Fabric Worker 19.78
23290 - Fire Alarm System Mechanic 23.64
23310 - Fire Extinguisher Repairer 18.31
23311 - Fuel Distribution System Mechanic 23.64
23312 - Fuel Distribution System Operator 18.31
23370 - General Maintenance Worker 17.45
23380 - Ground Support Equipment Mechanic 24.75
23381 - Ground Support Equipment Servicer 20.71
23382 - Ground Support Equipment Worker 22.22
23391 - Gunsmith I 18.31
23392 - Gunsmith II 21.22
23393 - Gunsmith III 23.64
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.39
23430 - Heavy Equipment Mechanic 24.41
23440 - Heavy Equipment Operator 21.83
23460 - Instrument Mechanic 23.64
23465 - Laboratory/Shelter Mechanic 22.46
23470 - Laborer 13.72
23510 - Locksmith 22.46
23530 - Machinery Maintenance Mechanic 24.48
23550 - Machinist Maintenance 17.41
23580 - Maintenance Trades Helper 15.93
23591 - Metrology Technician I 23.64
23592 - Metrology Technician II 24.77
23593 - Metrology Technician III 25.92
23640 - Millwright 21.97
23710 - Office Appliance Repairer 21.13
23760 - Painter Maintenance 18.88
23790 - Pipefitter Maintenance 26.04
23810 - Plumber Maintenance 24.52
23820 - Pneudraulic Systems Mechanic 23.64
23850 - Rigger 23.64
23870 - Scale Mechanic 21.22
23890 - Sheet-Metal Worker Maintenance 24.44
23910 - Small Engine Mechanic 21.13
23931 - Telecommunications Mechanic I 29.98
23932 - Telecommunications Mechanic II 31.41

23950 - Telephone Lineman	29.66
23960 - Welder Combination Maintenance	17.83
23965 - Well Driller	23.64
23970 - Woodcraft Worker	23.64
23980 - Woodworker	18.31
24000 - Personal Needs Occupations	
24550 - Case Manager	13.97
24570 - Child Care Attendant	10.20
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	13.97
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.88
25040 - Sewage Plant Operator	19.21
25070 - Stationary Engineer	21.88
25190 - Ventilation Equipment Tender	15.80
25210 - Water Treatment Plant Operator	19.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	12.64
27008 - Corrections Officer	18.04
27010 - Court Security Officer	17.21
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	18.04
27070 - Firefighter	18.58
27101 - Guard I	12.64
27102 - Guard II	16.84
27131 - Police Officer I	18.60
27132 - Police Officer II	20.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.65
28042 - Carnival Equipment Repairer	13.83
28043 - Carnival Worker	9.35
28210 - Gate Attendant/Gate Tender	15.50
28310 - Lifeguard	10.83
28350 - Park Attendant (Aide)	17.34
28510 - Recreation Aide/Health Facility Attendant	12.65
28515 - Recreation Specialist	21.47
28630 - Sports Official	13.81
28690 - Swimming Pool Operator	17.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.43
29020 - Hatch Tender	23.43
29030 - Line Handler	23.43
29041 - Stevedore I	22.88
29042 - Stevedore II	25.86
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.47

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.73
30021 - Archeological Technician I 16.69
30022 - Archeological Technician II 18.69
30023 - Archeological Technician III 23.14
30030 - Cartographic Technician 23.14
30040 - Civil Engineering Technician 23.14
30051 - Cryogenic Technician I 25.63
30052 - Cryogenic Technician II 28.30
30061 - Drafter/CAD Operator I 16.69
30062 - Drafter/CAD Operator II 18.69
30063 - Drafter/CAD Operator III 20.82
30064 - Drafter/CAD Operator IV 25.63
30081 - Engineering Technician I 16.10
30082 - Engineering Technician II 17.40
30083 - Engineering Technician III 20.48
30084 - Engineering Technician IV 25.36
30085 - Engineering Technician V 31.02
30086 - Engineering Technician VI 37.54
30090 - Environmental Technician 23.14
30095 - Evidence Control Specialist 23.14
30210 - Laboratory Technician 20.82
30221 - Latent Fingerprint Technician I 25.63
30222 - Latent Fingerprint Technician II 28.30
30240 - Mathematical Technician 23.14
30361 - Paralegal/Legal Assistant I 17.51
30362 - Paralegal/Legal Assistant II 21.70
30363 - Paralegal/Legal Assistant III 26.54
30364 - Paralegal/Legal Assistant IV 32.10
30375 - Petroleum Supply Specialist 28.30
30390 - Photo-Optics Technician 22.93
30395 - Radiation Control Technician 28.30
30461 - Technical Writer I 23.14
30462 - Technical Writer II 28.30
30463 - Technical Writer III 34.25
30491 - Unexploded Ordnance (UXO) Technician I 25.72
30492 - Unexploded Ordnance (UXO) Technician II 31.12
30493 - Unexploded Ordnance (UXO) Technician III 37.30
30494 - Unexploded (UXO) Safety Escort 25.72
30495 - Unexploded (UXO) Sweep Personnel 25.72
30501 - Weather Forecaster I 25.63
30502 - Weather Forecaster II 31.16
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.82
30621 - Weather Observer Senior (see 2) 23.14
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.12
31020 - Bus Aide 12.72
31030 - Bus Driver 18.18
31043 - Driver Courier 15.57

31260 - Parking and Lot Attendant	11.29
31290 - Shuttle Bus Driver	16.95
31310 - Taxi Driver	11.51
31361 - Truckdriver Light	16.95
31362 - Truckdriver Medium	18.36
31363 - Truckdriver Heavy	20.23
31364 - Truckdriver Tractor-Trailer	20.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	9.69
99050 - Desk Clerk	9.98
99095 - Embalmer	22.74
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	10.83
99252 - Laboratory Animal Caretaker II	11.83
99260 - Marketing Analyst	27.88
99310 - Mortician	22.02
99410 - Pest Controller	15.98
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	17.53
99711 - Recycling Specialist	21.53
99730 - Refuse Collector	15.56
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	14.17
99830 - Survey Party Chief	20.26
99831 - Surveying Aide	11.73
99832 - Surveying Technician	19.40
99840 - Vending Machine Attendant	13.01
99841 - Vending Machine Repairer	16.46
99842 - Vending Machine Repairer Helper	13.27

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5102
Revision No.: 13
Date Of Last Revision: 05/20/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Butler Carter Douglas Dunklin Howell Iron Madison Mississippi New Madrid Oregon Ozark Pemiscot Perry Reynolds Ripley Scott Shannon Stoddard Texas Wayne Wright

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.56
01012 - Accounting Clerk II		15.22
01013 - Accounting Clerk III		17.03
01020 - Administrative Assistant		25.23
01035 - Court Reporter		15.73
01041 - Customer Service Representative I		10.97
01042 - Customer Service Representative II		12.33
01043 - Customer Service Representative III		13.45
01051 - Data Entry Operator I		13.54
01052 - Data Entry Operator II		14.78

01060 - Dispatcher Motor Vehicle 17.39
01070 - Document Preparation Clerk 12.52
01090 - Duplicating Machine Operator 12.52
01111 - General Clerk I 12.18
01112 - General Clerk II 13.30
01113 - General Clerk III 14.92
01120 - Housing Referral Assistant 17.52
01141 - Messenger Courier 13.53
01191 - Order Clerk I 13.51
01192 - Order Clerk II 14.74
01261 - Personnel Assistant (Employment) I 15.33
01262 - Personnel Assistant (Employment) II 17.15
01263 - Personnel Assistant (Employment) III 19.61
01270 - Production Control Clerk 22.06
01290 - Rental Clerk 12.69
01300 - Scheduler Maintenance 14.05
01311 - Secretary I 14.05
01312 - Secretary II 15.73
01313 - Secretary III 17.52
01320 - Service Order Dispatcher 15.55
01410 - Supply Technician 25.23
01420 - Survey Worker 13.59
01460 - Switchboard Operator/Receptionist 11.48
01531 - Travel Clerk I 13.55
01532 - Travel Clerk II 14.39
01533 - Travel Clerk III 15.47
01611 - Word Processor I 12.96
01612 - Word Processor II 14.54
01613 - Word Processor III 16.27
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.45
05010 - Automotive Electrician 16.87
05040 - Automotive Glass Installer 15.76
05070 - Automotive Worker 15.76
05110 - Mobile Equipment Servicer 14.19
05130 - Motor Equipment Metal Mechanic 17.31
05160 - Motor Equipment Metal Worker 15.76
05190 - Motor Vehicle Mechanic 17.31
05220 - Motor Vehicle Mechanic Helper 13.33
05250 - Motor Vehicle Upholstery Worker 15.36
05280 - Motor Vehicle Wrecker 15.76
05310 - Painter Automotive 16.62
05340 - Radiator Repair Specialist 15.76
05370 - Tire Repairer 13.27
05400 - Transmission Repair Specialist 17.31
07000 - Food Preparation And Service Occupations
07010 - Baker 12.02
07041 - Cook I 9.63
07042 - Cook II 11.16
07070 - Dishwasher 9.19

07130 - Food Service Worker	9.51
07210 - Meat Cutter	15.48
07260 - Waiter/Waitress	9.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.94
09040 - Furniture Handler	11.57
09080 - Furniture Refinisher	17.94
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer Minor	15.80
09130 - Upholsterer	17.94
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.33
11060 - Elevator Operator	12.43
11090 - Gardener	17.17
11122 - Housekeeping Aide	11.49
11150 - Janitor	11.49
11210 - Laborer Grounds Maintenance	12.78
11240 - Maid or Houseman	9.21
11260 - Pruner	11.41
11270 - Tractor Operator	15.70
11330 - Trail Maintenance Worker	12.78
11360 - Window Cleaner	12.94
12000 - Health Occupations	
12010 - Ambulance Driver	17.67
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	27.34
12015 - Certified Physical Therapist Assistant	26.18
12020 - Dental Assistant	17.30
12025 - Dental Hygienist	31.62
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	17.67
12071 - Licensed Practical Nurse I	15.79
12072 - Licensed Practical Nurse II	17.67
12073 - Licensed Practical Nurse III	19.69
12100 - Medical Assistant	14.37
12130 - Medical Laboratory Technician	21.25
12160 - Medical Record Clerk	15.00
12190 - Medical Record Technician	17.67
12195 - Medical Transcriptionist	14.07
12210 - Nuclear Medicine Technologist	38.82
12221 - Nursing Assistant I	11.02
12222 - Nursing Assistant II	12.39
12223 - Nursing Assistant III	13.52
12224 - Nursing Assistant IV	15.17
12235 - Optical Dispenser	14.81
12236 - Optical Technician	15.79
12250 - Pharmacy Technician	13.75
12280 - Phlebotomist	14.19
12305 - Radiologic Technologist	27.27

12311 - Registered Nurse I		22.54
12312 - Registered Nurse II		27.57
12313 - Registered Nurse II Specialist		27.57
12314 - Registered Nurse III		33.36
12315 - Registered Nurse III Anesthetist		33.36
12316 - Registered Nurse IV		39.98
12317 - Scheduler (Drug and Alcohol Testing)		21.88
12320 - Substance Abuse Treatment Counselor		18.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.13
13012 - Exhibits Specialist II		22.20
13013 - Exhibits Specialist III		24.73
13041 - Illustrator I		18.13
13042 - Illustrator II		22.20
13043 - Illustrator III		24.73
13047 - Librarian		21.91
13050 - Library Aide/Clerk		12.51
13054 - Library Information Technology Systems Administrator		19.78
13058 - Library Technician		14.15
13061 - Media Specialist I		14.27
13062 - Media Specialist II		15.96
13063 - Media Specialist III		17.80
13071 - Photographer I		14.31
13072 - Photographer II		16.87
13073 - Photographer III		21.03
13074 - Photographer IV		25.72
13075 - Photographer V		31.12
13090 - Technical Order Library Clerk		15.84
13110 - Video Teleconference Technician		14.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.31
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.96
14071 - Computer Programmer I	(see 1)	19.95
14072 - Computer Programmer II	(see 1)	24.71
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.31
14160 - Personal Computer Support Technician		19.84
14170 - System Support Specialist		25.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.61
15030 - Air Crew Training Devices Instructor (Pilot)		39.95

15050 - Computer Based Training Specialist / Instructor 28.62
15060 - Educational Technologist 27.90
15070 - Flight Instructor (Pilot) 39.95
15080 - Graphic Artist 20.17
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.05
15086 - Maintenance Test Pilot Rotary Wing 37.05
15088 - Non-Maintenance Test/Co-Pilot 37.05
15090 - Technical Instructor 18.02
15095 - Technical Instructor/Course Developer 22.04
15110 - Test Proctor 14.55
15120 - Tutor 14.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.24
19040 - Tool And Die Maker 26.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.53
21030 - Material Coordinator 20.98
21040 - Material Expediter 20.98
21050 - Material Handling Laborer 12.93
21071 - Order Filler 12.78
21080 - Production Line Worker (Food Processing) 14.53
21110 - Shipping Packer 16.27
21130 - Shipping/Receiving Clerk 16.27
21140 - Store Worker I 12.37
21150 - Stock Clerk 17.77
21210 - Tools And Parts Attendant 14.53
21410 - Warehouse Specialist 14.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.93
23019 - Aircraft Logs and Records Technician 20.71
23021 - Aircraft Mechanic I 24.75
23022 - Aircraft Mechanic II 25.93
23023 - Aircraft Mechanic III 27.14
23040 - Aircraft Mechanic Helper 17.55
23050 - Aircraft Painter 23.52
23060 - Aircraft Servicer 20.71
23070 - Aircraft Survival Flight Equipment Technician 23.52
23080 - Aircraft Worker 22.22

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.22
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.75
23110 - Appliance Mechanic 22.46
23120 - Bicycle Repairer 17.67
23125 - Cable Splicer 33.97
23130 - Carpenter Maintenance 22.13
23140 - Carpet Layer 21.22
23160 - Electrician Maintenance 24.89
23181 - Electronics Technician Maintenance I 21.22
23182 - Electronics Technician Maintenance II 22.46
23183 - Electronics Technician Maintenance III 23.64
23260 - Fabric Worker 19.78
23290 - Fire Alarm System Mechanic 23.64
23310 - Fire Extinguisher Repairer 18.31
23311 - Fuel Distribution System Mechanic 23.64
23312 - Fuel Distribution System Operator 18.31
23370 - General Maintenance Worker 17.45
23380 - Ground Support Equipment Mechanic 24.75
23381 - Ground Support Equipment Servicer 20.71
23382 - Ground Support Equipment Worker 22.22
23391 - Gunsmith I 18.31
23392 - Gunsmith II 21.22
23393 - Gunsmith III 23.64
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.39
23430 - Heavy Equipment Mechanic 24.41
23440 - Heavy Equipment Operator 21.83
23460 - Instrument Mechanic 23.64
23465 - Laboratory/Shelter Mechanic 22.46
23470 - Laborer 13.72
23510 - Locksmith 22.46
23530 - Machinery Maintenance Mechanic 24.48
23550 - Machinist Maintenance 17.41
23580 - Maintenance Trades Helper 15.93
23591 - Metrology Technician I 23.64
23592 - Metrology Technician II 24.77
23593 - Metrology Technician III 25.92
23640 - Millwright 21.97
23710 - Office Appliance Repairer 21.13
23760 - Painter Maintenance 18.88
23790 - Pipefitter Maintenance 26.04
23810 - Plumber Maintenance 24.52
23820 - Pneudraulic Systems Mechanic 23.64
23850 - Rigger 23.64
23870 - Scale Mechanic 21.22
23890 - Sheet-Metal Worker Maintenance 24.44

23910 - Small Engine Mechanic	21.13
23931 - Telecommunications Mechanic I	29.98
23932 - Telecommunications Mechanic II	31.41
23950 - Telephone Lineman	29.66
23960 - Welder Combination Maintenance	17.83
23965 - Well Driller	23.64
23970 - Woodcraft Worker	23.64
23980 - Woodworker	18.31
24000 - Personal Needs Occupations	
24550 - Case Manager	13.97
24570 - Child Care Attendant	10.20
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	13.97
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.88
25040 - Sewage Plant Operator	19.21
25070 - Stationary Engineer	21.88
25190 - Ventilation Equipment Tender	15.80
25210 - Water Treatment Plant Operator	19.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	12.64
27008 - Corrections Officer	18.04
27010 - Court Security Officer	17.21
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	18.04
27070 - Firefighter	18.58
27101 - Guard I	12.64
27102 - Guard II	16.84
27131 - Police Officer I	18.60
27132 - Police Officer II	20.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.65
28042 - Carnival Equipment Repairer	13.83
28043 - Carnival Worker	9.35
28210 - Gate Attendant/Gate Tender	15.50
28310 - Lifeguard	10.83
28350 - Park Attendant (Aide)	17.34
28510 - Recreation Aide/Health Facility Attendant	12.65
28515 - Recreation Specialist	21.47
28630 - Sports Official	13.81
28690 - Swimming Pool Operator	17.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.43
29020 - Hatch Tender	23.43
29030 - Line Handler	23.43
29041 - Stevedore I	22.88

29042 - Stevedore II		25.86
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.47
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.91
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.73
30021 - Archeological Technician I		16.69
30022 - Archeological Technician II		18.69
30023 - Archeological Technician III		23.14
30030 - Cartographic Technician		23.14
30040 - Civil Engineering Technician		23.14
30051 - Cryogenic Technician I		25.63
30052 - Cryogenic Technician II		28.30
30061 - Drafter/CAD Operator I		16.69
30062 - Drafter/CAD Operator II		18.69
30063 - Drafter/CAD Operator III		20.82
30064 - Drafter/CAD Operator IV		25.63
30081 - Engineering Technician I		16.10
30082 - Engineering Technician II		17.40
30083 - Engineering Technician III		20.48
30084 - Engineering Technician IV		25.36
30085 - Engineering Technician V		31.02
30086 - Engineering Technician VI		37.54
30090 - Environmental Technician		23.14
30095 - Evidence Control Specialist		23.14
30210 - Laboratory Technician		20.82
30221 - Latent Fingerprint Technician I		25.63
30222 - Latent Fingerprint Technician II		28.30
30240 - Mathematical Technician		23.14
30361 - Paralegal/Legal Assistant I		17.51
30362 - Paralegal/Legal Assistant II		21.70
30363 - Paralegal/Legal Assistant III		26.54
30364 - Paralegal/Legal Assistant IV		32.10
30375 - Petroleum Supply Specialist		28.30
30390 - Photo-Optics Technician		22.93
30395 - Radiation Control Technician		28.30
30461 - Technical Writer I		23.14
30462 - Technical Writer II		28.30
30463 - Technical Writer III		34.25
30491 - Unexploded Ordnance (UXO) Technician I		25.72
30492 - Unexploded Ordnance (UXO) Technician II		31.12
30493 - Unexploded Ordnance (UXO) Technician III		37.30
30494 - Unexploded (UXO) Safety Escort		25.72
30495 - Unexploded (UXO) Sweep Personnel		25.72
30501 - Weather Forecaster I		25.63
30502 - Weather Forecaster II		31.16
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.82
30621 - Weather Observer Senior	(see 2)	23.14
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.12

31020 - Bus Aide	12.72
31030 - Bus Driver	18.18
31043 - Driver Courier	15.57
31260 - Parking and Lot Attendant	11.29
31290 - Shuttle Bus Driver	16.95
31310 - Taxi Driver	11.51
31361 - Truckdriver Light	16.95
31362 - Truckdriver Medium	18.36
31363 - Truckdriver Heavy	20.23
31364 - Truckdriver Tractor-Trailer	20.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	9.69
99050 - Desk Clerk	9.98
99095 - Embalmer	22.74
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	10.83
99252 - Laboratory Animal Caretaker II	11.83
99260 - Marketing Analyst	27.88
99310 - Mortician	22.02
99410 - Pest Controller	15.98
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	17.53
99711 - Recycling Specialist	21.53
99730 - Refuse Collector	15.56
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	14.17
99830 - Survey Party Chief	20.26
99831 - Surveying Aide	11.73
99832 - Surveying Technician	19.40
99840 - Vending Machine Attendant	13.01
99841 - Vending Machine Repairer	16.46
99842 - Vending Machine Repairer Helper	13.27

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5103
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Barry Barton Cedar Dade Lawrence Stone Taney Vernon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.27
01012 - Accounting Clerk II		13.78
01013 - Accounting Clerk III		15.42
01020 - Administrative Assistant		23.85
01035 - Court Reporter		15.52
01041 - Customer Service Representative I		11.01
01042 - Customer Service Representative II		12.38
01043 - Customer Service Representative III		13.51
01051 - Data Entry Operator I		12.97
01052 - Data Entry Operator II		14.15
01060 - Dispatcher Motor Vehicle		18.89
01070 - Document Preparation Clerk		12.36
01090 - Duplicating Machine Operator		12.36
01111 - General Clerk I		11.67

01112 - General Clerk II	12.73
01113 - General Clerk III	14.29
01120 - Housing Referral Assistant	17.30
01141 - Messenger Courier	10.41
01191 - Order Clerk I	14.27
01192 - Order Clerk II	16.20
01261 - Personnel Assistant (Employment) I	14.46
01262 - Personnel Assistant (Employment) II	16.18
01263 - Personnel Assistant (Employment) III	18.03
01270 - Production Control Clerk	18.23
01290 - Rental Clerk	12.62
01300 - Scheduler Maintenance	13.87
01311 - Secretary I	13.87
01312 - Secretary II	15.52
01313 - Secretary III	17.30
01320 - Service Order Dispatcher	16.88
01410 - Supply Technician	23.85
01420 - Survey Worker	14.22
01460 - Switchboard Operator/Receptionist	11.36
01531 - Travel Clerk I	14.46
01532 - Travel Clerk II	15.57
01533 - Travel Clerk III	16.78
01611 - Word Processor I	12.43
01612 - Word Processor II	13.96
01613 - Word Processor III	15.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.23
05010 - Automotive Electrician	16.87
05040 - Automotive Glass Installer	15.76
05070 - Automotive Worker	15.76
05110 - Mobile Equipment Servicer	14.19
05130 - Motor Equipment Metal Mechanic	17.31
05160 - Motor Equipment Metal Worker	15.76
05190 - Motor Vehicle Mechanic	17.31
05220 - Motor Vehicle Mechanic Helper	13.33
05250 - Motor Vehicle Upholstery Worker	15.36
05280 - Motor Vehicle Wrecker	15.76
05310 - Painter Automotive	16.62
05340 - Radiator Repair Specialist	15.76
05370 - Tire Repairer	14.67
05400 - Transmission Repair Specialist	17.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.02
07041 - Cook I	10.45
07042 - Cook II	11.95
07070 - Dishwasher	10.56
07130 - Food Service Worker	10.15
07210 - Meat Cutter	16.17
07260 - Waiter/Waitress	9.37
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 21.42
09040 - Furniture Handler 13.62
09080 - Furniture Refinisher 21.42
09090 - Furniture Refinisher Helper 16.23
09110 - Furniture Repairer Minor 18.82
09130 - Upholsterer 21.37
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.01
11060 - Elevator Operator 11.19
11090 - Gardener 16.26
11122 - Housekeeping Aide 11.19
11150 - Janitor 11.19
11210 - Laborer Grounds Maintenance 12.53
11240 - Maid or Houseman 10.93
11260 - Pruner 11.41
11270 - Tractor Operator 14.99
11330 - Trail Maintenance Worker 12.53
11360 - Window Cleaner 12.33
12000 - Health Occupations
12010 - Ambulance Driver 18.11
12011 - Breath Alcohol Technician 19.08
12012 - Certified Occupational Therapist Assistant 24.98
12015 - Certified Physical Therapist Assistant 25.71
12020 - Dental Assistant 18.10
12025 - Dental Hygienist 34.06
12030 - EKG Technician 27.59
12035 - Electroneurodiagnostic Technologist 27.59
12040 - Emergency Medical Technician 18.11
12071 - Licensed Practical Nurse I 16.27
12072 - Licensed Practical Nurse II 18.21
12073 - Licensed Practical Nurse III 20.29
12100 - Medical Assistant 13.56
12130 - Medical Laboratory Technician 18.31
12160 - Medical Record Clerk 15.59
12190 - Medical Record Technician 17.45
12195 - Medical Transcriptionist 16.45
12210 - Nuclear Medicine Technologist 40.00
12221 - Nursing Assistant I 11.23
12222 - Nursing Assistant II 12.62
12223 - Nursing Assistant III 13.77
12224 - Nursing Assistant IV 15.46
12235 - Optical Dispenser 15.38
12236 - Optical Technician 16.27
12250 - Pharmacy Technician 14.51
12280 - Phlebotomist 15.53
12305 - Radiologic Technologist 26.12
12311 - Registered Nurse I 22.08
12312 - Registered Nurse II 27.01
12313 - Registered Nurse II Specialist 27.01
12314 - Registered Nurse III 32.68

12315 - Registered Nurse III Anesthetist		32.68
12316 - Registered Nurse IV		39.17
12317 - Scheduler (Drug and Alcohol Testing)		23.63
12320 - Substance Abuse Treatment Counselor		21.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.31
13012 - Exhibits Specialist II		22.68
13013 - Exhibits Specialist III		27.75
13041 - Illustrator I		18.31
13042 - Illustrator II		22.68
13043 - Illustrator III		27.75
13047 - Librarian		25.12
13050 - Library Aide/Clerk		14.58
13054 - Library Information Technology Systems Administrator		22.68
13058 - Library Technician		18.31
13061 - Media Specialist I		16.36
13062 - Media Specialist II		18.31
13063 - Media Specialist III		20.41
13071 - Photographer I		12.42
13072 - Photographer II		15.34
13073 - Photographer III		19.91
13074 - Photographer IV		24.34
13075 - Photographer V		30.59
13090 - Technical Order Library Clerk		18.31
13110 - Video Teleconference Technician		16.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.70
14042 - Computer Operator II		16.46
14043 - Computer Operator III		18.34
14044 - Computer Operator IV		20.38
14045 - Computer Operator V		22.57
14071 - Computer Programmer I	(see 1)	19.31
14072 - Computer Programmer II	(see 1)	23.93
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.70
14160 - Personal Computer Support Technician		20.38
14170 - System Support Specialist		26.23
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.61
15030 - Air Crew Training Devices Instructor (Pilot)		39.95
15050 - Computer Based Training Specialist / Instructor		28.62
15060 - Educational Technologist		26.84
15070 - Flight Instructor (Pilot)		39.95
15080 - Graphic Artist		22.19

15085 - Maintenance Test Pilot Fixed Jet/Prop 39.95
15086 - Maintenance Test Pilot Rotary Wing 39.95
15088 - Non-Maintenance Test/Co-Pilot 39.95
15090 - Technical Instructor 20.33
15095 - Technical Instructor/Course Developer 24.87
15110 - Test Proctor 16.41
15120 - Tutor 16.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.63
16030 - Counter Attendant 10.63
16040 - Dry Cleaner 13.41
16070 - Finisher Flatwork Machine 10.63
16090 - Presser Hand 10.63
16110 - Presser Machine Drycleaning 10.63
16130 - Presser Machine Shirts 10.63
16160 - Presser Machine Wearing Apparel Laundry 10.63
16190 - Sewing Machine Operator 14.40
16220 - Tailor 15.40
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.14
19040 - Tool And Die Maker 26.00
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.05
21030 - Material Coordinator 18.23
21040 - Material Expediter 18.23
21050 - Material Handling Laborer 13.08
21071 - Order Filler 11.62
21080 - Production Line Worker (Food Processing) 16.05
21110 - Shipping Packer 13.37
21130 - Shipping/Receiving Clerk 13.37
21140 - Store Worker I 11.76
21150 - Stock Clerk 15.80
21210 - Tools And Parts Attendant 16.05
21410 - Warehouse Specialist 16.05
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.76
23019 - Aircraft Logs and Records Technician 18.63
23021 - Aircraft Mechanic I 22.46
23022 - Aircraft Mechanic II 23.76
23023 - Aircraft Mechanic III 24.98
23040 - Aircraft Mechanic Helper 16.01
23050 - Aircraft Painter 21.18
23060 - Aircraft Servicer 18.63
23070 - Aircraft Survival Flight Equipment Technician 21.18
23080 - Aircraft Worker 19.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.46

23110 - Appliance Mechanic 21.18
23120 - Bicycle Repairer 17.34
23125 - Cable Splicer 36.79
23130 - Carpenter Maintenance 17.18
23140 - Carpet Layer 20.01
23160 - Electrician Maintenance 21.32
23181 - Electronics Technician Maintenance I 19.86
23182 - Electronics Technician Maintenance II 21.18
23183 - Electronics Technician Maintenance III 22.46
23260 - Fabric Worker 18.59
23290 - Fire Alarm System Mechanic 22.41
23310 - Fire Extinguisher Repairer 17.34
23311 - Fuel Distribution System Mechanic 22.46
23312 - Fuel Distribution System Operator 17.37
23370 - General Maintenance Worker 14.44
23380 - Ground Support Equipment Mechanic 22.46
23381 - Ground Support Equipment Servicer 18.63
23382 - Ground Support Equipment Worker 19.86
23391 - Gunsmith I 17.34
23392 - Gunsmith II 19.81
23393 - Gunsmith III 22.41
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.03
23430 - Heavy Equipment Mechanic 20.63
23440 - Heavy Equipment Operator 24.54
23460 - Instrument Mechanic 22.41
23465 - Laboratory/Shelter Mechanic 21.14
23470 - Laborer 13.72
23510 - Locksmith 21.18
23530 - Machinery Maintenance Mechanic 22.25
23550 - Machinist Maintenance 21.22
23580 - Maintenance Trades Helper 16.01
23591 - Metrology Technician I 22.41
23592 - Metrology Technician II 23.71
23593 - Metrology Technician III 24.98
23640 - Millwright 22.41
23710 - Office Appliance Repairer 21.14
23760 - Painter Maintenance 22.11
23790 - Pipefitter Maintenance 26.04
23810 - Plumber Maintenance 23.07
23820 - Pneudraulic Systems Mechanic 22.41
23850 - Rigger 22.41
23870 - Scale Mechanic 19.81
23890 - Sheet-Metal Worker Maintenance 21.88
23910 - Small Engine Mechanic 16.19
23931 - Telecommunications Mechanic I 23.03
23932 - Telecommunications Mechanic II 24.36
23950 - Telephone Lineman 22.46

23960 - Welder Combination Maintenance		16.44
23965 - Well Driller		22.41
23970 - Woodcraft Worker		22.41
23980 - Woodworker		17.34
24000 - Personal Needs Occupations		
24550 - Case Manager		13.33
24570 - Child Care Attendant		11.18
24580 - Child Care Center Clerk		13.26
24610 - Chore Aide		11.07
24620 - Family Readiness And Support Services Coordinator		13.33
24630 - Homemaker		15.27
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.41
25040 - Sewage Plant Operator		20.98
25070 - Stationary Engineer		22.41
25190 - Ventilation Equipment Tender		16.01
25210 - Water Treatment Plant Operator		20.98
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.33
27007 - Baggage Inspector		12.90
27008 - Corrections Officer		18.04
27010 - Court Security Officer		17.21
27030 - Detection Dog Handler		16.84
27040 - Detention Officer		18.04
27070 - Firefighter		17.21
27101 - Guard I		12.90
27102 - Guard II		16.84
27131 - Police Officer I		18.60
27132 - Police Officer II		20.68
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.36
28042 - Carnival Equipment Repairer		14.49
28043 - Carnival Worker		10.14
28210 - Gate Attendant/Gate Tender		14.72
28310 - Lifeguard		10.83
28350 - Park Attendant (Aide)		16.47
28510 - Recreation Aide/Health Facility Attendant		12.02
28515 - Recreation Specialist		20.37
28630 - Sports Official		13.11
28690 - Swimming Pool Operator		17.18
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.58
29020 - Hatch Tender		21.58
29030 - Line Handler		21.58
29041 - Stevedore I		20.25
29042 - Stevedore II		23.02
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.77
30022 - Archeological Technician II 18.76
30023 - Archeological Technician III 23.22
30030 - Cartographic Technician 23.22
30040 - Civil Engineering Technician 22.66
30051 - Cryogenic Technician I 25.10
30052 - Cryogenic Technician II 27.72
30061 - Drafter/CAD Operator I 16.77
30062 - Drafter/CAD Operator II 18.76
30063 - Drafter/CAD Operator III 20.90
30064 - Drafter/CAD Operator IV 25.73
30081 - Engineering Technician I 14.93
30082 - Engineering Technician II 16.77
30083 - Engineering Technician III 20.33
30084 - Engineering Technician IV 25.19
30085 - Engineering Technician V 30.82
30086 - Engineering Technician VI 37.29
30090 - Environmental Technician 23.22
30095 - Evidence Control Specialist 22.66
30210 - Laboratory Technician 20.90
30221 - Latent Fingerprint Technician I 25.10
30222 - Latent Fingerprint Technician II 27.72
30240 - Mathematical Technician 23.22
30361 - Paralegal/Legal Assistant I 16.32
30362 - Paralegal/Legal Assistant II 19.97
30363 - Paralegal/Legal Assistant III 24.73
30364 - Paralegal/Legal Assistant IV 29.93
30375 - Petroleum Supply Specialist 27.72
30390 - Photo-Optics Technician 22.93
30395 - Radiation Control Technician 27.72
30461 - Technical Writer I 23.22
30462 - Technical Writer II 28.42
30463 - Technical Writer III 34.38
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.10
30502 - Weather Forecaster II 30.52
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.90
30621 - Weather Observer Senior (see 2) 23.22
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.43
31030 - Bus Driver 18.62
31043 - Driver Courier 14.29
31260 - Parking and Lot Attendant 12.18

31290 - Shuttle Bus Driver	15.41
31310 - Taxi Driver	10.67
31361 - Truckdriver Light	15.41
31362 - Truckdriver Medium	16.89
31363 - Truckdriver Heavy	20.85
31364 - Truckdriver Tractor-Trailer	20.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.42
99050 - Desk Clerk	10.79
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.73
99252 - Laboratory Animal Caretaker II	11.61
99260 - Marketing Analyst	19.26
99310 - Mortician	25.35
99410 - Pest Controller	20.07
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.91
99711 - Recycling Specialist	17.77
99730 - Refuse Collector	13.53
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	13.09
99830 - Survey Party Chief	17.47
99831 - Surveying Aide	10.11
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.68
99841 - Vending Machine Repairer	21.29
99842 - Vending Machine Repairer Helper	17.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5104
Revision No.: 12
Date Of Last Revision: 06/25/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Barry Barton Cedar Dade Lawrence Stone Taney Vernon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.27
01012 - Accounting Clerk II		13.78
01013 - Accounting Clerk III		15.42
01020 - Administrative Assistant		23.85
01035 - Court Reporter		15.52
01041 - Customer Service Representative I		11.01
01042 - Customer Service Representative II		12.38
01043 - Customer Service Representative III		13.51
01051 - Data Entry Operator I		12.97
01052 - Data Entry Operator II		14.15
01060 - Dispatcher Motor Vehicle		18.89

01070 - Document Preparation Clerk 12.36
01090 - Duplicating Machine Operator 12.36
01111 - General Clerk I 11.67
01112 - General Clerk II 12.73
01113 - General Clerk III 14.29
01120 - Housing Referral Assistant 17.30
01141 - Messenger Courier 10.41
01191 - Order Clerk I 14.27
01192 - Order Clerk II 16.20
01261 - Personnel Assistant (Employment) I 14.46
01262 - Personnel Assistant (Employment) II 16.18
01263 - Personnel Assistant (Employment) III 18.03
01270 - Production Control Clerk 18.23
01290 - Rental Clerk 12.62
01300 - Scheduler Maintenance 13.87
01311 - Secretary I 13.87
01312 - Secretary II 15.52
01313 - Secretary III 17.30
01320 - Service Order Dispatcher 16.88
01410 - Supply Technician 23.85
01420 - Survey Worker 14.22
01460 - Switchboard Operator/Receptionist 11.36
01531 - Travel Clerk I 14.46
01532 - Travel Clerk II 15.57
01533 - Travel Clerk III 16.78
01611 - Word Processor I 12.43
01612 - Word Processor II 13.96
01613 - Word Processor III 15.62
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.23
05010 - Automotive Electrician 16.87
05040 - Automotive Glass Installer 15.76
05070 - Automotive Worker 15.76
05110 - Mobile Equipment Servicer 14.19
05130 - Motor Equipment Metal Mechanic 17.31
05160 - Motor Equipment Metal Worker 15.76
05190 - Motor Vehicle Mechanic 17.31
05220 - Motor Vehicle Mechanic Helper 13.33
05250 - Motor Vehicle Upholstery Worker 15.36
05280 - Motor Vehicle Wrecker 15.76
05310 - Painter Automotive 16.62
05340 - Radiator Repair Specialist 15.76
05370 - Tire Repairer 14.67
05400 - Transmission Repair Specialist 17.31
07000 - Food Preparation And Service Occupations
07010 - Baker 12.02
07041 - Cook I 10.45
07042 - Cook II 11.95
07070 - Dishwasher 10.56
07130 - Food Service Worker 10.15

07210 - Meat Cutter	16.17
07260 - Waiter/Waitress	9.37
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.42
09040 - Furniture Handler	13.62
09080 - Furniture Refinisher	21.42
09090 - Furniture Refinisher Helper	16.23
09110 - Furniture Repairer Minor	18.82
09130 - Upholsterer	21.37
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.01
11060 - Elevator Operator	11.19
11090 - Gardener	16.26
11122 - Housekeeping Aide	11.19
11150 - Janitor	11.19
11210 - Laborer Grounds Maintenance	12.53
11240 - Maid or Houseman	10.93
11260 - Pruner	11.41
11270 - Tractor Operator	14.99
11330 - Trail Maintenance Worker	12.53
11360 - Window Cleaner	12.33
12000 - Health Occupations	
12010 - Ambulance Driver	18.11
12011 - Breath Alcohol Technician	19.08
12012 - Certified Occupational Therapist Assistant	24.98
12015 - Certified Physical Therapist Assistant	25.71
12020 - Dental Assistant	18.10
12025 - Dental Hygienist	34.06
12030 - EKG Technician	27.59
12035 - Electroneurodiagnostic Technologist	27.59
12040 - Emergency Medical Technician	18.11
12071 - Licensed Practical Nurse I	16.27
12072 - Licensed Practical Nurse II	18.21
12073 - Licensed Practical Nurse III	20.29
12100 - Medical Assistant	13.56
12130 - Medical Laboratory Technician	18.31
12160 - Medical Record Clerk	15.59
12190 - Medical Record Technician	17.45
12195 - Medical Transcriptionist	16.45
12210 - Nuclear Medicine Technologist	40.00
12221 - Nursing Assistant I	11.23
12222 - Nursing Assistant II	12.62
12223 - Nursing Assistant III	13.77
12224 - Nursing Assistant IV	15.46
12235 - Optical Dispenser	15.38
12236 - Optical Technician	16.27
12250 - Pharmacy Technician	14.51
12280 - Phlebotomist	15.53
12305 - Radiologic Technologist	26.12
12311 - Registered Nurse I	22.08

12312 - Registered Nurse II		27.01
12313 - Registered Nurse II Specialist		27.01
12314 - Registered Nurse III		32.68
12315 - Registered Nurse III Anesthetist		32.68
12316 - Registered Nurse IV		39.17
12317 - Scheduler (Drug and Alcohol Testing)		23.63
12320 - Substance Abuse Treatment Counselor		21.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.31
13012 - Exhibits Specialist II		22.68
13013 - Exhibits Specialist III		27.75
13041 - Illustrator I		18.31
13042 - Illustrator II		22.68
13043 - Illustrator III		27.75
13047 - Librarian		25.12
13050 - Library Aide/Clerk		14.58
13054 - Library Information Technology Systems Administrator		22.68
13058 - Library Technician		18.31
13061 - Media Specialist I		16.36
13062 - Media Specialist II		18.31
13063 - Media Specialist III		20.41
13071 - Photographer I		12.42
13072 - Photographer II		15.34
13073 - Photographer III		19.91
13074 - Photographer IV		24.34
13075 - Photographer V		30.59
13090 - Technical Order Library Clerk		18.31
13110 - Video Teleconference Technician		16.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.70
14042 - Computer Operator II		16.46
14043 - Computer Operator III		18.34
14044 - Computer Operator IV		20.38
14045 - Computer Operator V		22.57
14071 - Computer Programmer I	(see 1)	19.31
14072 - Computer Programmer II	(see 1)	23.93
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.70
14160 - Personal Computer Support Technician		20.38
14170 - System Support Specialist		26.23
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.61
15030 - Air Crew Training Devices Instructor (Pilot)		39.95
15050 - Computer Based Training Specialist / Instructor		28.62

15060 - Educational Technologist 26.84
15070 - Flight Instructor (Pilot) 39.95
15080 - Graphic Artist 22.19
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.95
15086 - Maintenance Test Pilot Rotary Wing 39.95
15088 - Non-Maintenance Test/Co-Pilot 39.95
15090 - Technical Instructor 20.33
15095 - Technical Instructor/Course Developer 24.87
15110 - Test Proctor 16.41
15120 - Tutor 16.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.63
16030 - Counter Attendant 10.63
16040 - Dry Cleaner 13.41
16070 - Finisher Flatwork Machine 10.63
16090 - Presser Hand 10.63
16110 - Presser Machine Drycleaning 10.63
16130 - Presser Machine Shirts 10.63
16160 - Presser Machine Wearing Apparel Laundry 10.63
16190 - Sewing Machine Operator 14.40
16220 - Tailor 15.40
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.14
19040 - Tool And Die Maker 26.00
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.05
21030 - Material Coordinator 18.23
21040 - Material Expediter 18.23
21050 - Material Handling Laborer 13.08
21071 - Order Filler 11.62
21080 - Production Line Worker (Food Processing) 16.05
21110 - Shipping Packer 13.37
21130 - Shipping/Receiving Clerk 13.37
21140 - Store Worker I 11.76
21150 - Stock Clerk 15.80
21210 - Tools And Parts Attendant 16.05
21410 - Warehouse Specialist 16.05
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.76
23019 - Aircraft Logs and Records Technician 18.63
23021 - Aircraft Mechanic I 22.46
23022 - Aircraft Mechanic II 23.76
23023 - Aircraft Mechanic III 24.98
23040 - Aircraft Mechanic Helper 16.01
23050 - Aircraft Painter 21.18
23060 - Aircraft Servicer 18.63
23070 - Aircraft Survival Flight Equipment Technician 21.18
23080 - Aircraft Worker 19.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 19.86

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 22.46
II
23110 - Appliance Mechanic 21.18
23120 - Bicycle Repairer 17.34
23125 - Cable Splicer 36.79
23130 - Carpenter Maintenance 17.18
23140 - Carpet Layer 20.01
23160 - Electrician Maintenance 21.32
23181 - Electronics Technician Maintenance I 19.86
23182 - Electronics Technician Maintenance II 21.18
23183 - Electronics Technician Maintenance III 22.46
23260 - Fabric Worker 18.59
23290 - Fire Alarm System Mechanic 22.41
23310 - Fire Extinguisher Repairer 17.34
23311 - Fuel Distribution System Mechanic 22.46
23312 - Fuel Distribution System Operator 17.37
23370 - General Maintenance Worker 14.44
23380 - Ground Support Equipment Mechanic 22.46
23381 - Ground Support Equipment Servicer 18.63
23382 - Ground Support Equipment Worker 19.86
23391 - Gunsmith I 17.34
23392 - Gunsmith II 19.81
23393 - Gunsmith III 22.41
23410 - Heating Ventilation And Air-Conditioning 21.40
Mechanic
23411 - Heating Ventilation And Air Contidioning 23.03
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 20.63
23440 - Heavy Equipment Operator 24.54
23460 - Instrument Mechanic 22.41
23465 - Laboratory/Shelter Mechanic 21.14
23470 - Laborer 13.72
23510 - Locksmith 21.18
23530 - Machinery Maintenance Mechanic 22.25
23550 - Machinist Maintenance 21.22
23580 - Maintenance Trades Helper 16.01
23591 - Metrology Technician I 22.41
23592 - Metrology Technician II 23.71
23593 - Metrology Technician III 24.98
23640 - Millwright 22.41
23710 - Office Appliance Repairer 21.14
23760 - Painter Maintenance 22.11
23790 - Pipefitter Maintenance 26.04
23810 - Plumber Maintenance 23.07
23820 - Pneudraulic Systems Mechanic 22.41
23850 - Rigger 22.41
23870 - Scale Mechanic 19.81
23890 - Sheet-Metal Worker Maintenance 21.88
23910 - Small Engine Mechanic 16.19

23931 - Telecommunications Mechanic I	23.03
23932 - Telecommunications Mechanic II	24.36
23950 - Telephone Lineman	22.46
23960 - Welder Combination Maintenance	16.44
23965 - Well Driller	22.41
23970 - Woodcraft Worker	22.41
23980 - Woodworker	17.34
24000 - Personal Needs Occupations	
24550 - Case Manager	13.33
24570 - Child Care Attendant	11.18
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	11.07
24620 - Family Readiness And Support Services Coordinator	13.33
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.41
25040 - Sewage Plant Operator	20.98
25070 - Stationary Engineer	22.41
25190 - Ventilation Equipment Tender	16.01
25210 - Water Treatment Plant Operator	20.98
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	12.90
27008 - Corrections Officer	18.04
27010 - Court Security Officer	17.21
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	18.04
27070 - Firefighter	17.21
27101 - Guard I	12.90
27102 - Guard II	16.84
27131 - Police Officer I	18.60
27132 - Police Officer II	20.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.36
28042 - Carnival Equipment Repairer	14.49
28043 - Carnival Worker	10.14
28210 - Gate Attendant/Gate Tender	14.72
28310 - Lifeguard	10.83
28350 - Park Attendant (Aide)	16.47
28510 - Recreation Aide/Health Facility Attendant	12.02
28515 - Recreation Specialist	20.37
28630 - Sports Official	13.11
28690 - Swimming Pool Operator	17.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.58
29020 - Hatch Tender	21.58
29030 - Line Handler	21.58
29041 - Stevedore I	20.25
29042 - Stevedore II	23.02

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		16.77
30022 - Archeological Technician II		18.76
30023 - Archeological Technician III		23.22
30030 - Cartographic Technician		23.22
30040 - Civil Engineering Technician		22.66
30051 - Cryogenic Technician I		25.10
30052 - Cryogenic Technician II		27.72
30061 - Drafter/CAD Operator I		16.77
30062 - Drafter/CAD Operator II		18.76
30063 - Drafter/CAD Operator III		20.90
30064 - Drafter/CAD Operator IV		25.73
30081 - Engineering Technician I		14.93
30082 - Engineering Technician II		16.77
30083 - Engineering Technician III		20.33
30084 - Engineering Technician IV		25.19
30085 - Engineering Technician V		30.82
30086 - Engineering Technician VI		37.29
30090 - Environmental Technician		23.22
30095 - Evidence Control Specialist		22.66
30210 - Laboratory Technician		20.90
30221 - Latent Fingerprint Technician I		25.10
30222 - Latent Fingerprint Technician II		27.72
30240 - Mathematical Technician		23.22
30361 - Paralegal/Legal Assistant I		16.32
30362 - Paralegal/Legal Assistant II		19.97
30363 - Paralegal/Legal Assistant III		24.73
30364 - Paralegal/Legal Assistant IV		29.93
30375 - Petroleum Supply Specialist		27.72
30390 - Photo-Optics Technician		22.93
30395 - Radiation Control Technician		27.72
30461 - Technical Writer I		23.22
30462 - Technical Writer II		28.42
30463 - Technical Writer III		34.38
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.10
30502 - Weather Forecaster II		30.52
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.90
30621 - Weather Observer Senior	(see 2)	23.22

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.43

31030 - Bus Driver	18.62
31043 - Driver Courier	14.29
31260 - Parking and Lot Attendant	12.18
31290 - Shuttle Bus Driver	15.41
31310 - Taxi Driver	10.67
31361 - Truckdriver Light	15.41
31362 - Truckdriver Medium	16.89
31363 - Truckdriver Heavy	20.85
31364 - Truckdriver Tractor-Trailer	20.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.42
99050 - Desk Clerk	10.79
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.73
99252 - Laboratory Animal Caretaker II	11.61
99260 - Marketing Analyst	19.26
99310 - Mortician	25.35
99410 - Pest Controller	20.07
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.91
99711 - Recycling Specialist	17.77
99730 - Refuse Collector	13.53
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	13.09
99830 - Survey Party Chief	17.47
99831 - Surveying Aide	10.11
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.68
99841 - Vending Machine Repairer	21.29
99842 - Vending Machine Repairer Helper	17.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5105
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Kansas Missouri

Area: Kansas Counties of Johnson Leavenworth Linn Miami Wyandotte

Missouri Counties of Bates Caldwell Cass Clay Clinton Jackson Lafayette Platte Ray

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.97
01012 - Accounting Clerk II		17.93
01013 - Accounting Clerk III		20.05
01020 - Administrative Assistant		27.26
01035 - Court Reporter		24.39
01041 - Customer Service Representative I		14.00
01042 - Customer Service Representative II		15.74
01043 - Customer Service Representative III		17.18
01051 - Data Entry Operator I		14.46
01052 - Data Entry Operator II		15.78
01060 - Dispatcher Motor Vehicle		20.35
01070 - Document Preparation Clerk		17.23

01090 - Duplicating Machine Operator 17.23
01111 - General Clerk I 14.25
01112 - General Clerk II 15.64
01113 - General Clerk III 17.56
01120 - Housing Referral Assistant 20.79
01141 - Messenger Courier 15.77
01191 - Order Clerk I 15.40
01192 - Order Clerk II 17.28
01261 - Personnel Assistant (Employment) I 16.71
01262 - Personnel Assistant (Employment) II 18.69
01263 - Personnel Assistant (Employment) III 20.83
01270 - Production Control Clerk 25.14
01290 - Rental Clerk 14.97
01300 - Scheduler Maintenance 16.25
01311 - Secretary I 16.25
01312 - Secretary II 18.17
01313 - Secretary III 20.79
01320 - Service Order Dispatcher 21.18
01410 - Supply Technician 27.26
01420 - Survey Worker 17.02
01460 - Switchboard Operator/Receptionist 14.03
01531 - Travel Clerk I 17.26
01532 - Travel Clerk II 18.63
01533 - Travel Clerk III 20.00
01611 - Word Processor I 16.02
01612 - Word Processor II 17.99
01613 - Word Processor III 20.12
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.30
05010 - Automotive Electrician 21.47
05040 - Automotive Glass Installer 20.25
05070 - Automotive Worker 20.25
05110 - Mobile Equipment Servicer 17.53
05130 - Motor Equipment Metal Mechanic 22.44
05160 - Motor Equipment Metal Worker 20.25
05190 - Motor Vehicle Mechanic 22.44
05220 - Motor Vehicle Mechanic Helper 16.12
05250 - Motor Vehicle Upholstery Worker 18.90
05280 - Motor Vehicle Wrecker 20.25
05310 - Painter Automotive 21.47
05340 - Radiator Repair Specialist 20.25
05370 - Tire Repairer 15.18
05400 - Transmission Repair Specialist 22.44
07000 - Food Preparation And Service Occupations
07010 - Baker 14.52
07041 - Cook I 13.02
07042 - Cook II 15.04
07070 - Dishwasher 10.19
07130 - Food Service Worker 11.34
07210 - Meat Cutter 17.93

07260 - Waiter/Waitress	9.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.09
09040 - Furniture Handler	15.75
09080 - Furniture Refinisher	21.23
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer Minor	19.27
09130 - Upholsterer	15.83
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.06
11060 - Elevator Operator	13.76
11090 - Gardener	20.67
11122 - Housekeeping Aide	13.76
11150 - Janitor	13.76
11210 - Laborer Grounds Maintenance	15.83
11240 - Maid or Houseman	10.97
11260 - Pruner	14.29
11270 - Tractor Operator	19.00
11330 - Trail Maintenance Worker	15.83
11360 - Window Cleaner	15.25
12000 - Health Occupations	
12010 - Ambulance Driver	17.67
12011 - Breath Alcohol Technician	20.08
12012 - Certified Occupational Therapist Assistant	28.49
12015 - Certified Physical Therapist Assistant	27.87
12020 - Dental Assistant	19.43
12025 - Dental Hygienist	35.00
12030 - EKG Technician	30.45
12035 - Electroneurodiagnostic Technologist	30.45
12040 - Emergency Medical Technician	17.67
12071 - Licensed Practical Nurse I	17.96
12072 - Licensed Practical Nurse II	20.08
12073 - Licensed Practical Nurse III	22.39
12100 - Medical Assistant	16.70
12130 - Medical Laboratory Technician	22.73
12160 - Medical Record Clerk	19.38
12190 - Medical Record Technician	21.68
12195 - Medical Transcriptionist	17.61
12210 - Nuclear Medicine Technologist	39.55
12221 - Nursing Assistant I	11.59
12222 - Nursing Assistant II	13.04
12223 - Nursing Assistant III	14.23
12224 - Nursing Assistant IV	15.97
12235 - Optical Dispenser	16.73
12236 - Optical Technician	14.95
12250 - Pharmacy Technician	15.79
12280 - Phlebotomist	17.01
12305 - Radiologic Technologist	27.69
12311 - Registered Nurse I	23.68
12312 - Registered Nurse II	27.27

12313 - Registered Nurse II Specialist		27.27
12314 - Registered Nurse III		33.15
12315 - Registered Nurse III Anesthetist		33.15
12316 - Registered Nurse IV		39.45
12317 - Scheduler (Drug and Alcohol Testing)		24.87
12320 - Substance Abuse Treatment Counselor		20.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.13
13012 - Exhibits Specialist II		27.35
13013 - Exhibits Specialist III		32.01
13041 - Illustrator I		19.30
13042 - Illustrator II		23.90
13043 - Illustrator III		29.24
13047 - Librarian		30.95
13050 - Library Aide/Clerk		12.27
13054 - Library Information Technology Systems Administrator		23.49
13058 - Library Technician		16.42
13061 - Media Specialist I		18.41
13062 - Media Specialist II		20.60
13063 - Media Specialist III		22.96
13071 - Photographer I		17.20
13072 - Photographer II		19.24
13073 - Photographer III		23.84
13074 - Photographer IV		29.17
13075 - Photographer V		35.29
13090 - Technical Order Library Clerk		16.42
13110 - Video Teleconference Technician		22.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.15
14042 - Computer Operator II		19.19
14043 - Computer Operator III		21.39
14044 - Computer Operator IV		23.76
14045 - Computer Operator V		26.31
14071 - Computer Programmer I	(see 1)	22.38
14072 - Computer Programmer II	(see 1)	27.43
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.15
14160 - Personal Computer Support Technician		23.76
14170 - System Support Specialist		29.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.33
15020 - Aircrew Training Devices Instructor (Rated)		35.48
15030 - Air Crew Training Devices Instructor (Pilot)		42.53
15050 - Computer Based Training Specialist / Instructor		29.33
15060 - Educational Technologist		30.38

15070 - Flight Instructor (Pilot) 42.53
15080 - Graphic Artist 25.30
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.53
15086 - Maintenance Test Pilot Rotary Wing 42.53
15088 - Non-Maintenance Test/Co-Pilot 42.53
15090 - Technical Instructor 24.09
15095 - Technical Instructor/Course Developer 29.48
15110 - Test Proctor 19.46
15120 - Tutor 19.46
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.63
16030 - Counter Attendant 10.63
16040 - Dry Cleaner 13.41
16070 - Finisher Flatwork Machine 10.63
16090 - Presser Hand 10.63
16110 - Presser Machine Drycleaning 10.63
16130 - Presser Machine Shirts 10.63
16160 - Presser Machine Wearing Apparel Laundry 10.63
16190 - Sewing Machine Operator 14.40
16220 - Tailor 15.40
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.66
19040 - Tool And Die Maker 32.18
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.24
21030 - Material Coordinator 25.14
21040 - Material Expediter 25.14
21050 - Material Handling Laborer 16.19
21071 - Order Filler 13.52
21080 - Production Line Worker (Food Processing) 19.24
21110 - Shipping Packer 16.12
21130 - Shipping/Receiving Clerk 16.12
21140 - Store Worker I 14.99
21150 - Stock Clerk 20.53
21210 - Tools And Parts Attendant 19.24
21410 - Warehouse Specialist 19.24
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.43
23019 - Aircraft Logs and Records Technician 25.45
23021 - Aircraft Mechanic I 30.22
23022 - Aircraft Mechanic II 31.43
23023 - Aircraft Mechanic III 32.61
23040 - Aircraft Mechanic Helper 21.71
23050 - Aircraft Painter 28.91
23060 - Aircraft Servicer 25.45
23070 - Aircraft Survival Flight Equipment Technician 28.91
23080 - Aircraft Worker 27.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.27

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.22
23110 - Appliance Mechanic 21.23
23120 - Bicycle Repairer 20.49
23125 - Cable Splicer 40.77
23130 - Carpenter Maintenance 25.73
23140 - Carpet Layer 25.78
23160 - Electrician Maintenance 30.70
23181 - Electronics Technician Maintenance I 26.08
23182 - Electronics Technician Maintenance II 28.85
23183 - Electronics Technician Maintenance III 30.13
23260 - Fabric Worker 22.14
23290 - Fire Alarm System Mechanic 24.62
23310 - Fire Extinguisher Repairer 20.54
23311 - Fuel Distribution System Mechanic 33.04
23312 - Fuel Distribution System Operator 25.85
23370 - General Maintenance Worker 20.36
23380 - Ground Support Equipment Mechanic 30.22
23381 - Ground Support Equipment Servicer 25.45
23382 - Ground Support Equipment Worker 27.27
23391 - Gunsmith I 20.54
23392 - Gunsmith II 23.73
23393 - Gunsmith III 26.26
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.17
23430 - Heavy Equipment Mechanic 26.01
23440 - Heavy Equipment Operator 27.83
23460 - Instrument Mechanic 24.78
23465 - Laboratory/Shelter Mechanic 25.15
23470 - Laborer 14.86
23510 - Locksmith 24.84
23530 - Machinery Maintenance Mechanic 26.56
23550 - Machinist Maintenance 22.05
23580 - Maintenance Trades Helper 16.31
23591 - Metrology Technician I 24.78
23592 - Metrology Technician II 25.77
23593 - Metrology Technician III 26.75
23640 - Millwright 34.31
23710 - Office Appliance Repairer 21.38
23760 - Painter Maintenance 21.58
23790 - Pipefitter Maintenance 32.02
23810 - Plumber Maintenance 30.63
23820 - Pneudraulic Systems Mechanic 26.26
23850 - Rigger 25.25
23870 - Scale Mechanic 23.73
23890 - Sheet-Metal Worker Maintenance 29.58
23910 - Small Engine Mechanic 21.10
23931 - Telecommunications Mechanic I 25.19

23932 - Telecommunications Mechanic II 26.20
23950 - Telephone Lineman 24.54
23960 - Welder Combination Maintenance 22.01
23965 - Well Driller 28.22
23970 - Woodcraft Worker 26.26
23980 - Woodworker 20.54
24000 - Personal Needs Occupations
24550 - Case Manager 16.34
24570 - Child Care Attendant 10.80
24580 - Child Care Center Clerk 14.51
24610 - Chore Aide 11.09
24620 - Family Readiness And Support Services Coordinator 16.34
24630 - Homemaker 16.34
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.67
25040 - Sewage Plant Operator 22.55
25070 - Stationary Engineer 28.67
25190 - Ventilation Equipment Tender 20.60
25210 - Water Treatment Plant Operator 22.55
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.33
27007 - Baggage Inspector 15.81
27008 - Corrections Officer 18.89
27010 - Court Security Officer 20.82
27030 - Detection Dog Handler 17.68
27040 - Detention Officer 18.89
27070 - Firefighter 24.20
27101 - Guard I 15.81
27102 - Guard II 17.68
27131 - Police Officer I 22.60
27132 - Police Officer II 25.11
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.88
28042 - Carnival Equipment Repairer 14.00
28043 - Carnival Worker 9.68
28210 - Gate Attendant/Gate Tender 15.77
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 17.64
28510 - Recreation Aide/Health Facility Attendant 12.87
28515 - Recreation Specialist 21.85
28630 - Sports Official 14.05
28690 - Swimming Pool Operator 19.20
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 33.76
29020 - Hatch Tender 33.76
29030 - Line Handler 33.76
29041 - Stevedore I 31.50
29042 - Stevedore II 35.78
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.60
30021 - Archeological Technician I 18.04
30022 - Archeological Technician II 20.18
30023 - Archeological Technician III 24.76
30030 - Cartographic Technician 25.01
30040 - Civil Engineering Technician 25.38
30051 - Cryogenic Technician I 25.41
30052 - Cryogenic Technician II 28.08
30061 - Drafter/CAD Operator I 18.04
30062 - Drafter/CAD Operator II 20.18
30063 - Drafter/CAD Operator III 22.51
30064 - Drafter/CAD Operator IV 27.69
30081 - Engineering Technician I 15.54
30082 - Engineering Technician II 19.08
30083 - Engineering Technician III 21.95
30084 - Engineering Technician IV 24.41
30085 - Engineering Technician V 29.54
30086 - Engineering Technician VI 36.00
30090 - Environmental Technician 23.10
30095 - Evidence Control Specialist 22.95
30210 - Laboratory Technician 22.08
30221 - Latent Fingerprint Technician I 23.39
30222 - Latent Fingerprint Technician II 25.84
30240 - Mathematical Technician 27.51
30361 - Paralegal/Legal Assistant I 19.19
30362 - Paralegal/Legal Assistant II 23.77
30363 - Paralegal/Legal Assistant III 29.08
30364 - Paralegal/Legal Assistant IV 35.18
30375 - Petroleum Supply Specialist 28.08
30390 - Photo-Optics Technician 25.01
30395 - Radiation Control Technician 28.08
30461 - Technical Writer I 22.96
30462 - Technical Writer II 30.90
30463 - Technical Writer III 33.99
30491 - Unexploded Ordnance (UXO) Technician I 25.61
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.14
30494 - Unexploded (UXO) Safety Escort 25.61
30495 - Unexploded (UXO) Sweep Personnel 25.61
30501 - Weather Forecaster I 27.69
30502 - Weather Forecaster II 33.68
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.51
30621 - Weather Observer Senior (see 2) 25.01
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 14.18
31030 - Bus Driver 19.95

31043 - Driver Courier	15.32
31260 - Parking and Lot Attendant	12.47
31290 - Shuttle Bus Driver	16.66
31310 - Taxi Driver	12.72
31361 - Truckdriver Light	16.66
31362 - Truckdriver Medium	21.15
31363 - Truckdriver Heavy	22.92
31364 - Truckdriver Tractor-Trailer	22.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	11.02
99050 - Desk Clerk	10.69
99095 - Embalmer	24.03
99130 - Flight Follower	25.61
99251 - Laboratory Animal Caretaker I	13.18
99252 - Laboratory Animal Caretaker II	14.33
99260 - Marketing Analyst	29.91
99310 - Mortician	30.24
99410 - Pest Controller	17.98
99510 - Photofinishing Worker	15.44
99710 - Recycling Laborer	17.70
99711 - Recycling Specialist	21.25
99730 - Refuse Collector	15.97
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	12.17
99830 - Survey Party Chief	26.02
99831 - Surveying Aide	16.18
99832 - Surveying Technician	22.15
99840 - Vending Machine Attendant	15.43
99841 - Vending Machine Repairer	19.39
99842 - Vending Machine Repairer Helper	15.43

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."